AGENDA

Call to Order
Roll Call Attendance

Tab A Open Communications
Tab B President’s Report
Tab C RESOLUTION: Women’s Track and Field
Tab D RESOLUTION: Women’s Golf
Tab E RESOLUTION: Forensics Program
Tab F Proposed Minutes of the April 14, 2011 Regular Board Meeting

CONSENT AGENDA

Section 1 Emeritus Staff Recommendations
Section 2 Emeritus Faculty Recommendations
Section 3 Academic Affairs Administrative/Professional Appointments/Transfers
Section 4 Academic Retirements/Separations
Section 5 Faculty Appointments
Section 6 Faculty Reappointments
Section 7 Faculty Tenure Appointments
Section 8 Faculty Promotions
Section 9 Lecturer Appointments
Section 10 Lecturer Promotions
Section 11 Staff Appointments
Section 12 Staff Separations/Retirements

REGULAR AGENDA

Student Affairs Committee
Section 13 Report and Minutes

Athletic Affairs Committee
Section 14 Report and Minutes
Section 15 FY 2011-2012 Department of Intercollegiate Athletics Budget
Section 16 Review and Approval of Rob Murphy’s Employment Agreement
Section 17 NCAA Certification Report

Educational Policies Committee
Section 18 Report and Minutes
Section 19 Faculty Research and Creative Activity Fellowships Spring-Summer 2011, Fall 2011, and first round of Winter 2012
Section 20 Charter Schools Board Appointments
Section 21 Charter Approvals for Gaudior Academy and Commonwealth Academy
Section 22 Policy Revision: 6.2.1 – Grading, Probation and Course Repeats
Section 23 Correction of University Calendar

Finance & Audit Committee
Section 24 Informational Reports and Financial Updates
Section 25 FY 2011-2012 Tuition and Fees Recommendation
Section 26 FY 2011-2012 General Fund Operating Budget Recommendation
Section 27 FY 2011-2012 Auxiliaries Fund Operating Budget Recommendation
Section 28 FY 2011-2012 Capital Budget Recommendation and 3-Year Capital Plan
Section 29 Policy Revision: 9.3.1 – Public Safety, Traffic and Parking
Section 30 EMU Foundation Report and Recommendation

New Business
Section 31 Creation of the Delores Soderquist Brehm Center for Special Education Scholarship and Research in the College of Education
Section 32 Recommendation to Approve the Interlocal Agreement Between the Board of Regents of Eastern Michigan University and the School District for the City of Detroit, Creating the Education Achievement Authority (A Michigan Public Body Corporate)
Section 33 Recommendation to appoint Mike Morris and James Stapleton to the Authority Board of the Education Achievement Authority upon the effective date of the Interlocal Agreement

Chairman’s Comments

Adjournment
March 18, 2011

MAC WOMEN’S INDOOR TRACK AND FIELD CHAMPIONSHIP RESOLUTION FOR REGENTS

Whereas, the Eastern Michigan University women’s track and field team won the 2011 Mid-American Conference Indoor Track and Field Championship, its third title and the first since 2000, and

Whereas, the Eagles scored 118 points to beat runner-up Western Michigan by 29 points, and

Whereas, Head Coach Sue Parks was named MAC Indoor Coach of the Year, and

Whereas, sophomore Ashlee Abraham won two individual races, the 60 and 200-meter titles, setting a MAC Championship record in the 60 meters that had lasted for 12 years, and

Whereas, the Eagles went 1-2 in the 800-meter run with senior Lauren Quaintance winning the event with junior teammate Beverly Elcock finishing second, and

Whereas, the 4x400-meter relay team of senior Dejaa Shearer, sophomore Asia Rawls, sophomore Naomi Andre and junior Shantavia Williams, won the title, and

Whereas, Ashlee Abraham and Lauren Quaintance were named first-team All-MAC, and

Whereas, junior Beverly Elcock, graduate student Jessica Hemingway and freshman Shnell Wishart were all named second-team All-MAC,

Now, therefore be it resolved that the Eastern Michigan University Board of Regents congratulates the women’s track and field team for its outstanding success in the 2011 indoor track season and commends them for the honor and distinction they have brought to themselves as well as Eastern Michigan University.
May 9, 2011

EMU 2010-11 WOMEN’S GOLF PROCLAMATION FOR REGENTS

Whereas, Eastern Michigan University women’s golfer Sarah Johnson won the 2011 Mid-American Conference individual championship, the first ever for an EMU women’s golfer, and

Whereas, the Eastern Michigan University women’s golf team tied the MAC record for most runner-up finishes (5) with a second-place effort at the 2011 league tournament, and

Whereas, Head Coach Sandy Wagner was named the MAC Coach of the Year, and

Whereas, sophomore Sarah Johnson was named first-team All-MAC and selected to the MAC All-tournament Team, and

Whereas, senior Darby Peters was named second-team All-MAC, and

Whereas, Alyssa Kwon was named MAC Freshman of the Year, and

Now, therefore be it resolved that the Eastern Michigan University Board of Regents congratulates the women’s golf team for its outstanding success in the 2010-11 season and commends them for the honor and distinction they have brought to themselves as well as Eastern Michigan University
Resolution:

Whereas, the Eastern Michigan University forensic team earned its 40th consecutive top ten finish at the 2011 National Forensic Association’s individual events national tournament; the only team in the nation to place in the top ten since the inception of the national tournament in 1971; and

Whereas, Eastern Michigan University’s Tylor “Omar” Orme, a senior from Holt, Michigan, and former recipient of both the Harold E. Sponberg Endowed Scholarship and the Dr. Everett L. Marshall Endowed Scholarship, won the national championship in Impromptu Speaking at the American Forensic Association’s individual events national tournament, receiving five out of five first place ballots in the national final round; and

Whereas, Omar’s victory represents the 68th individual national championship earned by an Eastern Michigan University forensic competitor; and

Whereas, the Eastern Michigan University forensic team won its thirty-sixth Michigan intercollegiate state speech and debate championship; and

Whereas, Eastern Michigan University’s Jon Stowell, a senior from Grand Blanc, Michigan, won his fourth consecutive state championship in Extemporaneous Speaking; and

Whereas, Eastern Michigan University’s Communication, Media, and Theatre Arts Department Head, Mr. Dennis Beagen, was awarded the Presidential Founder’s Trophy by the National Forensic Association, naming him the architect of the modern forensic program and honoring him for his lifetime of service to intercollegiate forensics;

Therefore, be it resolved, that the Eastern Michigan University Board of Regents hereby congratulates the Eastern Michigan University forensic team, Director Ray Quiel, Assistant Directors Michael Marion and Amy Johnson, and Graduate Assistants Maggie Waid, Marisa Dluge, and Courtney Wright for the honor and distinction they have brought to themselves as well as Eastern Michigan University.

Be it further resolved, that the Board of Regents wishes the forensic team continued success in the years to come.
These are the proposed minutes of the April 14, 2011 Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Wilbanks at 4:01 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board Members present were:

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

The Board Member absent was: Regent Thomas Sidlik.

TAB A

OPEN COMMUNICATIONS

Secretary Reaume announced that 12 people requested to address the Board of Regents. One speaker cancelled. There were 11 confirmed speakers. Each speaker was given up to 3 minutes to speak.

Matt Evett (University Faculty Senate) – status report of the University Faculty Senate

David Crary (Faculty) – The EMU budget and the cut in state appropriations

Jodi Wallo – Contract for part-time faculty

Renita Frazier (EMU Federation of Teachers) – EMU FT Contract for PT Faculty

Regina George – Continued support for EMU’s Doctor of Urban Educational Studies program

Nicole Carter – The consolidation or elimination of the PhD program in Educational Studies

Carmen Stokes – The future of the Doctoral Program in Education Studies and the importance of developing Nursing faculty and nursing leaders in the community

Daniel Jacobson and Ellen Koch – The value of PhD education for EMU and its students

Susan Moeller (EMU-AAUP) – Programs and budget cuts
Good afternoon. As students complete the academic year, more than 2,300 of our seniors are preparing for their next big step – graduation on Saturday – a celebration of student success and achievement. I would like to acknowledge the faculty and staff who have helped guide our graduates to this important milestone in their lives. Commencement speakers are successful alumni Steven Tapper, partner and vice president of Tapper’s Diamonds and Fine Jewelry, and Robert Skandalaris, owner of Quantum Ventures of Michigan, LLC.

Today we are recommending for Board of Regents’ approval a modest increase in room and board rates of an aggregate 2.15 percent. This will allow us to respond to rising food and infrastructure costs that were not addressed in last year’s “0, 0, 0” budget, as well as necessary upgrades to aging facilities, while still providing a competitive rate.

We are reinvigorating strategic planning and are engaged in campus-wide budget planning for the 2012 fiscal year to address the 15 percent reduction in state funding proposed by Governor Snyder. Yesterday we held a second budget retreat with the Board of Regents to discuss the components of our budget and receive their guidance and input. Chairman Wilbanks is going to appoint an ad hoc committee of the Board to work with the leadership team in developing a budget recommendation for the Board of Regents to adopt at their June meeting.

At the same time, individual divisions and departments, the University Budget Council, and the Faculty Senate are analyzing budgets and providing ideas to save money and better allocate our resources to provide a great education at an affordable price. We held a campus budget forum on March 17, the seventh conducted since summer 2009, where we outlined the guiding principles that provide the foundation for the budget development process. They are:

- Resource allocation focused on growth and building on momentum
- Academic quality and campus safety and security are top priorities
- Recognize importance of re-investment in aging facilities
- Participation and ownership of need to reduce expenditures significantly
• Budget structurally balanced and sustainable

We also outlined our approach to the process, which includes:

• Transparent, frequent communication with full campus engagement
• Re-assessment of all we do and how we do it

On March 16, I testified before both the House and Senate appropriations subcommittees on higher education. In the testimony I cited my own example – growing up on a farm and attending a one-room schoolhouse – as that of someone who benefited from scholarship help and state taxpayers’ support of Michigan’s public universities.

Fall enrollment projections appear strong. Applications from first-time students are up 28 percent over last year at this time (increase of 2,541), transfer applications are up 25 percent (increase of 467), and graduate applications are up 15 percent (increase of 320).

I am pleased to introduce Kevin Kucera, our new Associate Vice President of Student Affairs and Enrollment Management. He formerly was at the University of Toledo. This is an important addition to our leadership team as he brings significant expertise in the area of enrollment management and experience at one of our key competitors in the region.

Other recent highlights include:

• On April 1, Eastern staged the student conference, “Conversations on Race.” The event included participation by Regents Floyd Clack and Jim Stapleton, and a keynote address by University of Pennsylvania history professor Thomas Sugrue.

• The third annual Cesar Chavez Celebration was held March 31st with a keynote address by author Luis Rodriguez.

• Our annual Week of Excellence, held March 21-25, celebrates the wonderful work of our students, faculty, and staff. The week offered a chance to recognize various segments of the University for great work, including our distinguished faculty awards. Honorees included Ruth Ann Armitage (chemistry), Stephen Blair (mathematics), Daniel Brickner (accounting), Amy Flanagan Johnson (chemistry), Christopher Robbins (teacher education) and Lee Stille (communication, media and theatre arts).

• Eastern’s fifth-annual Ethos Week featured WJR radio’s Paul W. Smith broadcast from the College of Business and a keynote address by U.S. Attorney Barbara McQuade.
• Robert Winning, a professor of biology at Eastern, was named a “Distinguished Professor of the Year” by the Presidents Council, State Universities of Michigan. Professor Winning was one of four winners selected from the state’s 15 public universities.

• Eastern students elected a new President and Vice President of Student Government for 2011-2012. They are Jelani McGadney and Jeff Chicoine. Jelani McGadney is a senior studying international affairs. Jeff Chicoine is a junior who has been actively engaged on campus despite a 35-mile daily commute, and will bring the perspective of non-traditional and commuter student life to the office.

• The Eastern Women’s basketball team had a terrific run in the WNIT postseason tournament. They beat Michigan 67-59 at the Convocation Center. The team then beat UNC-Wilmington before falling to Syracuse in a “Sweet 16” matchup.

Athletic Director Derrick Gragg is making excellent progress in the search for our new men’s basketball coach with many well-qualified candidates from whom to choose.

The Invest. Inspire. capital campaign has $41.7 million toward the $50 million goal. The annual spring fund drive is underway. More than 17,000 alumni will receive direct calls; 20,000 will receive direct mail solicitations; and 45,000 will receive email solicitations. In the meantime, WEMU set an all-time record in its spring pledge drive with $162,000 donated.

Chairman Wilbanks, this concludes my report.

Thank you.

Susan Martin

Section 1

RESOLUTION: DR. ROBERT S. WINNING

Regent Parker moved and Regent Morris seconded to recommend the Board approve the Resolution recognizing Dr. Robert S. Winning. Dr. Winning was recently named a Michigan Professor of the Year for 2010 by the Presidents Council, State Universities of Michigan. Dr. Winning serves as professor of Biology in the College of Arts and Sciences.

Motion Carried
Section 2

RESOLUTION: RESIDENCE HALL ASSOCIATION

Regent Fitzsimmons moved and Regent Parker seconded to recommend the Board approve the Resolution recognizing the Residence Hall Association. The Residence Hall Association recently received the 2010 Program of the Year Award from the Great Lakes Affiliate of College and University Residence Halls and went on to place in the top five programs for the 2011 National Association of College and University Residence Halls.

Motion Carried

Section 3

RESOLUTION: WOMEN’S BASKETBALL TEAM

Regent Hawks moved and Regent Clack seconded to recommend the Board approve the Resolution recognizing the Women’s Basketball Team. The Women’s Basketball Team posted a program-best ever 24 victories and the Eagles earned their second consecutive postseason berth in the Women’s National Invitation Tournament.

Motion Carried

Section 4

RESOLUTION: PRESIDENTIAL AWARDS FOR ADVANCING EASTERN MICHIGAN UNIVERSITY

Regent Parker moved and Regent Wilbanks seconded to recommend the Board approve the Resolution recognizing the Presidential Awards for Advancing Eastern Michigan University. These awards were instituted during the Invest. Inspire. Campaign in order to recognize individuals and organizations that advance EMU though philanthropy and strategic investment and who have substantially contributed to the preservation and growth of University resources. The following were recognized: Ed and Suzanne Jakeway for Advancing Philanthropy; Dennis Beagen for Faculty and Staff Leadership in Advancement; and the following were recognized for Community Partnership: Kirk Profit and Michael Hawks – Governmental Consultant Services, Inc.; Brenda Stumbo – Ypsilanti Township; Bob Tetens – Washtenaw County; and Sabrina Gross – Community Volunteer.

Motion Carried
Section 5

PROPOSED MINUTES OF THE FEBRUARY 15, 2011 REGULAR BOARD MEETING

Regent Clack moved and Regent Fitzsimmons seconded that the proposed minutes be approved as submitted.

Motion Carried

Consent Agenda
Regent Stapleton moved and Regent Parker seconded that the items on the Consent Agenda be approved (sections 6-10).

Section 6

Staff Appointments

Recommended that the Board of Regents approve 12 staff appointments for the reporting period of February 1, 2011 – March 31, 2011.

Section 7

Staff Separations/Retirements

Recommended that the Board of Regents approve 8 separations and retirements for the reporting period February 1, 2011 – March 31, 2011.

Section 8

Charter Schools Annual Report

Recommended that the 2009-10 Charter Schools Annual Report be received and placed on file.

Section 9

Commencement Speakers and Honorary Degree Recipients

Recommended that the Board of Regents approve Steven Tapper as commencement speaker at the Saturday, April 16, 2011 morning commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Fine Arts to Mr. Tapper. It is also recommended that the Board of Regents approve Robert Skandalaris as commencement speaker at the Saturday, April 16, 2011 afternoon ceremony. In addition,
it is recommended that the Board award an honorary Doctor of Public Service to Mr. Skandalaris.

Section 10

OMB Circular A-133 Supplementary Financial Reports for the Year Ended June 30, 2010

Recommended that the Board of Regents receive and place on file the OMB Circular A-133 Supplementary Financial Reports for the Year Ended June 30, 2010.

Motion Carried

Section 11

MONTHLY REPORT AND MINUTES - STUDENT AFFAIRS COMMITTEE

Regent Fitzsimmons moved and Regent Morris seconded that the Student Affairs Committee Agenda for April 14, 2011 and the Minutes of February 15, 2011 be received and placed on file.

Motion Carried

Section 12

MONTHLY REPORT AND MINUTES - ATHLETIC AFFAIRS COMMITTEE

Regent Hawks moved and Regent Clack seconded that the Athletic Affairs Committee Agenda for April 14, 2011 and the February 15, 2011 Minutes be received and placed on file.

Motion Carried

Section 13

MONTHLY REPORT AND MINUTES - FACULTY AFFAIRS COMMITTEE

Regent Parker moved and Regent Stapleton seconded that the Faculty Affairs Committee Agenda for April 14, 2011 and the Minutes of the February 15, 2011 meeting be received and placed on file.

Motion Carried
Section 14

MONTHLY REPORT AND MINUTES – EDUCATIONAL POLICIES COMMITTEE

Regent Parker moved and Regent Fitzsimmons seconded that the Educational Policies Committee Agenda for April 14, 2011 and the Minutes of the February 15, 2011 meeting be received and placed on file.

Motion Carried

Section 15

REPORT: 2011-2012 SABBATICAL LEAVE AWARDS

It was moved by Regent Parker and seconded by Regent Clack to accept and place on file the report on 2011-2012 sabbatical leaves.

Motion Carried

Section 16

MONTHLY REPORT AND MINUTES - FINANCE AND AUDIT COMMITTEE

Regent Stapleton moved and Regent Clack seconded that the Board of Regents receive and place on file the Minutes from the February 15, 2011 Finance and Audit Committee meeting, the agenda for the April 14, 2011 meeting and the Informational Reports and Financial Updates.

Motion Carried

Section 17

PRAY-HARROLD RESOLUTION

Regent Stapleton moved and Regent Clack seconded that the Board of Regents approve the resolution approving a construction and completion assurance agreement, a conveyance of property, a lease and an easement agreement for the Pray-Harrold renovation project.

Motion Carried
Section 18

OPERATING AGREEMENT WITH EMU FOUNDATION AND EVALUATION PLAN

Regent Stapleton moved and Regent Parker seconded that the Board of Regents approve a one-year extension of the operating agreement between Eastern Michigan University and the Eastern Michigan University Foundation.

Motion Carried

Section 19

FY12 ROOM, BOARD AND APARTMENT RATES

It was moved by Regent Stapleton and seconded by Regent Parker that the Board of Regents approve the 2011-12 rates for residence halls, meals plans, and apartments.

Motion Carried

Regent Wilbanks called for any further business to be brought before the Board. There being none, the meeting was adjourned at 5:16 p.m.

Respectfully submitted,

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

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to two (2) staff members: Judy Church, Senior Secretary, Risk Management and Workers’ Compensation who retired June 1, 2011 and Nancy Mida, Communications Manager, EMU Foundation, who retired on March 15, 2011.

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.
EMERITUS STAFF STATUS RECOMMENDATION

The Department of Risk Management & Workers' Comp recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: Judy Church

Current Status at EMU: Employed - retirement effective June 1, 2011

Date of Hire at EMU: 04/24/1989 Retirement Date: 06/01/2011

Number of Years at EMU: 22 years (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: (__) N/A E-Mail Address: ________________________________

Name of Spouse: ________________________________

Degree(s)/Institutions/Year: Baccalaureate: N/A

Masters: N/A

Doctoral: N/A

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.

Gloria A. Hage  5/24/11

Recommended by (please print) Date

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

Provost Date  June 31, 2011

Date Submitted to Board of Regents

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

8/22/06
May 24, 2011

Academic Affairs
106 Welch Hall
Ypsilanti, MI 48197

Subject: Emeritus Staff Status Recommendation

To Whom It May Concern:

I am pleased to write this letter to recommend Judy Church, Senior Secretary, Risk Management and Workers' Compensation for Emeritus Staff Status at Eastern Michigan University. Judy has been a dedicated employee at EMU for 22 years. She served in multiple departments including Employment, Benefits, Compensation and Risk Management & Workers' Compensation and has been an extremely positive contributor to each and every department. She is known for providing exceptional customer service, a friendly smile and a good laugh.

Judy is proud of her career at EMU and of her three children and husband who are all EMU graduates. Her strong ties to the University make her a perfect candidate for Emeritus Staff Status.

Sincerely,

Gloria A. Hage
General Counsel
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS STAFF STATUS RECOMMENDATION

The Department of Communications Manager, EMU Foundation recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: Nancy Mida

Current Status at EMU: Communications Manager, EMU Foundation

Date of Hire at EMU: March 15, 2011

Number of Years at EMU: 15

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: nmida@emich.edu

Name of Spouse: ____________________________________________________________

Degree(s)/Institutions/Year: Baccalaureate: BS English, 1972 EMU

Masters: __________________________

Doctoral: __________________________

Please Attach a Brief Statement of Support to this Form

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

Recommended by __________________________ (please print) 3/14/11

Department Head and/or Supervisor __________________________ Date 3/14/11

Dean and/or Vice President __________________________ Date

Provost __________________________ Date

June 21, 2011

Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall

8/22/06
March 2, 2011

Dr. Jack Kay  
Provost and Executive Vice President  
Eastern Michigan University  
106 Welch Hall  
Ypsilanti, MI 48197

Dear Jack:

This letter is in support of the recommendation to award **emeritus staff status** to Nancy J. Mida. For over 38 years, Nancy Mida has served Eastern Michigan University and the EMU Foundation. Since 1997, I have had the pleasure of working with Nancy at the EMU Foundation, where she was one of the first employees hired.

During her career at EMU Nancy's work focused on the communications areas. Nancy has always been a colleague dedicated to **what is best for EMU**. Nancy is an efficient team member and at times has served as a reluctant, but talented leader.

In 1997, after 24 years at the University in various roles, Nancy joined the EMU Foundation and was responsible for the communications, marketing and messaging of our organization. One of her key tasks each year was writing and overseeing the production of our comprehensive annual report to our donors. Nancy is a constant professional who has always treated our donors and stakeholders with the utmost respect. Nancy received her BS in English from EMU and has served her alma mater proud.

Most recently Nancy's area of responsibility has been overseeing the marketing and communications needs for Invest. Inspire. The campaign for Eastern Michigan University. Her entire professional career has been spent sharing the good news and stories that make EMU special to our alumni, friends and stakeholders. She will be sorely missed.

I, along with the EMU Foundation staff, hope you will concur with our feelings and grant Nancy Emeritus Status at an upcoming Board of Regents meeting.

Sincerely,

Laura Wilbanks  
Chief Financial Officer
March 1, 2011

To the Board of Regents and Provost Jack Kay:

We are writing in support of the nomination of Nancy Mida for emeritus staff status at EMU. Nancy has long been a valued colleague and supportive coworker to all of us in the Division of Communications. She is a dedicated communicator who has done all she can to advance the cause of EMU and particularly its development efforts.

In many ways, Nancy can be considered the conscience of our fundraising arm. She always exhibits sound judgment, is thoughtful in her approach, and treats donors and friends with dignity — whether they are $1 million donors or give $50 a year. She is meticulous in planning every aspect of a project, and she stays on budget.

She has always been helpful in disseminating good, timely news from donors — large and small — who contribute to EMU. She has provided that information to our division so that we could help effectively distribute it to a wider internal and external audience.

Nancy is an excellent team player. She is great at sharing and exploring ideas for how to improve our collective work. She takes responsibility for meetings schedules and creates substantive agendas to keep our collaborations on track. Her sense of humor and collegiality are essential to this work.

She has a patient and imperturbable nature. Her equanimity and her acceptance of whatever circumstances arise are notable. She has displayed an exceptional ability to adjust to change, both culturally and technologically, and to keep the work of communications in fundraising on track.

Nancy excels at messaging, which is expressed in tying a fundraising campaign’s goals and results to real, human outcomes among our students and alumni.

In addition, she is a mentor, a mature presence who looks out for others and is accountable. She is also a kind-hearted person.

We will definitely miss collaborating with Nancy. We will miss her honesty, her dry wit, and the worried look on her face when we push deadlines to the limit. Nancy Mida represents the best of EMU.

Sincerely,

Walter Kraft, Vice President, Division of Communications
Rhonda DeLong, Director, Web Communications and New Media
Darcy Gifford, Director, Publications
Geoff Larcom, Executive Director, Media Relations
Ward Mullens, Associate Director, Communications
Ron Podell, Assistant Director, News Services
Pam Young, Director, Communications
EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Faculty Status to five (5) former faculty members listed on the attached report.

STAFF SUMMARY

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

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Executive Vice President
EASTERN MICHIGAN UNIVERSITY
EMERITUS FACULTY STATUS RECOMMENDATION
June 21, 2011

S. Imtiaz Ahmad
Professor, Department of Computer Information Systems from 1981-2011
(30 years)

Doctoral       University of Ottawa
Masters        University of Ottawa
Baccalaureate  University of Punjab

Nancy Allen
Professor, Department of English Language and Literature from 1991-2011
(20 years)

Doctoral       Purdue University
Masters        Purdue University
Baccalaureate  Eastern Michigan University

Emily Catherine Day
Professor, Department of World Languages from 1982-2011
(29 years)

Doctoral       University of Illinois
Masters        Teachers College
Baccalaureate  College of William & Mary

Barry Fish
Professor, Department of Psychology from 1970-2011
(41 years)

Doctoral       Wayne State University
Masters        Wayne State University
Baccalaureate  University of Michigan

Arthur Howard
Professor, Department of Chemistry from 1990-2011
(21 years)

Doctoral       Cambridge University
Masters        Rhodes University
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of **computer information systems** recommends the awarding of Emeritus Faculty Status for the following retiring/reired faculty member:

Name of Faculty Member: **S. Imtiaz Ahmad**

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

Date of Hire at EMU: **9-01-1981**

Retirement Date: **8-30-2011**

Number of Years at EMU: **30** (Minimum of 15 years of service required)

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

Home Address: __________________________________________________________________________

Home Telephone: _______________________________________________________________________

E-Mail Address: _______________________________________________________________________

Name of Spouse: _______________________________________________________________________

Degree(s)/Institutions/Year: Baccalaureate: **University of Punjab, Pakistan (1961)**

Masters: **University of Ottawa, Canada (1964)**

Doctoral: **University of Ottawa, Canada (1967)**

Please Attach a Brief Statement of Support to this Form

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

**Dr. Badie Farah 5/17/2011**

Recommended by (please print) __________________________________________________________________________

Date **5/19/11**

Department Head **5/19/11**

Date **June 21, 2011**

Date Submitted to Board of Regents _______________________________________________________________________

Please forward this completed form to: **Nicki Banush**

Academic Affairs, 106 Welch Hall

8/3/04
Statement of Support for Dr. Syed Imtiaz Ahmad

Recommendation for Appointment as Emeritus Professor
Prepared by Dr. Badie Farah, Professor, CIS Department

Candidate Data
Name: S. Imtiaz Ahmad
Current Rank at EMU: Professor
Date of Hire, EMU Professor, 9/1/1981
Retirement date (expected on or about) 8/30/2011
Number of Years at EMU 30.
Home Address:
Home Telephone:
Name of Spouse:
Degree(s)/Institutions/Year:
Baccalaureate: University of Punjab, Pakistan (1961)
Masters: University of Ottawa, Canada (1964)
Doctoral: University of Ottawa, Canada (1967)

Brief Statement of Support Attached to the Form

After completing his Ph.D., Dr. Ahmad has held various academic and administrative positions at universities in Canada, United States and internationally. He has served as Head of Computer Division in the Department of Electrical Engineering in Pakistan, Professor and Head of Computer Science in Canada, Dean of Engineering in Malaysia, and now serving as Professor and Head of Computer Information Systems at Eastern Michigan University.

Dr. Ahmad has served as consultant to government and business in Canada, United States and internationally, and he has been invited numerous times for speaking and consultations. He has also conducted programs on the national television and radio. Dr. Ahmad has held responsibilities in several professional and social organizations, on both the national and international levels. He has been President of the Computer Science Association (CSA) of Canada, President of the Association of Muslim Scientists and Engineers of North America (AMSE), President of Association of Pakistani Scientists and Engineers of North America (APSENA), President of the Islamic Society of North America (ISNA), and President of Pakistan Association of Scientists and Engineers (CPASE), and President of the Human Development Institute (HDI) in Canada.

In 1981 Dr. Ahmad joined Eastern Michigan University as a fully tenured Professor in Computer Information Systems Department, and has been playing a leading role there at various levels of University governance. He has been a member of the Eastern Michigan University Faculty Council (Senate), member of the University Committee for General Education Courses, CIS Program Advisor and Chair of the CIS Personnel and Curriculum Committees.
From July 1994 to December of 1996, he took professional leave from Eastern Michigan University in order to assume an assignment at the International Islamic University of Malaysia (IIUM), where he served as the Dean of the Faculty of Engineering. While at IIUM, Dr. Ahmad Chaired the University Technical Computing Committee (UTCC), and was responsible for the data and voice networks, and computing facilities for the entire campus. He also served as Chairman of the IIUM Senate Committee for developing a University-wide course in Creative Thinking and Problem Solving, and also headed a multi-million dollar project for design and implementation of voice and multimedia data infrastructures at the new IIUM campus.

Dr. Imtiaz Ahmad has authored and edited several books on computer hardware, software, and information systems. He has published numerous technical papers in journals, including an article for the Encyclopedia of Robotics, and served as head of research teams. He has been serving as the Editor In-Chief of the International Journal of Science and Technology (IJST) published by the Foundation for International Development (FID), USA. Currently, Dr. Ahmad is Chair of the Executive Council of Jahangirabad Institute of Technology (JIT), an institution of higher learning in India.

With a distinguished career as a teacher and mentor, spanning over forty years, with a professional record of service that exemplifies high professional integrity, and noticeable service to the community in a variety of leadership roles, we believe that he is most deserving of this coveted status.

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

Name of Faculty Member: _______Nancy Allen________

Current Status/Rank at EMU: __Professor________

Date of Hire at EMU: __August 1991________ Retirement Date: __Aug. 31, 2011____

Number of Years at EMU: ___________20____ (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation.

This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home Address: ______________________________

Home Telephone E-Mail Address:___

Name of Spouse: ____

Degree(s)/Institutions/Year: Baccalaureate: __1959 Eastern Mich. Univ._

Masters: __1986 Purdue University________

Doctoral: __1991 Purdue University________

Please Attach a Brief Statement of Support to this Form

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

Recommended by (please print) _______S/5/2011___ Date

Department Dean (________S/5/2011___ Date

Provost's Date _______S/17/11___ Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush, Academic Affairs, 106 Welch Hall
8/3/04
May 5, 2011

To Whom It May Concern:

It is with great pleasure that I write to recommend Nancy Allen's appointment to the rank of Emeritus Professor upon her retirement in June of 2011. During her twenty-year academic career Nancy has served her students, the Department of English, Eastern Michigan University, and the field of composition and rhetoric with tremendous distinction. She is, in my opinion, highly deserving of this honor.

Nancy arrived at Eastern Michigan in September 1991. Immediately she developed goals specifically related to the Technical Communication curriculum, which she had been hired to work with. Among her most notable accomplishments was her bringing forward the technical communication program into the computer age. Technical communication courses were being taught in computerized classrooms around the country, but EMU did not yet have such a facility. Nancy therefore engaged in extensive discussions with then department head, Prof. Marcia Dalbey, to find funding and a location to establish a computerized classroom for our program. While she and Prof. Dalbey worked toward that goal, she began teaching technical communication classes in rooms that were part of Computer Science. Prof. Dalbey was able to allocate basic funding to this goal. Consequently, during 1992 Nancy worked with members of IT support to plan and install infrastructure of wiring connections and order required computers, tables and other equipment. Then in the fall of 1993 the English Department opened its first Macintosh classroom, Room 312, with only 12 student stations and a server but with wiring and space available to expand each year as funding became available. Consequently, 6 computers were added during each of the follow years to achieve the desired total of 24 student work stations.

During her tenure at EMU, Nancy also established a broader range of courses for the Technical Communication undergraduate and graduate majors. When she arrived at EMU, a BA and MA with a Technical Communication major were established at EMU, but only 3 courses were being taught in that program: ENGL 324, 424, and 524. A technical editing course had been approved but had not been taught. Nancy began the expansion by developing the ENGL 427 Technical Editing course as an active item in the program. In the next year she added ENGL 428 Writing for the Computer Industry. These courses gave us a solid basis for our technical communication program. Because there were two enterprising and technology wise students in the ENGL 428 class, they were able to work together to establish a website for the English Department, one of the first departmental websites in the university.
Later Nancy developed and added ENGL 505: Rhetoric of Science and Technology as a required course for graduate students and most recently ENGL 527: Visual Rhetoric and Information Architecture, taught as a topic course in the program. These courses have helped to round out the technical communication and professional writing programs.

Nancy’s publication record is as impressive as her work developing curriculum within the Department of English. During her career she published 28 articles. One of these publications was selected for inclusion in Central Works in Technical Communication: Seminal Essays from the Last Twenty Years of Technical Communication Research and Scholarship, a landmark volume in the field of technical communication edited by Johndan Johnson-Eilola and Stuart A. Selber in 2004. In 2002, Nancy used a sabbatical leave to prepare and edit a volume on using language and visuals together titled, Working with Words and Images: New Steps in an Old Dance, which explores the use of visual images widely recognized as centrally important to Technical Communication and Professional Writing. She also has published reviews for journals in her field and delivered numerous conference presentations at national and international conferences.

While teaching at EMU, Nancy has actively participated in a number of professional organizations. In addition to presenting reports at the national and international conferences of the Assoc. of Teachers of Tech. Writing (ATTW) and the Council for Programs in Technical and Scientific Communication (CPTSC), she also served on the Executive Boards of both of these organizations and served as Conference Chair twice. Nancy also served on nominating and award committees for both of these professional associations. In the most recent years she was a member of the Teaching Committee of the ATTW. In conjunction with the national conference meetings, the ATTW Scholarship of Teaching Committee annually held workshops for new teachers for which she was a discussion leader. Nancy has also been an active member of Computers and Writing and a frequent presenter at their national conferences. Her edited book is one volume in a Computers and Writing series.

While these activities were of benefit to Nancy through association with the leaders in these fields, they also served as a benefit for EMU by raising awareness of the Department’s programs and accomplishments in members of programs across the country. This recognition benefited EMU by attracting students and graduate students from other schools to our programs; it certainly benefited EMU’s graduates who applied to doctoral programs. Our students have frequently been accepted into doctoral programs by the leading universities in the country due in part to Nancy’s scholarly efforts.

Nancy Allen is eminently deserving of an appointment to Emeritus status. Please let me know if there is anything I might do to assist in expediting this process.

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

Name of Faculty Member: Emily Catherine Day

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 1/4/82 Retirement Date: 9/1/11

Number of Years at EMU: 29 1/2 (Minimum of 15 years of service required)

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

Home Address: ____________________________

Home Telephone: __________________________ E-Mail Address: __________________________

Name of Spouse: __________________________

Degree(s)/Institutions/Year: Baccalaureate: College of William & Mary 1963
Masters: Teachers College 1969
Doctoral: University of Illinois 1981

Please Attach a Brief Statement of Support to this Form

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

Recommended by (please print) ___________________________ Date 3-15-11

Department Head ___________________________ Date 6-14-11

Dean ___________________________ Date 6-6-11

Provost ___________________________ Date 6-14-11

Date Submitted to Board of Regents June 21, 2011

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

8/3/04
June 3, 2011

Dean Tom Venner  
College of Arts and Sciences  
Eastern Michigan University

Dear Dean Venner,

Dr. Emily (Cathy) Day, Professor of ESL-TESOL, is retiring after 29 ½ years of dedicated employment in the Department of World Languages. Her effective retirement date is August 31, 2011. I am nominating her for emeritus status and all the privileges associated therewith.

Throughout her career on the EMU faculty, she has been tireless in her contributions not only to the ESL-TESOL section but also to the department as a whole. She continues to do more than her fair share of department work and has provided a steady, reasoned voice on departmental issues on many occasions. She has been steadfast as a liaison to the College of Education, the Michigan Department of Education and the Michigan public school districts under its jurisdiction. She continues to serve nationally through 2012, having been nominated to NCATE’s Board of Examiners in 2009, in addition to serving as a CIES reviewer for Fulbright English Teaching Assistants, 2008-2010. Her service on university committees includes the Professional Education Advisory Committee, Graduate Research Fair, the Sesquicentennial Committee and a Presidential Task Force, among many others.

As you can see from her CV, highlighting professional accomplishments too numerous to mention here, she has continued to publish and present at professional conferences, has served on the national TESOL executive committee, on the TESOL Editorial Advisory Board, and as Editor. In addition, she served as president and vice president of the Michigan MITESOL organization.

Cathy enjoys the respect and affection of her colleagues in the department and is deserving of this honor upon her retirement.

R. Weston Gil, Ph.D.

Rosemary Weston Gil, Ph. D.  
Department Head, World Languages  
Phone: 734.487.0130  FAX: 734.487.3411  
Email: rweston3@emich.edu  
219 Alexander, Ypsilanti, Michigan 48197
The Department of Psychology recommends the awarding of Emeritus Faculty Status for the following retiring/reired faculty member:

Name of Faculty Member: Dr. Barry Fish

Current Status/Rank at EMU: Professor

Date of Hire at EMU: September, 1970  Retirement Date: April, 2011

Number of Years at EMU: 41 (Minimum of 15 years of service required)

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

Home Address: __________________________________________________________

Home Telephone: _E-Mail Address: ________________________________________

Name of Spouse: _________________________________________________________

Degree(s)/Institutions/Year: Baccalaureate: University of Michigan

Masters: Wayne State University

Doctoral: Wayne State University

Please Attach a Brief Statement of Support to this Form

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

Department of Psychology 6/1/11

Recommended by (please print)  Date

Carol (Ketl) Freedman-Doan

Date  June 26, 2011  Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall
June 2, 2011

To Whom It May Concern:

On May 27, 2011, the Psychology Department faculty unanimously voted to nominate Dr. Barry Fish for Emeritus status at Eastern Michigan University. Please accept our nomination.

Dr. Fish had been a full time faculty member in our department since 1970. He was hired as a Social Psychologist and earned tenure in 1974 and Full Professor status in 1979. In 1979, Dr. Fish became the Department Head in Psychology and served for 10 years. In 1989, Dr. Fish was appointed Dean of the College of Arts and Sciences and served for 12 years. Before returning to faculty, he was appointed Department Head in Geology and Geography for two years. Dr. Fish completed his career as a member of the Psychology faculty, teaching both undergraduate and graduate social psychology. It is noteworthy that despite being away from the classroom for so many years, students gave him high marks in his teaching evaluations and was especially praised by the graduate students in his class. One undergraduate recently wrote, “Before taking your social psychology class, I had no idea what I wanted to pursue in life, and when I took your class everything just clicked . . . .” This student, who took Dr. Fish’s class in Winter 2009, is now pursuing a PhD in Social Psychology at The University of Michigan.

We will miss him. Nevertheless, we would like to recommend him to emeritus status so that he can continue to participate in the life of our EMU community. Thank you for your consideration of this matter.

Carol R. Freedman-Doan, L.P., Ph.D.
Department Head, Psychology
537 Mark Jefferson
Ypsilanti, MI 48197
(734) 487-1155

cfreedman@emich.edu
The Department of Chemistry recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Arthur Howard

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 8/30/90 Retirement Date: 1/4/11

Number of Years at EMU: 21 (Minimum of 15 years of service required)

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

Home Address: ________________________________

Home Telephone: ________________________________ E-Mail Address: ________________________________

Name of Spouse: ________________________________

Degree(s)/Institutions/Year:
Baccalaureate: B. Sc. Honors/Rhodes University/1956
Masters: ________________________________
Doctoral: Ph.D./Cambridge University/1964

Please Attach a Brief Statement of Support to this Form

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

Ross Nord 5/13/11
Recommended by ________________________________ Date

Department Head ________________________________ Date

Dean ________________________________ Date

Provost ________________________________ Date Submitted to Board of Regents

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

8/3/04
Professor Arthur Howard retired in January after twenty-one years at EMU, following a distinguished career which included nineteen years at the University of Witwatersrand, in South Africa, and four years at Kalamazoo College. Professor Howard earned his Bachelor’s of Science with Honors from Rhodes University and his Ph.D. from Cambridge University. Professor Howard has been a demanding, but respected, instructor of organic chemistry. His students were motivated to excel and those who did truly obtained a first-class education and mastery of a very difficult subject.

He served for many years as our organic coordinator, our undergraduate symposium representative, and as caretaker of the department’s NMR. He has faithfully served on numerous departmental and college committees, been a regular attendee at commencement, and willingly performed numerous other service roles. His leadership and wise counsel have been invaluable. He has also been a tireless worker and a team player. Even after officially retiring, he continues to volunteer an hour a week in the department’s tutoring room and to work on completing synthetic organic research projects begun in collaboration with his research students. His dedication to student research was infectious and he has been a catalyst for so much activity in the department. He has been an ideal role model for junior faculty members. Certainly, no one in the Chemistry Department is more respected than Professor Howard and all of his colleagues feel privileged to have worked with him. We thank him for his selfless service to our students and to Eastern Michigan University.
RECOMMENDATION

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL
APPOINTMENTS/TRANSFERS

ACTION REQUESTED

It is recommended that the Board of Regents approve (4) Administrative/Professional appointments and (2) Administrative/Professional transfers at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2011-2012 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Effective Date</th>
<th>Salary</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>McFarland, Calvin</td>
<td>6/6/2011</td>
<td>$80,000</td>
<td>Director, Academic Advising &amp; Career Planning</td>
</tr>
<tr>
<td>Joseph, Jann</td>
<td>7/1/2011</td>
<td>$155,000</td>
<td>Dean, College of Education (includes tenure at the rank of Professor in Teacher Education)</td>
</tr>
<tr>
<td>Ramsey, Mary</td>
<td>7/5/2011</td>
<td>$111,500</td>
<td>Department Head, English Language &amp; Literature (includes tenure at the rank of Professor)</td>
</tr>
<tr>
<td>Linde-Laursen, Anders</td>
<td>7/15/2011</td>
<td>$112,110</td>
<td>Department Head, Sociology, Anthropology &amp; Criminology (includes tenure at the rank of Professor)</td>
</tr>
</tbody>
</table>

**TRANSFERS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Effective Date</th>
<th>Salary</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carroll III, James</td>
<td>7/1/2011</td>
<td>$114,000</td>
<td>Department Head, Physics &amp; Astronomy</td>
</tr>
<tr>
<td>Gardiner, Christopher</td>
<td>7/11/2011</td>
<td>$118,818</td>
<td>Department Head, Mathematics</td>
</tr>
</tbody>
</table>
RECOMMENDATION

ACADEMIC RETIREMENTS / SEPARATIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve (9) retirements and separations for the reporting period January 1, 2011 through May 31, 2011.

STAFF SUMMARY

Of the nine (9) retirements and separations, six (67%) are male and three (33%) are female. Demographics show that 89% are Caucasian and 11% are African American.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer  
Date  
6-6-2011
<table>
<thead>
<tr>
<th>NAME</th>
<th>E CLASS</th>
<th>TERM DATE</th>
<th>JOB TITLE</th>
<th>DEPARTMENT</th>
<th>GENDER</th>
<th>ETHNICITY</th>
<th>REASON</th>
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<tbody>
<tr>
<td>Bedford, Eddie</td>
<td>FA</td>
<td>1/4/2011</td>
<td>Assistant Professor</td>
<td>School Health Promotion &amp; Human Performance</td>
<td>M</td>
<td>BL</td>
<td>Retirement</td>
</tr>
<tr>
<td>Evans, Gary L</td>
<td>FA</td>
<td>1/4/2011</td>
<td>Professor</td>
<td>Communication, Media, Theatre Arts</td>
<td>M</td>
<td>WH</td>
<td>Retirement</td>
</tr>
<tr>
<td>Howard, Arthur S</td>
<td>FA</td>
<td>1/4/2011</td>
<td>Professor</td>
<td>Chemistry</td>
<td>M</td>
<td>WH</td>
<td>Retirement</td>
</tr>
<tr>
<td>Liepa, George</td>
<td>FA</td>
<td>1/26/2011</td>
<td>Professor</td>
<td>School of Health Sciences</td>
<td>M</td>
<td>WH</td>
<td>Death</td>
</tr>
<tr>
<td>Edwards, Elizabeth</td>
<td>FA</td>
<td>3/12/2011</td>
<td>Professor</td>
<td>Marketing</td>
<td>F</td>
<td>WH</td>
<td>Death</td>
</tr>
<tr>
<td>Fish, Barry</td>
<td>FA</td>
<td>4/30/2011</td>
<td>Professor</td>
<td>Psychology</td>
<td>M</td>
<td>WH</td>
<td>Retirement</td>
</tr>
<tr>
<td>Pudloski, Elizabeth</td>
<td>FA</td>
<td>5/31/2011</td>
<td>Assistant Professor</td>
<td>Fine Arts</td>
<td>F</td>
<td>WH</td>
<td>Retirement</td>
</tr>
</tbody>
</table>
RECOMMENDATION

FACULTY APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve twenty-eight (28) new faculty appointments for the 2011-2012 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the twenty-eight (28) appointments, sixteen (16) are female and twelve (12) are male.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2011-2012 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer 6-6-2011 Date
NEW FACULTY APPOINTMENTS

Priyanka Mcharia (Accounting & Finance)
Assistant Professor effective August 24, 2011 at an academic year base salary of $120,000.

Education
Ph.D. University of Kentucky, In Progress
M.S. Missouri University of Science & Technology, 2006
B.S. University of Calcutta, India, 2000

David Marshall (Computer Information Systems)
Assistant Professor effective August 24, 2011 at an academic year base salary of $109,000.

Education
Ph.D. University of Kentucky, In Progress
M.S. University of Toledo, 2006
B.S. University of Toledo, 2001

Alexis Braun Marks (Library)
Instructor effective August 24, 2011 at an academic year base salary of $48,500.

Education
C.A. Association of Certified Archivists, 2010
M.L.I.S University of Wisconsin-Madison, 2007
B.A. Kenyon College, 2001

Bryan Booker (School of Engineering Technology)
Assistant Professor effective August 24, 2011 at an academic year base salary of $63,500.

Education
Ph.D Western Michigan University, 2010
M.S. Western Michigan University, 1990
B.S. Iowa State University, 1981

Julie Becker (School of Technology Studies)
Assistant Professor effective August 24, 2011 at an academic year base salary of $62,800.

Education
M.H.E. Bowling Green State University, 1986
B.F.A. Bowling Green State University, 1983
Tierney Orfgen (School of Technology Studies)
Assistant Professor effective August 24, 2011 at an academic year base salary of $62,800.

Education
Ph.D. Michigan State University, 2010
M.S. Michigan State University, 2002
B.A. University of Texas-Austin, 1996

Bradley Wilkerson (School of Technology Studies)
Assistant Professor effective August 24, 2011 at an academic year base salary of $65,000.

Education
M.S. University of Detroit Mercy
B.A. University of Michigan

Andrew Cornett (School of Health Promotion & Human Performance)
Assistant Professor effective August 24, 2011 at an academic year base salary of $60,000.

Education
Ph.D. Indiana University, In Progress
M.S. Indiana University, 2008 & 2011
B.A. Depauw University, 2004

Minnie Bluhm (School of Health Sciences)
Assistant Professor effective August 24, 2011 at an academic year base salary of $63,500.

Education
Ph.D. University of Michigan, 2011
M.P.H. University of Michigan, 1996
A.B. University of Michigan, 1982

Abbey Marterella (School of Health Sciences)
Assistant Professor effective August 24, 2011 at an academic year base salary of $68,500.

Education
Ph.D. University of Southern California, 2010
M.S. Eastern Michigan University, 2005
B.S. Eastern Michigan University, 1997
**Kennedy Saldanha (School of Social Work)**
Assistant Professor effective August 24, 2011 at an academic year base salary of $62,000.

**Education**
- Ph.D. University of Toronto, 2010
- B.Ed. University of Toronto, 2000
- M.S.W. University of Bombay (Mumbai), 1986
- M.Ph. Jnana Deepa Vidyapeeth, India, 1983
- B. Ph. Salesian Institute of Philosophy, 1981

**Raul Leon (Leadership & Counseling)**
Assistant Professor effective August 24, 2011 at an academic year base salary of $59,000.

**Education**
- Ph.D. University of Wisconsin-Madison, 2010
- M.I.P.A. University of Wisconsin-Madison, 2007
- B.A. St. Cloud University, 2004

**Rhonda Kraai (Special Education)**
Assistant Professor effective August 24, 2011 at an academic year base salary of $56,000.

**Education**
- Ed.D Ball State University
- M.S. Marquette University
- B.S. Western Michigan University

**Christine Scott (Special Education)**
Assistant Professor effective August 24, 2011 at an academic year base salary of $59,000.

**Education**
- Ph.D. Wichita State University, 2007
- M.S. Fontbonne University, 1992
- B.A. University of Missouri-St. Louis, 1982

**Nick Romerhausen (Communication, Media & Theatre Arts)**
Assistant Professor effective August 24, 2011 at an academic year base salary of $53,000.

**Education**
- Ph.D. Wayne State University, In Progress
- M.A. Eastern Michigan University, 2008
- B.A. Western Kentucky University, 2006
Ramona Caponegro (English Language & Literature)
Assistant Professor effective August 24, 2011 at an academic year base salary of $54,100.

Education
Ph.D. University of Florida, 2010
M.A. University of Florida, 2006
B.A. St. Louis University, 2004

Damir Cavar (English Language & Literature)
Assistant Professor effective August 24, 2011 at an academic year base salary of $79,000.

Education
Ph.D. University of Potsdam, 1999
Dipl University of Potsdam, 1994

Regina Luttrell (English Language & Literature)
Assistant Professor effective August 24, 2011 at an academic year base salary of $58,100.

Education
Ph.D. California Institute of Integral Studies, In Progress
M.A. The College of Saint Rose, 2007
B.A. Utica College, 1998

Nancy Bryk (Geography & Geology)
Assistant Professor effective August 24, 2011 at an academic year base salary of $57,000.

Education
M.B.A. University of Michigan, 2007
M.A. University of Michigan, 1980
B.A. University of Michigan, 1978

Heather Khan (Geography & Geology)
Assistant Professor effective August 24, 2011 at an academic year base salary of $57,000.

Education
Ph.D. Michigan State University, 2008
M.S. Wayne State University, 2004
B.A. Florida Atlantic University, 2001
Zachary Moore (Geography & Geology)
Assistant Professor effective August 24, 2011 at an academic year base salary of $58,000.

Education
Ph.D. Texas State University-San Marcos, 2008
M.A. Western Illinois University, 2004
B.S. Eastern Illinois University, 2002

J. Michael Scoville (History & Philosophy)
Assistant Professor effective August 24, 2011 at an academic year base salary of $54,500.

Education
Ph.D. University of Illinois-Urbana Champaign, In Progress
M.A. New School for Social Research, 2001
B.A. Williamette University, 1995

Stephanie Casey (Mathematics)
Assistant Professor effective August 24, 2011 at an academic year base salary of $60,800.

Education
Ph.D. Illinois State University, 2008
M.S. University of Kansas, 2001
B.S. University of Kansas, 1996

Gabriela Dumitrascu (Mathematics)
Assistant Professor effective August 24, 2011 at an academic year base salary of $60,800.

Education
Ph.D. University of Arizona, In Progress
M.S. University of Arizona, 2009
M.S. Dartmouth College, 2003
B.Math University of Croatia, 1993

Gregory Plagens (Political Science)
Assistant Professor effective August 24, 2011 at an academic year base salary of $66,000.

Education
Ph.D. University of South Carolina, 2006
M.P.A. University of South Carolina, 1999
B.S. Bowling Green State University, 1989
Hyoung-Jin Shin (Sociology, Anthropology & Criminology)
Assistant Professor effective August 24, 2011 at an academic year base salary of $58,000.

Education
Ph.D. State University of New York-Albany, 2007
C.G.S. State University of New York-Albany, 2005
M.A. Kyungpook National University, 1999
B.A. Kyungpook National University, 1994

Tricia McTague (Sociology, Anthropology & Criminology)
Assistant Professor effective August 24, 2011 at an academic year base salary of $59,000.

Education
Ph.D. North Carolina State University, 2010
M.S. North Carolina State University, 2002
B.A. North Carolina State University, 1999

Zuzana Tomas (World Languages)
Assistant Professor effective August 24, 2011 at an academic year base salary of $54,800.

Education
Ph.D. University of Utah, In Progress
M.A. University of Utah, 2004
B.A. University of Matej Bel, Slovakia, 2000
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 102 probationary faculty members for the 2011-2012 academic year.

STAFF SUMMARY

The 102 probationary faculty members listed on the attachment have been reappointed for the 2011-2012 academic year.

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
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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 2011 fall semester, for twenty-four (24) faculty members.

STAFF SUMMARY

The twenty-four (24) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2011 fall semester.

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

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
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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 2011.

STAFF SUMMARY

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

The forty-two (42) faculty members listed on the attached page meets the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
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<td>Baker</td>
<td>William</td>
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<td>Blair</td>
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<td>Susan</td>
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<td>Burton-Hoyle</td>
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<td>Catlin</td>
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<td>Choudhuri</td>
<td>Devika</td>
<td>Leadership &amp; Counseling</td>
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<td>Damiano</td>
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<td>Delph</td>
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<td>Fritz</td>
<td>Jennifer</td>
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<td>Associate Professor</td>
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<tr>
<td>Haque</td>
<td>Rubina</td>
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<td>Harryman</td>
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<td>Christine</td>
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<td>Ilozor</td>
<td>Benedict</td>
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<td>Sheila</td>
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<td>Schulz</td>
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<td>Shapla</td>
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<tr>
<td>Woodiel</td>
<td>Donna</td>
<td>HPHP</td>
<td>Professor</td>
</tr>
</tbody>
</table>
RECOMMENDATION

LECTURER APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve (1) new lecturer appointment for the 2011-2012 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Demographics show that the new lecturer is male.

FISCAL IMPLICATIONS

The salaries would be absorbed in the 2011-2012 personnel budget.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Department</th>
<th>Salary</th>
<th>Effective Date</th>
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</thead>
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<tr>
<td>Joseph, Edwin</td>
<td>Lecturer III</td>
<td>Geography &amp; Geology</td>
<td>$61,000</td>
<td>8/31/2011</td>
</tr>
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</table>
BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY  

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 2011-2012.  

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 seven (7) 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  

6-6-2011  

Date
### LECTURER PROMOTIONS

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
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<tbody>
<tr>
<td>Grewel, Imandeep</td>
<td>Lecturer II</td>
<td>Teacher Education</td>
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<tr>
<td>Hanson, Matthew</td>
<td>Lecturer II</td>
<td>Communication, Media &amp; Theatre Arts</td>
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<td>Kret, Lydia</td>
<td>Lecturer II</td>
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<td>Meyer, Thomas</td>
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<td>Voss, Janice</td>
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<tr>
<td>Whitters, Mark</td>
<td>Lecturer III</td>
<td>History &amp; Philosophy</td>
</tr>
</tbody>
</table>
STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 13 staff appointments for the reporting period of April 01, 2011-May 31, 2011.

STAFF SUMMARY

Of the 13 appointments, 5 (38 percent) are females, 8 (62 percent) are males. Demographics of the total group indicate 11 Caucasians (85 percent) and 2 African American (15 percent).

FISCAL IMPLICATIONS

The salaries are part of the University's 2010-2011 budget as approved by the Board of Regents.

ADMINISTRATIVE RECOMMENDATION

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

[Signature]

University Executive/Officer

Date

6-2-11
### EASTERN MICHIGAN UNIVERSITY

#### STAFF APPOINTMENTS
For Activity Date Reporting Period
April 9, 2011 - May 31, 2011

<table>
<thead>
<tr>
<th>LastName</th>
<th>FirstName</th>
<th>Job Title</th>
<th>E Class</th>
<th>Grade</th>
<th>Org Title</th>
<th>Current Hire Date</th>
<th>Activity Date</th>
<th>Annual Salary</th>
<th>Appt %</th>
<th>Ethnicity</th>
<th>Gender</th>
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<tr>
<td>Brown</td>
<td>Michael</td>
<td>Asst Head Coach Men's Basketball</td>
<td>AC</td>
<td>13</td>
<td>IA Men's Basketball/GF</td>
<td>5/1/2011</td>
<td>5/3/2011</td>
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<td>100</td>
<td>BL</td>
<td>M</td>
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<tr>
<td>Murphy</td>
<td>Robert</td>
<td>Head Coach Men's Basketball</td>
<td>AC</td>
<td>18</td>
<td>IA Men's Basketball/GF</td>
<td>4/25/2011</td>
<td>5/3/2011</td>
<td>210,000</td>
<td>100</td>
<td>BL</td>
<td>M</td>
</tr>
<tr>
<td>Hoppe</td>
<td>Christopher</td>
<td>AssoAth Dir/Compliance</td>
<td>AP</td>
<td>MGIL3</td>
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<td>5/2/2011</td>
<td>5/11/2011</td>
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<td>100</td>
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<td>M</td>
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<tr>
<td>Byrd</td>
<td>Tammy</td>
<td>Custodian</td>
<td>FM</td>
<td>06</td>
<td>Custodial Services</td>
<td>4/25/2011</td>
<td>5/10/2011</td>
<td>27,061</td>
<td>100</td>
<td>WH</td>
<td>F</td>
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<tr>
<td>Truhm</td>
<td>Amber</td>
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<td>FM</td>
<td>06</td>
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<td>4/25/2011</td>
<td>4/20/2011</td>
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<td>50</td>
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<td>F</td>
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<td>Wilkerson</td>
<td>Marcus</td>
<td>Custodian</td>
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<td>27,061</td>
<td>100</td>
<td>WH</td>
<td>M</td>
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</table>
RECOMMENDATION

STAFF SEPARATIONS/RETIREMENTS

ACTIONS REQUESTED

It is recommended that the Board of Regents approve 12 separations and retirements for the reporting period April 01, 2011-May 31, 2011.

STAFF SUMMARY

Of the 12 separations and retirements there are 6 (50 percent) females and 6 (50 percent) males. Demographics of the total group indicate 7 Caucasians (58 percent) and 5 African American (42 percent).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date 6-21-11
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Job Title</th>
<th>E Class</th>
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<th>Org Title</th>
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<th>Termination Date</th>
<th>Ethnicity</th>
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<tr>
<td>McDowell</td>
<td>Derrick</td>
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<td>AC</td>
<td>13</td>
<td>I A Men's Basketball/GF</td>
<td>5/1/2005</td>
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<td>M</td>
<td>TERM CONTRACT NOT RENEWED</td>
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<tr>
<td>Thomas</td>
<td>Carl</td>
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<td>12</td>
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<td>4/7/2005</td>
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<td>M</td>
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</tr>
<tr>
<td>Church</td>
<td>Judith</td>
<td>Sr Secretary</td>
<td>CS</td>
<td>05</td>
<td>Director of Risk Man</td>
<td>4/24/1989</td>
<td>5/31/2011</td>
<td>WH</td>
<td>F</td>
<td>PAY INCREASE</td>
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</table>
RECOMMENDATION

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for June 21, 2011 and the Minutes of April 14, 2011 be received and placed on file.

STAFF SUMMARY

At the April 14, 2011 meeting, the Committee received the enrollment and housing occupancy update, the Alcohol and Other Drug Biennial Review Report, an Alternative Spring Break Report and the Student Leader Group’s year end wrap-up.

The June 21, 2011 agenda includes the enrollment and housing occupancy update, introduction of new student members, Keys to Degrees Program Report and submission of the Residence Hall Association’s Resolution on Dining Facilities.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer  

June 6, 2011  

Date
Tuesday, June 21, 2011
2:00 p.m.

Agenda

1. Approval of April 14, 2011 Meeting Minutes
2. Introduction of New Members
3. Enrollment and Housing Occupancy Update
4. Keys to Degrees Program
5. Residence Hall Association Resolution: Dining Facility
6. Announcements
7. Other

Room 201
Welch Hall

Regent Fitzsimmons
Bernice Lindke
Bernice Lindke
Elise Buggs
Samantha Stamper
Regent Fitzsimmons convened her first Student Affairs Committee meeting at 2:05 p.m. Minutes of the February 15, 2011 meeting were approved as presented.

Enrollment and Housing Occupancy Update
Vice President Lindke reported that Fall 2011 enrollment projections appear strong. Applications from first-time students are up 28% over last year at this time, transfer applications are up 25% and graduate applications are up 15%. She reported cautious optimism that the University will achieve a 1.5 to 2.0% increase in credit hour production. Vice President Lindke also noted that Fall housing contracts are up 17.16% over last year at this time. Kevin Kucera, Associate Vice President for Student Affairs and Enrollment Management, was introduced. Mr. Kucera joined Eastern Michigan University on February 28, 2011.

Alternative Spring Break Report
Peggy Harless, Assistant Director of Diversity and Community Involvement, introduced Graduate Assistant Allison DeGusman Nevalga, and Alternative Breaks student coordinators Maria Powell and Becky Boog who discussed the Alternative Breaks movement and mission. More than 50 students traveled to eight sites across the Southeast, working in the areas of HIV/AIDS prevention, children with disabilities, mentoring, refugee services, affordable housing and the environment. Group Leaders Mallory Apel, Devin Phillips and Chelsea Riley spoke to their experiences and the personal impact of their involvement in the program. Regent Fitzsimmons commended all of the students involved in Alternative Breaks for their passion and commitment to taking an active role in positive change within the community.

Alcohol and Other Drug Biennial Review Report
Kathy Walz, health educator, Gloria Hage, legal counsel and Graduate Assistant Stephanie Keteyian presented the 2010 EMU Alcohol and Other Drug Biennial Review report. The purpose of the review, which is a requirement of the Drug Free Schools and Campuses Act, is to examine current AOD policies to determine their effectiveness, implement any necessary changes and ensure that disciplinary
sanctions are enforced consistently. The review found that the Board of Regents policy is in compliance. The Board policy sets up the framework for what is included in the EMU Alcohol and Other Drug Policy and Prevention Program Document, which Federal law requires be distributed to all students, faculty and staff. The Review Committee recommended that a statement banning the use of medicinal marijuana use on campus be incorporated into the document. Other recommendations spoke to distribution of the document, inclusion of the Tobacco Use policy, and alcohol beverage marketing standards. Regent Fitzsimmons thanked the presenters and the 2010 Biennial Review Committee members for their work.

Year End Wrap-Up
Student members of the Committee provided progress reports on their 2010-11 priorities:

- **Academic Advising:** The new University Academic and Career Development Center provides improved general education advising. However, the outgoing Student Leader Group recommends that the incoming students continue to include academic advising within departments on their list of priorities for the 2011-12 year.
- **Student Engagement Data Collection:** The group will continue to study ways in which to effectively track student engagement data in a centralized and comprehensive manner that is not in violation of FERPA requirements.
- **Faculty Course Evaluations:** Students would like to see the faculty course evaluations available online in order to increase utilization. Contractual issues remain a stumbling block.
- **Coordinated Campus Events Calendar:** Students have been working with a number of offices throughout campus to implement a coordinated campus events calendar and recommend that the incoming Student Leader Group members continue to include this initiative in their priorities for 2011-12.
- **Universal Bathrooms:** A draft pamphlet has been created that describes what universal bathrooms are, why they are needed and who is supporting them. Students have been working with John Donegan and the Physical Plant on where the bathrooms would be placed.
- **Increased Student Involvement on Campus:** Students focused their work on commuter students. Using data from the National Survey on Student Engagement they drafted a survey with assistance from StudentVoice related to what commuter students like to do on campus and how they receive their information. The outgoing Student Leader Group recommends that the incoming students conduct the survey in Fall 2011.

Vice President Lindke thanked the Student Leader Group members for their work on behalf of all EMU students.

Other

Vice President Lindke introduced Jelani McGadney, new Student Body president and Jeffrey Chicoine, vice president.

The meeting adjourned at 2:40 p.m.

Respectfully submitted,

Teri L. Papp
Student Affairs Committee Recording Secretary
Keys to Degrees:
Single Parent Program

emich.edu/keystodegrees
To create an environment where students raising children independently attain a positive campus experience through support with academics, human development, parental responsibilities, work, and community service.
• Start Summer 2011
• Ten freshmen participants
• Single parents ages 18 to 24
• Will attend classes year-round

• Selection process:
  – 1st admitted to EMU
  – Second application for Keys to Degrees
  – Interview with evaluation rating
  – Letters of recommendation
• Promotion through print, radio, and television media
• Contact with high school counselors and agencies supporting youth
• Outreach with numerous nonprofits across southeast Michigan
• Ongoing networking efforts to develop community partnerships (i.e. Department of Human Services, Child Care Network, Barrier Busters Network, Washtenaw County MSU-Extension)
• Build positive momentum and growth
• Provide coaching, mentoring, and support
  — Explore and become independent, active and contributing members of society
  — Engage both student-parents and their children
  — Evolve into a baccalaureate graduate of EMU
• Campus and community resources
• Living on campus in Westview Apartments
• Child Care (EMU Children’s Institute, Washtenaw County Head Start)
• Academic support, internships, mentoring, workshops, and personal development
• Skill enhancement, by providing useful tools and services essential to excel and balance demands
• Admissions
  - Validated applications were submitted
  - Contacted high school counselors to send transcripts to Office of Admissions
  - Monitored process encouraging students to submit outstanding documentation

• Financial Aid
  - Help identify and apply funding sources
  - Assist cohorts with completing FAFSA and required documentation
  - Encourage and facilitate use of Dept. of Human Services and other community resources

• Housing/Dining Services
  - Coordinate housing assignment
  - Lease review and coordination of payment
  - Meal plan includes 3 meals a day; children eat free (summer term)
• University Advising and Career Development Center (UACDC)
• Holman Success Center (HSC)
• Disability Resource Center
• Snow Health Center
  – Counseling and Psychological Services (CAPS)
• The EMU Counseling Clinic
• Academic Projects Center
• University Writing Center
• Halle Library Resources
  —Computing Services
• Math Lab
— Structured mentorship program
  • Seek mentors with experience in chosen career path, EMU alumni
  • Identify opportunities on campus w/faculty and staff
  • Secure internship opportunities

— Partnerships
  • Create alliances with area nonprofits
  • Create a support system within the cohort
  • Identify opportunities for upper classmen students to connect with freshmen

— Community Service
  • Fund-raising events
  • Support WEMU, other campus campaigns
  • Volunteer in community action events (i.e. VISION, Ypsilanti Pride Day)
Workshops

- Budgeting
- College level study habits
- Coping with Stress
- Etiquette and presentation
- Healthy eating and life
- Healthy relationships
- Identity and self-esteem
- Life skills and self care
- Mental health
- Parenting classes
- Time management
Satisfaction with Eastern Michigan University Experience

- Very Satisfied: 20.3% (62)
- Satisfied: 49.8% (152)
- Somewhat satisfied: 23.6% (72)
- Somewhat dissatisfied: 4.6% (14)
- Dissatisfied: 0.7% (2)
- Very dissatisfied: 1.0% (3)
How can EMU help you achieve your goals as a student-parent? Check all that apply.

- Workshops: 17.7% (54)
- Mentoring: 25.2% (77)
- Support group: 32.1% (98)
- Housing: 34.4% (106)
- Play groups: 34.8% (106)
- Tutoring: 37.7% (115)
- Information regarding resources off campus: 50.5% (154)
- Information regarding resources on campus: 51.5% (157)
- Child care: 64.9% (198)
• Interact with students
  — Remain approachable, resourceful, an advocate for students raising children independently
• Be visible on campus and across community
• Promote and partner with staff and faculty
• Continue to work independently and with EMU Foundation, and Office of Research Development to identify potential funding opportunities
• Assist in replication of program at two other institutions of higher education
Questions?

Contact us:
Keys to Degrees: Single Parent Program
301 Pierce Hall
734-487-8041
whereas, the current student dining facilities are inadequate, they lack the security, sense of unity/community and overall allure that is required and expected of an institution like Eastern Michigan University.

Whereas, to create a single dining facility that would allow the formation of a more cohesive campus community as well as an Ypsilanti community.

Whereas, retention of current students would increase as evidenced by current statistics from peer institutions.

Whereas, dining facilities being one of the top factors under consideration by perspective students, we strongly believe there would be an increase in enrollment.

Therefore be it resolved, the 2010-2011 RHA leadership recommends the construction of a new dining facility moves forward to the original intended year of 2012.

Be it further resolved, that upon passing of this resolution it will be forwarded to Larry Gates, Director of Dining Services and Vice President for Student Affairs and Enrollment Management, Bernice Lindke.

April 6, 2011

Support By: The Residence Hall Association Executive Board and Presidents Assembly
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
Working agenda for June 21, 2011 and the April 14, 2010 minutes to be received and placed on file.

STAFF SUMMARY
- The minutes for the April 14, 2010 meeting
- The agenda for the June 21, 2010 meeting will include:
  - Approval of the April 14, 2010 minutes
  - NCAA Certification Update
  - Annual EMU Sport Program Review
  - Fund-raising Report
  - Good News from Athletics

FISCAL IMPLICATIONS
To be determined

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

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

Date: June 21, 2011
BOARD OF REGENTS

ATHLETIC AFFAIRS COMMITTEE
Tuesday, June 21 2011
201 Welch Hall
1 p.m.

AGENDA

A. Approval of the April 14, 2011 Minutes

B. NCAA Certification Update

C. Annual EMU Sport Program Review

D. 2011-12 Athletic Budget

E. Men’s Basketball Coach Contract Recommendation

F. Good News from Athletics
MEMBERS:
Regents: James Stapleton, Roy Wilbanks, Floyd Clack and Chair - Mike Hawks
Athletics: Dr. Derrick Gragg, Director of Intercollegiate Athletics

The Athletic Affairs Committee meeting was called to order at 1:02 p.m., by Regent Mike Hawks

Approval of the February 15, 2011 Minutes, accepted.

NCAA Certification/Self Study Update
Vice President for University Communications, Walter Kraft, updated the group on the NCAA Certification process. Four of the five subcommittee chairs were also in attendance: Kay Woodiel, James Gallaher, Larry Barkoff and Ellen Gold. (See attached presentation.)

GOOD NEWS FROM ATHLETICS

Men's Basketball Search Update
We have been working the past week to identify viable candidates for the men's basketball head coaching position. We have retained DHR International to assist us with this search process and have several extremely qualified candidates as finalists. Most of them have head coaching experience.

Annual Student-Athlete Academic Banquet
The annual Student-Athlete Academic banquet was held this past Wednesday at the student center.

Total student-athletes honored: 189 (highest number ever)

Highest honor: 32 (3.8-4.0)

High honor: 60 (3.5-3.79)

Honor: 106 (3.0-3.49)

Women's Basketball
The 2010-11 season was for the Eastern Michigan University women's basketball team, as the Eagles finished with a 24-13 overall record and an 10-6 mark in Mid-American Conference play. Fourth-year head coach AnnMarie Gilbert guided a veteran squad to numerous single-season records, as well as the program's first two postseason victories in the Women's National Invitational Tournament (WNIT). With the 67-59 victory over Michigan in the first round of the
WNIT, March 17, and the 63-54 win at UNC Wilmington, March 21, the Eagles picked up the program's first-ever post-season victories. With its 63-54 victory over UNC Wilmington, March 21, EMU eclipsed the program's highest win total for a single season. With the season complete, the Eagles set 16 single-season records during the 2010-11 campaign.

**Tavelyn James** set the EMU single-season record for points in a season. With an average of 17.4 points per game, the Detroit native finished the season with 642 points, breaking her own mark of 641 points in 31 games during the 2009-10 season. James' total came up just short of the all-time mark among juniors in Mid-American Conference history. Toledo's Kim Knuth holds down the league's junior standard of 681 points during the 1997-98 campaign. Tavelyn has also been an honor student most of her time here at EMU.

The Eagles were one the most dominant teams statistically in the Mid-American Conference this season, leading the league in five categories and ranking in the top five in seven others. The Green and White were tops in the MAC in: field goal percentage defense (36.6%), three-point field goal percentage defense (27.6%), steals (11.73), turnover margin (+4.24) and offensive rebounds (16.49).

Senior **Cassie Schrock** played in 126 games during her four-year career, surpassing the trio of Nikki Knapp (2002-06), Melis Ulker (2002-06) and Sarah VanMetre (2003-07) for the all-time record for the most games played in an EMU uniform. Knapp, Ulker and VanMetre all played in 120 contests for then-Head Coach Suzy Merchant.

**Women’s Track & Field**
The Eastern Michigan University women’s track and field team captured a Mid-American Conference Championship, for the first time in 11 years. With a score of 118, EMU was able to take 90 points on the final day, more than runner-up Western Michigan scored for the entire meet (89). Miami finished third with 81 points while Kent State (76 points), Toledo (66.50 points) and Akron (51 points) rounded out the top half of the finishers. Central Michigan placed seventh with 50.50 points, Bowling Green scored 45 points for eighth, while Buffalo and Ohio put up 33 and 32 points to finish ninth and 10th. Ball State's 13-point effort and Northern Illinois' eight point score were 11th and 12th, in that order. EMU Hall of Famer and Head Coach Sue Parks named MAC Indoor Track Coach of the Year.

**Softball**
Softball is off to its best start in years with a 20-8 record overall. They are 6-2 in the MAC and are currently tied for 1st place in the conference

**Baseball**
Team has 2nd most wins in the MAC thus far with an 19-13 record having beaten Clemson, Kansas, West Virginia and Michigan during the past few weeks. 5-4 in the MAC. Play Akron this weekend in a 3-game series here at home. Please come out and support the team.

**Indoor Practice Facility**
Eastern Michigan University's new Indoor Athletic Practice Facility has been honored as one of the top construction projects in the Washtenaw County area last year in an annual competition sponsored by the Washtenaw Contractors Association. Eastern won first-place honors for "Best
Project Team" in the category for new facilities costing between $3 million and $25 million in the 14th Annual Pyramid Awards. The award represents the highest local recognition an organization in southeastern Michigan can receive for collaborative efforts in designing and constructing a project.

The awards recognize exceptional efforts in the areas of teamwork, service and innovation. EMU beat out the four other nominated finalists in its category. "Receiving the 2011 Pyramid Award for the 'Best Project Team' is a recognition we all can be very proud of," said John Donegan, EMU's chief of operations. "It highlights the collaboration that was needed by the designers, constructors and owner in making this very unique project a success."

Honored were Turner Construction Company, the contractor; BEI & Associates, the project architect and EMU. Each team member received a certificate and a granite trophy. Teams were also honored for projects costing more than $25 million, and for projects costing less than $3 million. The University of Michigan Football Stadium expansion and renovation won in the large-project category, and the Camp Michigania Dining Hall won for small project team.

**Men's Basketball**

Men's basketball senior forward Brandon Bowdry (St. Louis, Mo.-Taylor (Mich.) Truman) has earned two post-season awards for his outstanding play in the 2010-11 season. The 6-foot-6 Bowdry was selected to the National Association of Basketball Coaches (NABC) District 14 first-team and was also singled out as a second-team All-Mid-American Conference pick for the 2010-11 season.

The NABC recognizes the nation's best men's collegiate basketball student-athletes. Selected and voted on by member coaches of the NABC, these student-athletes represent the finest basketball players across America. Bowdry is a second-team All-MAC pick along with Nikola Cvetinovic (Akron), Rod Sherman (Kent State), Byron Mulkey (Buffalo) and Demetrius Ward (Western Michigan). Bowdry finished 2010-11 as the leading rebounder in the MAC at 9.5 per game and was the second-leading scorer with 598 points. He also turned in 16 double-doubles during the season with 39 during his career. During his five-year EMU career, he missed the 2007-08 because of a foot injury, Bowdry played in 126 games, starting 118 times. He scored 1,856 points to rank third in EMU history and his 1,006 rebounds is good for the second spot on the all-time list. Bowdry and EMU Hall of Famer Kennedy McIntosh (1,426 rebs.) are the only two players in school history to haul down 1,000 rebounds.

Athletic Affairs Committee adjourned at 1:24 p.m.

Respectfully submitted,

Karen A. Hansen  
Administrative Secretary  
Intercollegiate Athletics
EMU MAC Athletic History
(A Snapshot)

- EMU's athletics program will be competitive in the Mid-American Conference and at the NCAA regional and national level.
- MAC Member since 1973 (38 Years)
- Mid-American Conference (MAC) Championships
  - 114 Championships Overall
    - Men's Programs - 92 MAC Championships
    - Women's Programs - 22 MAC Championships
EMU MAC Athletic History
(A Snapshot – cont.)

- Reese Cup Trophies (Men’s Athletics)
  - Since 1999-2000
    - 5th, 3rd, 2nd, 1st, 3rd, 8th, 5th, 7th, 6th, 6th, 8th, 10th

- Jacoby Cup Trophies (Women’s Athletics)
  - Since 1999-2000
    - 3rd, 7th, 9th, 5th, 7th, 3rd, 6th, 5th, 6th, 3rd, 8th, 5th

Recent Departmental Accomplishments

- 19 MAC Championships during past 5 years
- 21 MAC Coaches of the Year
- 8 MAC Championships in 2006-07, a school and conference record
- Reese Cup Trophy Winner 2007-08
- Several MAC 2nd Place finishes
- Best overall men’s/women’s combined finish since 1990-91 in 2007-08
- 51 Academic All-MAC student-athletes in 2010-11
- Highest cumulative grade point average in history
- Highest student-athlete graduation rate in history
2010-11 Athletics Recap

- Reese/Jacoby Trophy standings
- MAC Championships
  - Men’s Cross Country, Women’s Indoor Track
- 3 MAC Head Coaches of the Year
  - John Goodridge, Sue Parks, Sandy Wagner
- Baseball
- Women’s Basketball – WNIT “Sweet 16”
- Women’s Track

2010-11 Athletics Recap

- 30 MAC “Student-Athletes of the Week”
- 22 MAC West Division “Student-Athletes of the Week”
- 31 All-MAC 1st Team & 23 All-MAC 2nd Team performers
- 42 Academic All-MAC Student-Athletes
- 13 Individual MAC Champions
- MAC Athletes of the Year
  - MTR(I), MTR(O), WGolf, MSwimming
2010-11 Athletics Recap

- Highest cumulative gpa in history: 3.138
  - 32 Student-Athletes with 4.0 in Fall 2010
  - 29 Student-Athletes with 4.0 in Winter 2011
  - Women’s Golf: 3.711 team gpa

- NCAA APR Public Recognition Awards
  - Women’s Cross Country
  - Gymnastics
  - Softball
  - Tennis

Revenue Generating Programs

- Football
  - 5 Winning MAC seasons and none since 1995
  - 1 MAC Championship (1987)
  - 1 Bowl appearance since entering MAC in 1976
  - 21-62 in MAC play since 2000 (25%) and 29-99 overall (23%)
  - Only MAC team that has not played in bowl game during past decade
  - Only MAC team that has never defeated a BCS opponent in football
Revenue Generating Programs

Men's Basketball:
- 4 MAC Championships
- 4 NCAA Tournament appearances
- 1 NCAA "Sweet 16" team (1990-91)
- Last winning MAC season was 1997-98
- 68-138 in MAC (33%) since 1999-2000
- 131-227 overall (36%) since 1999-2000

Revenue Generating Programs

Women's Basketball:
- 1 MAC Championship (2003-04)
- 1 NCAA Tourney appearance (2003-2004)
- 3 West Division Championships
  - 2003-04, 2005-06, 2007-08
- 120-72 in MAC since 1999-2000 (62%) and 195-144 overall (58%)
- Past 2 seasons: 46-22 & 21-11 in MAC
Next Steps: Improvement Plans

- Recap of past season: Schedule, injuries, etc.
- Offensive/Defensive production vs. MAC opponents; team stats
- Returning Student-Athletes
- Upcoming and future recruiting classes
- Immediate team goals (1-2 year goals)
- Current coaching and auxiliary staff members
- Overall philosophies for success based on recruiting, scheduling, etc.

Next Steps

- Benchmark against other MAC institutions:
  - Kent State:
    - Placed 1st or 2nd in Reese Cup standings 9 of the past 11 years.
    - Placed 1st or 2nd in Jacoby Cup standings 8 of the past 11 years.
  - Miami (OH): Placed 1st or 2nd in Reese Cup standings 7 of the past 11 years.
Next Steps (cont.)

- NCAA Certification
- Strategic Planning – Eastern Rising (update)
- Formulate athletic goals for 2011-12.
  - To be reviewed by President Martin and Athletic Affairs Committee members

QUESTIONS?
2010-11 REESE TROPHY STANDINGS - Final Totals

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*Only one track result counts

2010-11 JACOBY TROPHY STANDINGS - Final Totals

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*Only one track result counts
ATHLETIC HONORS

MAC Athlete of the Week (Conference) (30)
Vanier Joseph MTR-in
Brycen Spratling MTR-in
Terefe Ejigu MTR-in
Jacob Hanson MSW
Troy Esentan MSW
Jake Heyblom MSW
Briana Emig WSW
Sarah Kowalski WSW
Lesley Vizarraga WSW
Tavelyn James WBB
Sarah Johnson WGO
Jessica Richards WSB
Sarah Gerber WSB
McKenna Russ WSB
Lauren Wells WSB
Brycen Spratling MTR-out
Clint Allen MTR-out
Terefe Ejigu MTR-out
Jessica Hemingway WTR-out
Shantavia Williams WTR-out
Ashlee Abraham WTR-out
Asia Rawls WTR-out
Zach Leonard MBA
Ken Battiston MBA

MAC West Div. Athlete of Week (22)
Harry Dixon MCC
Stephanie Clarke WSO
Julie Kaun WSO
Beverly Elcock WTR-in
Shnell Wishart WTR-in
Jessica Hemingway WTR-in
Michael Swain MSW
Matt Zavislak MSW
Justin Grigga MSW
Andrew Saunders MSW
Jeffrey Craig MSW
Amanda Kiefer WSW
Cassie Schrock WBB
Brandon Bowdry MBB
Darby Peters WGO
Miriam Westerink WTE
Nick Carbary MGO
Brian Churchill-Smith MGO
Stacie Skodinski WSB
Austin Hendrix MTR-out
Donald Scott MTR-out
Shnell Wishart WTR-out
Brent Ohrman MBA

All-MAC 1st Team (31)
Dwayne Priest (3T) MFB
Corey Welch (4T) MFB

All-MAC 2nd Team (23)
Terefe Ejigu MCC
Stephanie Clarke WSO
Julie Kaun WSO
Beverly Elcock WTR-in
Shnell Wishart WTR-in
Jessica Hemingway WTR-in
Michael Swain MSW
Matt Zavislak MSW
Justin Grigga MSW
Andrew Saunders MSW
Jeffrey Craig MSW
Amanda Kiefer WSW
Cassie Schrock WBB
Brandon Bowdry MBB
Darby Peters WGO
Miriam Westerink WTE
Nick Carbary MGO
Brian Churchill-Smith MGO
Stacie Skodinski WSB
Austin Hendrix MTR-out
Donald Scott MTR-out
Shnell Wishart WTR-out
Brent Ohrman MBA

All-MAC 3rd & 4th Team
Dwayne Priest (3T) MFB
Corey Welch (4T) MFB
EASTERN MICHIGAN UNIVERSITY
Department of Intercollegiate Athletics
Academic and Athletic Awards 2010-2011
June 3, 2011

MVP
Terefe Ejigu MTR-in
Terefe Ejigu MTR-out

Most Outstanding Tr Perf
Vanier Joseph (MTR-in)
Brycen Sprotling (MTR-out)

All-Freshman Team
Stephanie Clarke WSO
Lauren Wells WSB

Freshman of the Year
Erin Short WVB
Alyssa Kwon WGO
Brian Churchill-Smith MGO

Sportswoman of the Year
Robyn Scott WGO

MAC Swimmer of the Year
Jacob Hanson MSW

MAC Champion (13)
Terefe Ejigu MCC
Sarah Johnson WGO
Jacob Hanson MSW
Troy Esenten MSW
Jake Heyblom MSW
Lesley Vizarraga WSB
Jessica Hemingway WTR-out
Shantavia Williams WTR-out
Ashlee Abraham WTR-out
Asia Rawls WTR-out
Vanier Joseph MTR-in
Brycen Sprotling MTR-in
Terefe Ejigu MTR-in

MAC All-Tournament Team
Sarah Johnson WGO
Nick Carbary MGO
Tavelyn James WBB
Cassie Schrock WBB
Zach Leonard MBA
Rob Wendzicki MBA

CBI Central Region Player of Week
Zach Leonard MBA

MAC Championships
MCC
WTR-in

NCAA All American
Vanier Joseph (2T) MTR-in

NABC All District
Brandon Bowdry (1T) MBB

MAC Defensive Player of Year
Monique Budani WSO

2010 John Mackey Tight Ends of the Week
Ben Thayer FB

Rivals.com MAC Player of the Week
Alex Gillette FB
Dwayne Priest FB

Collegefootballperformance.com QB of the Week
Alex Gillette FB

MAC Coach of Year
John Goodridge (MCC)
Sue Parks (WTR-in)
Buck Smith (Women’s Diving)
Sandy Wagner (WGO)

NCAA Qualifiers
Aaron Sulzer (MWR)
David Wade (MWR)
Jessica Hemmingsway (WTR)

Jacoby Trophy (women)
3rd Place

Reese Trophy (men)
5th Place
EASTERN MICHIGAN UNIVERSITY
Department of Intercollegiate Athletics
Academic and Athletic Awards 2010-2011
June 3, 2011

ACADEMIC HONORS

Academic All-American
Aaron Sulzer MWR

MAC Scholar of Week (9)
Hailey Stein WVB
Alex Gillette MFB
Rachel Iaquaniello WVB
Matt Zavislak MSW
Ben Magsig MBA
Ken Battiston MBA
Zach Leonard (2) MBA
Sarah Johnson WGO

USTFCCCA 2010 Div I Cross Country All-Academic
Courtney Calka WCC
Terefe Ejigu MCC

National Soccer Coaches Association of America All-Region
Monique Budani (1T) WSO
Stephanie Clarke (3T) WSO

Collegiate Rowing Coaches Association- Academic All-American
Anamarie Esteva WRO
Jennifer Fox WRO
Oluwatobi Odeleye WRO
Mary Keener WRO

Academic All-MAC (42)
Monique Budani WSO
Julie Kain WSO
Courtney Calka WCC
Rachel Quaintance, WCC
Terefe Ejigu MCC
Matt Hammersmith MCC
Andrew Pfeiffer MCC
Austin Hendrix MCC
Haley Stein WVB
Rachel Iaquaniello WVB
Alex Gillette MFB
Ben Thayer MFB
Corey Phillips MVWR
Wes Schroeder MVWR
Aaron Sulzer MVWR
Lauren Quaintance WTR-in
Rachel Quaintance WTR-in
Courtney Calka WTR-in
Terefe Ejigu MTR-in
Matt Hammersmith MTR-in
Briana Emig WSW
Elisa Torres WSW
Chelsea Allard (HM) WSW
Kelly Hendrix (HM) WSW
Justin Griggs MSW
Ricky Linder MSW
Gilles Renard MSW
Andrew Saunders MSW
Connor Christie (HM) MSW
Jeffrey Craig (HM) MSW
Jake Heyblom (HM) MSW
Dave Steff (HM) MSW
Jay Higgins (HM) MBB
Kamil Janton (HM) MBB
JR Sims (HM) MBB
Nikole Viltz WGY
Camille Cicchini (HM) WGY
Grace Crouch (HM) WGY
Kristina Kurkumilis (HM) WGY
Jessica Perdoch (HM) WGY
Sabrina Thomas (HM) WGY
Kristen Yourick (HM) WGY

Academic All-MAC Honorable Mention
Eric Davis MFB
Ryan Downard MFB
Andy Mulumba MFB
Javon Reese MFB
Dominique Sherrer MFB

NFF Hampshire Honor Society
Ben Thayer MFB

Capital One Academic All-District IV
Brent Ohrman (1T) MBA
Zach Leonard (1T) MBA
Courtney Calka (2T) WTR

ESPN Academic All District by CoSIDA
Ben Thayer FB

TEAM RECOGNITIONS

NCAA APR Public Recognition Awards
Cross Country (W)
Gymnastics
Softball
Tennis
National Fastpitch Coaches Association (NFCA)
Softball (14th Highest GPA in Nation)

National Wrestling Coaches Association (NWCA)
Academic Ranking 17th MWR

NFCA Scholar Athletes
Alexa Kniceley
Courtney Nicholson
Jaclyn Caro
Jenna Ignowski
Katy Blaharski
Lauren Delapaz
Michelle Hletko
Nellie Coquillard
Sarah Gerber

GENERAL HONORS

Tony Soblowski Award (Wolverine Human Services)
Ben Thayer FB
### WINTER 2011 ACADEMIC PERFORMANCE OVERVIEW

<table>
<thead>
<tr>
<th>Category</th>
<th>Winter 2011</th>
<th>Winter 2010</th>
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<tbody>
<tr>
<td>Overall Athletic Department</td>
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<td>Cumulative GPA</td>
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<tr>
<td>Men's Winter GPA</td>
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- Highest Male WINTER 2011 Team GPA: Men's Swimming/Diving (3.274)
- Highest Female WINTER 2011 Team GPA: Women's Golf (3.711)
- Total Number of 4.0 Semester GPA's: 29
- Team with Most Number of 4.0 Semester GPA's: Women's Swimming/Diving (6)
- Number of student-athletes above a 3.0 Semester GPA: 281 (59.4%)
- Total Number of Teams with a 3.0 GPA: 14 (73.6%)
- Total Number of Teams with a 3.0 Cumulative GPA: 15 (78.9%)
- Total Number of Teams Who Increased Their GPA from WINTER 2010: 11 (57.8%)
- Total Number of Teams Who Increased Their Cumulative GPA from WINTER 2010: 14 (73.6%)
### TEAM RANK

**WINTER 2011 Semester GPA**

<table>
<thead>
<tr>
<th>Team</th>
<th>GPA</th>
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<tbody>
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<td>Women's Golf</td>
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<tr>
<td>Women's Gymnastics</td>
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<td>Women's Soccer</td>
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<td>Women's Cross Country</td>
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<td>Women's Swimming/Diving</td>
<td>3.468</td>
</tr>
<tr>
<td>Women's Softball</td>
<td>3.444</td>
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<tr>
<td>Women's Volleyball</td>
<td>3.403</td>
</tr>
<tr>
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<td>3.274</td>
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<tr>
<td>Men's Cross Country</td>
<td>3.216</td>
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<tr>
<td>Women's Rowing</td>
<td>3.202</td>
</tr>
<tr>
<td>Women's Tennis</td>
<td>3.192</td>
</tr>
<tr>
<td>Women's Track &amp; Field</td>
<td>3.157</td>
</tr>
<tr>
<td>Men's Golf</td>
<td>3.152</td>
</tr>
<tr>
<td>Wrestling</td>
<td>3.023</td>
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<tr>
<td>Baseball</td>
<td>2.916</td>
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<tr>
<td>Women's Basketball</td>
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<tr>
<td>Men's Track &amp; Field</td>
<td>2.665</td>
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<tr>
<td>Football</td>
<td>2.556</td>
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<tr>
<td>Men's Basketball</td>
<td>2.372</td>
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### Men's Rank

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<tr>
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<tr>
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<td>3.216</td>
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<tr>
<td>Men's Golf</td>
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<tr>
<td>Wrestling</td>
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</tr>
<tr>
<td>Baseball</td>
<td>2.916</td>
</tr>
<tr>
<td>Men's Track &amp; Field</td>
<td>2.665</td>
</tr>
<tr>
<td>Football</td>
<td>2.556</td>
</tr>
<tr>
<td>Men's Basketball</td>
<td>2.372</td>
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</table>

### Men's Cumulative GPA

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<tbody>
<tr>
<td>Men's Cross Country</td>
<td>3.356</td>
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<tr>
<td>Men's Swimming/Diving</td>
<td>3.289</td>
</tr>
<tr>
<td>Men's Golf</td>
<td>3.271</td>
</tr>
<tr>
<td>Baseball</td>
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<tr>
<td>Men's Track &amp; Field</td>
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<tr>
<td>Wrestling</td>
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<tr>
<td>Football</td>
<td>2.697</td>
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<tr>
<td>Men's Basketball</td>
<td>2.638</td>
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### Women's Rank

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<td>Women's Cross Country</td>
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<td>Women's Swimming/Diving</td>
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<tr>
<td>Women's Softball</td>
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<tr>
<td>Men's Cross Country</td>
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<tr>
<td>Men's Swimming/Diving</td>
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<tr>
<td>Men's Golf</td>
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<tr>
<td>Women's Tennis</td>
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<tr>
<td>Women's Rowing</td>
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<td>Baseball</td>
<td>3.184</td>
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<tr>
<td>Women's Track &amp; Field</td>
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<tr>
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<td>Women's Basketball</td>
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<td>Football</td>
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<tr>
<td>Men's Basketball</td>
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### Women's Cumulative GPA

<table>
<thead>
<tr>
<th>Team</th>
<th>GPA</th>
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<tbody>
<tr>
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<td>Women's Soccer</td>
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<tr>
<td>Women's Swimming/Diving</td>
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<tr>
<td>Women's Softball</td>
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<td>Women's Rowing</td>
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<tr>
<td>Women's Track &amp; Field</td>
<td>3.160</td>
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<td>Women's Basketball</td>
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</tbody>
</table>
TEAM GRADE POINT AVERAGE COMPARISON

WINTER 2011 Team GPA Increase/Decrease Compared to WINTER 2010 Team GPA

Wrestling +.427  
Women’s Soccer +.225  
Men’s Cross Country +.187  
Women’s Gymnastics +.163  
Women’s Golf +.112  
Women’s Basketball +.087  
Women’s Cross Country +.081  
Men’s Golf +.057  
Men’s Swimming/Diving +.043  
Women’s Swimming/Diving +.025  
Women’s Track & Field +.016  
Women’s Softball -.007  
Women’s Rowing -.017  
Football -.035  
Men’s Basketball -.115  
Men’s Track & Field -.155  
Women’s Tennis -.177  
Women’s Volleyball -.187  
Baseball -.368

WINTER 2011 Team Cumulative GPA Increase/Decrease Compared to WINTER 2010 Team Cumulative GPA

Men’s Cross Country +.250  
Wrestling +.208  
Women’s Golf +.203  
Women’s Soccer +.174  
Men’s Golf +.172  
Women’s Cross Country +.170  
Women’s Track & Field +.136  
Men’s Basketball +.071  
Men’s Swimming/Diving +.038  
Women’s Swimming/Diving +.036  
Baseball +.028  
Football +.023  
Women’s Volleyball +.013  
Women’s Softball .000  
Women’s Basketball -.005  
Men’s Track & Field -.022  
Women’s Tennis .037  
Women’s Gymnastics -.047  
Women’s Rowing -.112
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<tr>
<th>Sport</th>
<th>Winter 2011</th>
<th>CUM After Winter 2011</th>
<th>Winter 2010</th>
<th>CUM After Winter 2010</th>
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<tbody>
<tr>
<td>Baseball</td>
<td>2.916</td>
<td>3.184</td>
<td>3.284</td>
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<td>-----------------------</td>
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</table>
RECOMMENDATION

2011-2012 DEPARTMENT OF INTERCOLLEGIATE ATHLETICS BUDGET

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the recommended 2011-2012 Department of Intercollegiate Athletics General Fund Operating Budget, along with projections for the 2011-2012 and 2012-2013 Game Guarantee accounts.

STAFF SUMMARY

The 2011-2012 Department of Intercollegiate Athletics General Fund Operating Budgets are summarized by Sport on Attachment 1 and by Expenditure Category on Attachment 2.

The 2011-2012 Department of Intercollegiate Athletics General Fund Operating Budget is incorporated within the recommended University's 2011-2012 General Fund Operating Budget (Section 26).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date: 6-21-11
## Intercollegiate Athletics Preliminary Revenue Budget

<table>
<thead>
<tr>
<th>Org#</th>
<th>Organization Description</th>
<th>FY11 Budget</th>
<th>FY12 Add'l Revenue Enhancements</th>
<th>Preliminary FY12 Budget</th>
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<tbody>
<tr>
<td>104425</td>
<td>IA - Revenue Budget</td>
<td>$1,394,000</td>
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<td>104425</td>
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<td>IA - Revenue - Corporate Sponsorships</td>
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<td>Intercollegiate Athletics Revenue Total</td>
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## Intercollegiate Athletics Preliminary Expense Budget

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<thead>
<tr>
<th>Org#</th>
<th>Organization Description</th>
<th>FY11 Budget</th>
<th>FY12 Cost Savings Measures</th>
<th>FY12 Title IX Additions</th>
<th>Estimated ATB/Fringe/IFR Increases</th>
<th>Preliminary FY12 Budget</th>
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<tr>
<td>102955</td>
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<td>IA - Men's Baseball</td>
<td>270,784</td>
<td>(3,400)</td>
<td>-</td>
<td>3,979</td>
<td>266,805</td>
</tr>
<tr>
<td>104325</td>
<td>IA - Men's Basketball</td>
<td>853,202</td>
<td>(10,100)</td>
<td>-</td>
<td>827,400</td>
<td>827,400</td>
</tr>
<tr>
<td>104425</td>
<td>IA - Men's Football</td>
<td>2,302,237</td>
<td>(5,000)</td>
<td>-</td>
<td>64,820</td>
<td>2,367,057</td>
</tr>
<tr>
<td>104450</td>
<td>IA - Men's Golf</td>
<td>120,287</td>
<td>(2,000)</td>
<td>-</td>
<td>534</td>
<td>122,821</td>
</tr>
<tr>
<td>104550</td>
<td>IA - Men's and Women's Swimming</td>
<td>274,272</td>
<td>(5,000)</td>
<td>-</td>
<td>1,331</td>
<td>268,941</td>
</tr>
<tr>
<td>104650</td>
<td>IA - Men's Track and Field</td>
<td>208,108</td>
<td>(3,400)</td>
<td>-</td>
<td>1,057</td>
<td>205,706</td>
</tr>
<tr>
<td>104700</td>
<td>IA - Wrestling</td>
<td>193,646</td>
<td>(3,400)</td>
<td>-</td>
<td>937</td>
<td>191,182</td>
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<tr>
<td>104800</td>
<td>IA - Women's Basketball</td>
<td>703,392</td>
<td>(10,100)</td>
<td>-</td>
<td>3,472</td>
<td>699,810</td>
</tr>
<tr>
<td>104900</td>
<td>IA - Women's Golf</td>
<td>117,246</td>
<td>(2,000)</td>
<td>-</td>
<td>621</td>
<td>115,625</td>
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<tr>
<td>105000</td>
<td>IA - Women's Gymnastics</td>
<td>174,165</td>
<td>(3,400)</td>
<td>-</td>
<td>938</td>
<td>170,727</td>
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<tr>
<td>105050</td>
<td>IA - Women's Softball</td>
<td>214,604</td>
<td>(3,400)</td>
<td>-</td>
<td>638</td>
<td>211,966</td>
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<tr>
<td>105100</td>
<td>IA - Women's Swimming</td>
<td>30,102</td>
<td></td>
<td>-</td>
<td>860</td>
<td>90,061</td>
</tr>
<tr>
<td>105160</td>
<td>IA - Women's Tennis</td>
<td>117,261</td>
<td>(2,000)</td>
<td>-</td>
<td>408</td>
<td>115,863</td>
</tr>
<tr>
<td>105200</td>
<td>IA - Women's Track</td>
<td>219,496</td>
<td>(3,400)</td>
<td>-</td>
<td>303</td>
<td>216,193</td>
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<tr>
<td>105250</td>
<td>IA - Women's Volleyball</td>
<td>235,663</td>
<td>(3,400)</td>
<td>50,000</td>
<td>1,058</td>
<td>283,211</td>
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<tr>
<td>105300</td>
<td>IA - Women's Soccer</td>
<td>165,039</td>
<td>(4,000)</td>
<td>-</td>
<td>853</td>
<td>161,186</td>
</tr>
<tr>
<td>105450</td>
<td>IA - Women's Crew</td>
<td>175,009</td>
<td>(3,400)</td>
<td>50,000</td>
<td>806</td>
<td>223,214</td>
</tr>
</tbody>
</table>

Intercollegiate Athletics Expense Total $10,233,567 $ (376,130) $ 160,000 $ 78,074 $10,987,111

IA - Total Revenues less Expenses $(8,839,667) $ 557,030 $(160,000) $(78,074) $(8,620,611)

100405 Athletics/Marketing Initiatives $400,000 $(150,000) $ - $ - $250,000

Total Including Joint IA/Marketing Initiatives $(9,239,667) $ 707,030 $(160,000) $(78,074) $(8,770,611)
### Eastern Michigan University

#### 2011-12 Athletics Game Guarantee Projections

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Revenue Amount</th>
<th>Expenditure Amount</th>
<th>Net Revenue Margin</th>
<th>Allocation of Margin 10% to General Program Athletics</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Football</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Michigan</td>
<td>$455,000</td>
<td>Incremental Travel Costs $0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Penn State</td>
<td>$550,000</td>
<td>MAC Bowl Costs (130,000)</td>
<td></td>
<td>Howard University (350,000)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coaches - Comp Incr. (09-10) (247,000)</td>
<td></td>
<td>Michigan tickets @ 500 (25,000)</td>
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<tr>
<td></td>
<td></td>
<td>Alabama State (360,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Football</strong></td>
<td>$1,005,000</td>
<td>($1,112,000)</td>
<td>($107,000)</td>
<td>$0 ($107,000)</td>
</tr>
<tr>
<td><strong>Men's Basketball</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purdue</td>
<td>$45,000</td>
<td>TBD Home Game ($10,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MSU</td>
<td>$65,000</td>
<td>Exhibition Games (4,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Virginia Tech</td>
<td>$85,000</td>
<td>Coaches Compensation (55,301)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Santa Clara</td>
<td>$30,000</td>
<td>Incremental budget (30,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Syracuse</td>
<td>$70,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Basketball</strong></td>
<td>$290,000</td>
<td>($96,301)</td>
<td>$190,699</td>
<td>$19,070 $171,629</td>
</tr>
<tr>
<td><strong>Total Game Guarantee</strong></td>
<td>$1,295,000</td>
<td>($1,211,301)</td>
<td>$83,699</td>
<td>$19,070 $64,629</td>
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</tbody>
</table>

### General Athletics Spending of Game Guarantee Net Revenues

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Womens Basketball - Tournament/Exhibition Games</td>
<td>$5,000</td>
<td></td>
</tr>
<tr>
<td>Nutrition Station</td>
<td>$100,000</td>
<td></td>
</tr>
<tr>
<td>BB Remainder of buyout</td>
<td>$158,774</td>
<td></td>
</tr>
<tr>
<td>MAC Membership dues</td>
<td>100,000</td>
<td></td>
</tr>
<tr>
<td>Marketing -- Transfer to President's Office (Total Marketing Budget of $260,000)</td>
<td>260,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>$513,774</strong></td>
</tr>
<tr>
<td>Surplus/(Shortfall) - Fiscal Year Total</td>
<td><strong>$513,774</strong></td>
<td></td>
</tr>
<tr>
<td>Cumulative Balance</td>
<td><strong>$6,058,371</strong></td>
<td></td>
</tr>
</tbody>
</table>
### 2012-13 Athletics Game Guarantee Projections

#### 6/30/12 Balance

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Revenue</th>
<th>Expenditure</th>
<th>Expenditure</th>
<th>Net Revenue</th>
<th>Margin</th>
<th>Allocation of Margin</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Football</strong></td>
<td>$1,660,000</td>
<td>($627,000)</td>
<td>$1,123,000</td>
<td>$112,300</td>
<td>$0</td>
<td>$1,010,700</td>
</tr>
<tr>
<td><strong>Men's Basketball</strong></td>
<td>$170,000</td>
<td>($99,301)</td>
<td>$70,699</td>
<td>$17,676</td>
<td>$120,916</td>
<td>$1,053,724</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>$6,000</td>
</tr>
<tr>
<td>Nutrition Station</td>
<td>$100,000</td>
</tr>
<tr>
<td>Departmental support</td>
<td>$0</td>
</tr>
<tr>
<td>MAC Membership dues</td>
<td>$100,000</td>
</tr>
<tr>
<td>Marketing - Transfer to President's Office (Total Marketing Budget of $260,000)</td>
<td>$260,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$465,000</td>
</tr>
<tr>
<td>Surplus/(Shortfall) - Fiscal Year Total</td>
<td>$908,724</td>
</tr>
<tr>
<td>Cumulative Balance</td>
<td>$100,363</td>
</tr>
</tbody>
</table>
RECOMMENDATION

ACTION REQUESTED

Approval of the employment agreement for Head Men’s Basketball Coach, Rob Murphy.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

Yes, including
- annual compensation of $210,000;
- $15,000 for radio show appearance;
- $500 per month automobile stipend; and
- standard fringe benefits and incentives. (See attached.)

ADMINISTRATIVE RECOMMENDATION

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

[Signature]

University Executive Officer
Gloria A. Hage
General Counsel
EASTERN MICHIGAN UNIVERSITY

ATHLETIC COACH EMPLOYMENT AGREEMENT

This Employment Agreement made this 25th day of April, 2011 by and between the Board of Regents of Eastern Michigan University (hereinafter the "University") of Ypsilanti, Michigan and Robert L. Murphy (hereinafter the "Employee").

RECITALS

A. University needs the services of an athletic coach to coach University's varsity Men's Basketball team ("the Team"); and

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

TERMS

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

1. Employment

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

1.2 Employee shall work under the immediate supervision of the Athletic Director of University ("Athletic Director") or the Athletic Director's designee, and shall confer with the Athletic Director on all matters requiring administrative and technical decisions. Employee shall be under the general supervision of the President of the University.

1.3 Employee shall manage and supervise the University's Men's Basketball Team ("Team"), and perform such other duties in the intercollegiate athletic program of University as may be assigned. University reserves the right to reassign Employee to duties other than as Employee of the Team, while retaining the salaries and benefits stated herein.

2.0 Term

2.1 Subject to the approval of the Board of Regents, Employee's appointment as Head Men's Basketball Coach shall commence on April 25, 2011 and continue for a period of five years, until March 31, 2016, unless sooner terminated as provided for herein.

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

3.0 Compensation

3.1 In consideration for Employee's faithful, diligent, and successful performance of the services set forth in this Agreement, the University agrees to provide the following salary, incentives and fringe benefits to Employee during the term of this Agreement.
3.1.1 **Salary.** University shall pay Employee an annual salary of $210,000 in full payment for the satisfactory performance of all duties required under this Agreement, less any applicable state and federal tax deductions or deductions authorized in writing by Employee. This amount will be paid through the University’s normal payroll procedures and processes. All salary increases shall be based on the pay for performance Compensation Program if University funds are available.

3.1.2 **Fringe Benefits.** University shall provide Employee with the same fringe benefits and on the same terms as provided to non-bargained for administrative employees as of the date of this Agreement.

3.1.3 University shall provide the Employee with an automobile for the purpose of conducting University business. Upon termination or early termination of this Agreement, Employee shall immediately return the automobile. In lieu of an automobile, at the University’s discretion, the University may provide employee with a $500 per month stipend for an automobile. If Employee acquires a courtesy vehicle independent from the University, Employee will not be eligible to receive a vehicle from the University and will not be eligible for $500 monthly stipend.

3.1.4 The University agrees to make all necessary arrangements, including financial, for a radio show during the term of this Agreement. For his appearance on this radio show, Employee shall be annually paid $15,000.

3.1.5 Incentives. During the term of this Agreement Employee shall be entitled to receive each of the following bonuses and incentives, less applicable withholding (each of which shall be treated separately, unless otherwise noted):

a. Each season that the Team wins the Mid-American Conference regular season championship or the Mid-American Conference tournament championship game, Employee shall receive a lump sum payment of fifteen thousand dollars ($15,000). In the event Team wins both the Mid-American Conference regular season championship and Mid-American Conference tournament championship game, there will be a single bonus in the amount of twenty thousand dollars ($20,000). Payment of either of these bonuses shall negate all payments specified in Section 3.1.5 (e).

b. Each Season that the Team participates in the NIT, Employee will receive an additional lump sum payment of five thousand dollars ($5,000).

c. Employee will receive additional lump sum payments of two thousand five hundred dollars ($2,500) for each win the NIT tournament;

d. Employee will receive the following amounts for NCAA tournament participation and performance. Except for the payment in paragraph e.(i), these amounts shall not be cumulative, so the maximum amount employee is eligible to receive is $125,000:

   i. Each season that the Team receives an automatic or at-large bid to the NCAA tournament, employee shall receive a lump sum payment of twenty thousand dollars ($20,000); and

   ii. Each season that the Team advances to the final 32 of the NCAA tournament, Employee shall receive an additional lump sum payment of twenty-five thousand dollars ($25,000);
iii. Each season that the Team advances to the Sweet Sixteen of the NCAA tournament, Employee shall receive an additional lump sum payment of forty thousand dollars ($40,000).

iv. Each season that the Team advances to the Elite Eight of the NCAA tournament, Employee shall receive an additional lump sum payment of fifty thousand dollars ($50,000).

v. Each season that the Team advances to the Final Four of the NCAA tournament, Employee shall receive an additional lump sum payment of seventy-five thousand dollars ($75,000).

vi. Each season that the Team advances to the Championship game of the NCAA tournament, Employee shall receive an additional lump sum payment of one hundred thousand dollars ($100,000).

vii. Each season that the Team wins the NCAA tournament championship, Employee shall receive an additional lump sum payment of one hundred twenty-five thousand dollars ($125,000).

e. Each season that the Team is the sole regular season champion of the West Division of the Mid-American Conference and/or the highest seed among West Division schools in the Mid-American Conference Tournament, Employee shall receive a lump sum payment of ten thousand dollars ($10,000). If Team ties for the West Division championship and is not the highest seed among West Division schools in the Mid-American Conference Tournament, Employee shall receive a lump sum payment of five thousand dollars ($5,000).

f. Each season that Employee is named Mid-American Conference Coach of the Year, Employee shall receive an additional lump sum payment of five thousand dollars ($5,000).

g. Each season that Employee is named National Coach of the Year, Employee shall receive an additional lump sum payment of ten thousand dollars ($10,000).

h. Each season the University determines that paid attendance for home men's basketball games averages 2,500 to 2,999, University shall pay Employee a bonus of $10,000. Each season the University determines that paid attendance for home men's basketball games averages 3,000 to 3,999, University shall pay Employee a bonus of $15,000. Each season the University determines that paid attendance for home men's basketball games averages 4,000 to 4,999, University shall pay Employee a bonus of $20,000. Each season the University determines that paid attendance for home men's basketball games averages 5,000 to 5,999, University shall pay Employee a bonus of $25,000. Each season the University determines that paid attendance for home men's basketball games averages 6,000 or more, University shall pay Employee a bonus of $35,000.

i. Each season the Team wins 12 games versus Division IA opponents, University shall pay Employee a bonus of $5,000. Each season the Team wins 15 games versus Division IA opponents, University shall pay Employee a bonus of $7,500. Each season the Team wins 18 games versus Division IA opponents, University shall pay Employee a bonus of $10,000. Each season the Team wins 20-plus games versus Division IA opponents, University shall pay Employee a bonus of $25,000. Each season the Team wins 25+ games versus Division IA opponents,
University shall pay Employee a bonus of $30,000. These amounts shall not be cumulative, so the maximum amount employee is eligible to receive is $30,000.

Bonuses for the achievements set forth in this Section 3.1.5 shall be paid on or before May 1 of each year of this Agreement.

3.1.6 Tickets. University shall annually provide Employee, without charge, twenty (20) reserve tickets to each home men's basketball game, four (4) reserve tickets to each home football game and two (2) reserve tickets to each home women's basketball game. In addition, University shall annually provide Employee without charge eight (8) tickets to all sessions for the MAC Tournament and four (4) ticket to any and all participating NCAA Tournament games. All costs of NCAA Tournament games will be deducted directly from the men's basketball operational budget.

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

3.1.8 Moving Expenses. University shall reimburse Employee up to $10,000 for documented moving expenses related to Employee and his family relocation to Michigan. Documented expenses must be submitted within 12 months of the commencement of employment.

3.1.9 Temporary Housing. University will provide employee with up to 6 months rent free housing at University's Westview Apartments. The value of this housing will be included on Employee's w-2 tax form for the applicable year.

4.0 Employee's Duties.

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

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

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

4.1.3 Devote full-time, attention, and energy to the duties of Employee as required herein, to the promotion of the University's Athletic program; and to avoid any business or professional activities or pursuits that would prevent Employee from devoting full time to performance of the duties under this Agreement, or that would embarrass University or conflict with or materially detract in any manner from the duties outlined herein;
4.1.4 NCAA, Mid American Conference and University Rules and Regulations: Know, recognize and comply with the laws, rules, and regulations governing the University (University Rules), the National Collegiate Athletic Association (NCAA Rules), and the Mid American Conference (Conference Rules) (The University Rules, the NCAA Rules and the Conference Rules are hereinafter sometimes referred to as the “Governing Rules”), as now constituted or as they may be amended during the term of this Agreement, in each case as in effect and interpreted by the applicable body and which relate to the Program.

Employee will also use best efforts to ensure compliance with Governing Rules by the Program’s student athletes, assistant coaches, and all other Men’s Basketball Program personnel that directly report to Employee. In the event that the Employee becomes aware, or has reasonable cause to believe, that violations of Governing Rules may have taken place in connection with the conduct of the Men’s Basketball Program, he shall report it promptly to the Athletic Director. The Employee shall cooperate fully with the University in efforts to establish, educate, investigate, and enforce these Governing Rules for the Men’s Basketball Program. The University agrees that it will provide relevant updates and training to the Men’s Basketball Program and his staff regarding any changes in NCAA Rules.

4.1.5 If the Employee is determined by the NCAA, the Conference, or the University to have committed a violation of the Governing Rules, whether while employed by the University or during prior employment at another NCAA member institution, the Employee may be subject to disciplinary or collective action as set forth in the applicable provisions of the Governing Rules. Further, if the Employee is determined by the NCAA, the Conference, or the University to have committed or been aware of and not reported a major violation of the Governing Rules, whether while employed by the University or during prior employment at another NCAA member institution, the employment of Employee may be terminated as provided in Section 6.0 of this Agreement. Further, if it is determined by the NCAA, Conference, or the University that a major violation of the Governing Rules has been committed in the Men’s Basketball Program during the term of this Agreement, the employment of the Employee may be terminated as provided in Section 6.0 of this Agreement.

4.1.6 The Employee shall represent the University positively in public and private forums and shall not engage in conduct that reflects adversely on the University or the Men’s Basketball Program. The Employee shall perform his duties and comport himself at all times in a manner consistent with high moral, ethical and academic standards of the University and its athletic department.

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

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

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

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

4.3 Employee shall maximize radio and television coverage favorable to University, but shall receive remuneration for such appearances, for any endorsements, or public presentations only upon securing prior written consent, which consent shall not be unreasonably withheld as noted in Section 4.2. University shall have no right to receive any part of employee's compensation from pre-approved outside employment.

5.0 Travel.

Employee shall conduct such travel within the allotted budget as is necessary to carry out duties as Head Men's Basketball coach, and Employee shall be entitled to reimbursement for transportation and per diem expenses at the rate provided to nonrepresented administrative employees.

6.0 Termination for Just Cause.

6.1 University has the right to terminate this Agreement for Just Cause, in which case prior to termination but subject to the provisions concerning suspension, Employee shall be given written notice and an opportunity to be heard. "Just Cause" shall be understood to include, any or all of the following:

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

6.1.2 A breach by Employee of any of the other terms and conditions of this Agreement not remedied after fifteen (15) days written notice thereof to Employee;

6.1.3 A deliberate or serious violation of any law, regulation, rule, constitutional provision or bylaw of University, the MAC, or the NCAA, which violation may reflect adversely upon University or its athletic program, including any serious violation that could result in University being placed on probation or punished more severely by the MAC or the NCAA;

6.1.4 The NCAA, the Conference, or the University determines that Employee has committed a major violation of the Governing Rules, has intentionally committed any other type of violation of the Governing Rules pursuant to sections 4.1.4 and 4.1.5 of this Agreement, or that a major violation of the Governing Rules has occurred within the Men's Basketball Program during the term of this Agreement.

6.1.5 Failure to promptly report to the Athletic Director a violation of the governing rules by himself, an assistant basketball coach, Men's Basketball Program Staff member, Student-Athlete who is a member of the Men's Basketball Program, or other representative of the University's Athletic Interest of which the Employee had actual knowledge, or in his capacity as Head Basketball Coach, reasonably should have known.

6.1.6 Prolonged absence from duty without University's Consent;

6.1.7 Engaging in criminal activity, or misuse of University funds or resources;
6.1.8 Conduct of Employee which offends public decency or morality as shall be determined by the standards prevailing in the community; and

6.1.9 Any conduct which violates the rights of student athletes.

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

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

6.3 Termination of this Agreement by University for Just Cause may occur only by decision of the President after thirty (30) days prior written notice of the charges against Employee and an opportunity for Employee to present evidence. Employee may seek/obtain the assistance of an attorney to aid in the production of evidence, however, such attorney may not actively participate in the proceeding.

6.4 In the event University terminates this Agreement for Just Cause prior to the end of this Agreement, all obligations of University to make further payments and/or to provide other consideration hereunder shall cease on the termination date specified in the notice of termination.

7.0 Termination Without Cause.

7.1 Notwithstanding any other provision of this Agreement, this Agreement shall terminate automatically if Employee dies or becomes totally or permanently disabled (as defined by University). Any such termination shall not be reason for payment of any liquidated damages set forth below.

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

7.2.1 In the event University terminates this Agreement without cause, University, shall pay to Employee, as liquidated damages, an amount equal to twelve months of Employee's annual base salary as specified in Section 3.1.1 or the remaining portion of the salary amount which would have been due Employee from the date of early termination of the Agreement through the Agreement expiration date, whichever is less, to be paid at University's option in one lump sum or on a monthly basis prorated over the remainder of the term of the Agreement. In no case shall the Employer be liable for the loss of any collateral business opportunities or any other benefits, or income from any sources that might ensue as a result of Employer's termination of this Agreement without cause.

7.2.2 Full payment by the University of this amount will constitute a full release of any claim relating to such termination that the employee might otherwise assert against the University, or any of its representatives, agents, or employees.

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

7.2.4 The Employee is required to mitigate the University’s obligations under section 7.2.1 by making reasonable efforts to obtain other basketball related employment as soon as possible following such termination. If the Employee is employed in a basketball related position, or receives compensation related to basketball (e.g. as a consultant), elsewhere after the University’s termination of this agreement, then the University’s obligation to pay the Employee as set forth in 7.2.1 shall be reduced by the head coach’s total compensation from all such sources. If head coach does obtain other basketball related employment or compensation, he shall immediately provide written notice to the University describing his position and total compensation.

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

7.3.1 In the event Employee terminates this Agreement without cause, Employee shall pay to University, as liquidated damages, an amount equal to one year’s base salary or the remaining portion of the salary amount which would have been paid Employee from the date of early termination of the Agreement through the Agreement expiration date, whichever is less, to be paid at Employee's option in one lump sum or on a monthly basis prorated over the remainder of the term of the Agreement. Employee shall not be liable for the loss of any collateral business opportunities or any other benefits, or income from any sources that might ensue as a result of Employee’s termination of this Agreement without cause.

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

8.0 Outside Employment.

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

9.0 Personal Services.

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

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

9.3 Employee agrees that University shall have the right, in addition to any other rights which University may possess, to obtain an injunction by appropriate judicial proceedings to prevent Employee from performing coaching activities or other related services in violation of this Agreement, for any person, institution, firm, corporation or other entity; and against any other breach of this Agreement.

10.0 Support Staff

Employee shall have the right to select and retain three assistant basketball coaches and one director of basketball operations subject to the approval of the Athletic Director. Employment and discharge of such assistants shall be effected under University regulations and policies.

11.0 Relationship Between the Parties.

The relationship between Employee and University shall be determined solely by the terms and conditions of this Agreement.

12.0 Governing Law.

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

13.0 Severability.

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

14.0 Entire Agreement: Modification.

This Agreement contains all the terms between the parties and may be amended only in writing signed by both parties.
IN WITNESS WHEREOF, Employee and the authorized representative(s) of University have executed this Agreement on this 21st day of April, 2011.

EASTERN MICHIGAN UNIVERSITY

By: Derrick L. Gragg, Director
    Intercollegiate Athletics

By: Head Men's Basketball Coach

By: Susan W. Martin
    President

EMPLOYEE:
ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the 2010-11 NCAA Division I Athletics Certification Self-Study Report that was submitted to the NCAA for review on May 13.

STAFF SUMMARY

The NCAA requires that Division I institutions undergo athletics certification. The purpose of this accreditation program is to help ensure integrity in the institution's athletics operations. Eastern Michigan University has completed a nine-month campus-wide effort to study our athletics program.

The Report contains Eastern's responses to the questions provided by the NCAA. Included in the Report are 17 Plans For Improvement and 12 Maintenance Plans, of which 19 were required by the NCAA. Implementation of the Plans will occur between 2011 and 2014.

FISCAL IMPLICATIONS

The cost of the Plans For Improvement and the Maintenance Plans recommended in the Report will be absorbed in the Athletics budgets from 2011-2014, or will be addressed through fundraising and grants.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
NCAA
Athletics Certification Program

June 21, 2011
Board of Regents
Athletic Affairs Committee

Recent NCAA decisions

- April 19
  - 10 days before the April 29 submission deadline, NCAA announced probable moratorium on certification process
  - Participants had option to submit report, or not
  - No certifications would be issued

- April 26
  - Due to comments from 40+ universities, NCAA announced report submission still optional, but reports would receive abbreviated review

- April 29
  - NCAA announced reports must be submitted by May 13, now not optional
Recent NCAA decisions

- May 2
  - NCAA Board approved two-year moratorium on certification process
  - Will develop new streamlined annual certification process
  - Submitted reports will be reviewed and if approved, certification will be issued
  - If not approved, NCAA will determine further required actions, including possible evaluation visit

- May 13
  - Eastern submitted Cycle 3 Self-Study Report to NCAA
  - Final report posted on EMU NCAA Certification website: http://www.emich.edu/ncaa-certification

Eastern’s Self-Study Report

- Five areas of study
  - Governance and Commitment to Rules Compliance
  - Academic Integrity
  - Gender Issues
  - Diversity Issues
  - Student-Athlete Well Being

- 213-page report written by more than 50 faculty, staff and student-athletes

- 17 Plans for Improvement and 12 Maintenance Plans

- Plans required by NCAA for Gender and Diversity; optional for other three areas
Governance and Commitment to Rules Compliance

- Plans For Improvement
  - The Intercollegiate Athletics Advisory Council (IAAC) should be enhanced and engaged in matters of appropriate concern [Winter 2012]

- Maintenance Plans
  - None

Academic Integrity

- Plans For Improvement
  - None

- Maintenance Plans
  - None
Gender Issues

- Plans For Improvement
  - Make significant progress toward gender proportionality [Ongoing]
  - Upgrade Women’s Rowing to fully and effectively accommodate student-athletes [2012]
  - Improve equipment/supply ordering and laundry service [2013]
  - Address inequities in Rowing equipment/supplies budget [2012]
  - Establish contract for head coach of Women’s Volleyball that is aligned with other major sports head coaches’ contracts [2012]
  - Create permanent, salaried position for assistant coach of Volleyball [2012]
  - Provide dedicated locker room for Women’s Rowing [2014]

- Plans For Improvement (continued)
  - Provide larger, updated locker room for Women’s Gymnastics [2012]
  - Provide dedicated locker room for Women’s Soccer near the competition/practice facility [2014]
  - Upgrade locker room for Women’s Track & Field [2011]
  - Improve communication among coaches and student-athletes about training table options [2011]
  - Improve information flow between coaches and athletics administration to ensure equitable participation in governance and decision-making [2011]
  - Establish permanent Gender Equity Committee in athletics with University-wide participation [2011]
Gender Issues

- Maintenance Plans
  - Maintain scholarship levels at maximum amount permitted by NCAA
  - Ensure availability of facilities for contests and practice times remains equitable
  - Maintain travel budgets at levels that reflect differences in travel requirements of varied sports and ensures equity
  - Maintain effective academic support services for all student-athletes
  - Maintain equitable medical and training facilities and services

Gender Issues

- Maintenance Plans (continued)
  - Maintain equity in publicity and awards for student-athletes
  - Maintain equity in administrative clerical support and office space
  - Maintain equity in opportunities and resources for recruitment and the equitable treatment of prospective student-athletes
  - Maintain programs that aid in the retention of coaches, administrators and female student-athletes
Diversity Issues

- Plans For Improvement
  - Periodically conduct a University-wide campus climate survey [2013]
  - Assess hiring process to ensure equitable treatment of women and minority groups [2013]

- Maintenance Plans
  - Continue to offer programs and services which address retention and acclimation of diverse staff, coaches and student-athletes
  - Continue collaboration and integration between athletics and other institutional units
  - Involve staff, coaches and student-athletes from under-represented groups in governance and decision-making, and provide leadership opportunities for all student-athletes, coaches and staff

Student-Athlete Well Being

- Plans For Improvement
  - Design and implement a formal CHAMPS/life skills program for student-athletes utilizing current University resources [2012]

- Maintenance Plans
  - None
Next steps

- NCAA
  - May 16 – July 15: Self-Study Reports reviewed
  - July 27-29: NCAA determines institution’s certification status
  - Week of August 1: Institutions are notified of certification decision or further required action
  - Spring 2012: For institutions not certified in July, final certification decision is rendered

- Eastern
  - Begin implementation of Plans For Improvement and Maintenance Plans

NCAA Athletics Certification Program

June 21, 2011
Board of Regents
Athletic Affairs Committee
MONTHLY REPORT
EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for June 21, 2011 and the Minutes of the April 14, 2011 meeting be received and placed on file.

SUMMARY


FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
EASTERN MICHIGAN UNIVERSITY
Board of Regents
Educational Policies Committee

June 21, 2011
2:00 – 2:45 p.m.
205 Welch Hall

AGENDA

Consent Agenda

Section 2  Emeritus Staff Recommendations (Jack Kay)
Section 3  Emeritus Faculty Recommendations (Jack Kay)
Section 4  Academic Affairs Administrative/Professional Appointments/Transfers (Don Ritzenhein)
Section 5  Academic Retirements/Separations (Don Ritzenhein)
Section 6  Faculty Appointments (Don Ritzenhein)
Section 7  Faculty Reappointments (Don Ritzenhein)
Section 8  Faculty Tenure Appointments (Don Ritzenhein)
Section 9  Faculty Promotions (Don Ritzenhein)
Section 10 Lecturer Appointments (Don Ritzenhein)
Section 11 Lecturer Promotions (Don Ritzenhein)

Regular Agenda

Section 19  Monthly Report and Minutes (Regent Sidlik)
Section 20  Faculty Research and Creative Activity Fellowships Spring-Summer 2011, Fall 2011, and first round of Winter 2012 (Jack Kay)
Section 21  Charter Schools Board Appointments (Jack Kay)
Section 22  Charter Approvals for Gaudior Academy and Commonwealth Academy (Jack Kay)
Section 23  Policy Revision: - Grading, Probation, and Course Repeats (Jack Kay)
Section 24  Correction of University Calendar (Jack Kay)
EDUCATIONAL POLICIES COMMITTEE MINUTES

April 14, 2011
2:00 – 2:45 p.m.
205 Welch Hall

Attendees: (seated at tables) B. Bond, Provost and Executive Vice President Kay, D. Ritzenhein, Regent Parker (Chair)

Guests: (as signed in) M. Boone, D. deLaski-Smith, J. Feldkamp, R. George, M. Nair, R. Sipe

Regent Parker convened the meeting at 2:00 p.m.

2009-10 Charter Schools Annual Report (Section 8)

Malverne Winborne, Director, Charter Schools, recommended that the Board of Regents accept and place in file the 2009-10 Charter Schools Annual Report as shown on the listing provided to the Board.

Commencement Speakers and Honorary Degree Recipients (Section 9)

Jack Kay, Provost and Executive Vice President, recommended that the Board of Regents approve Steven Tapper, successful business executive, entrepreneur, and EMU alumnus, as Commencement Speaker at the Saturday, April 16, 2011 morning commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Fine Arts to Mr. Tapper. Provost Kay recommended that the Board of Regents approve Robert Skandalaris, entrepreneur, author, philanthropist, and EMU alumnus, as Commencement Speaker at the Saturday, April 16, 2011 afternoon commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Public Service to Mr. Skandalaris.

Report: 2011-2012 Sabbatical Leave Awards (Section 15)

Byron Bond, Interim Associate Provost and Associate Vice President for Research, recommended that the Board of Regents accept and place in file the Report on 2011-2012 Sabbatical Leaves as shown on the listing provided to the Board.

Regent Parker thanked those in attendance, and adjourned the meeting at 2:10 p.m.

Respectfully submitted,

Roberta Goffeney, Administrative Secretary
Academic Affairs
BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

REPORT

REPORT: Spring-Summer 2011, Fall 2011, and first round of Winter 2012 Faculty Research and Creative Activity Fellowships

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on Spring-Summer 2011, Fall 2011, and first round of Winter 2012 Faculty Research and Creative Activity Fellowships.

STAFF SUMMARY

Faculty Research and Creative Activity Fellowships are competitive awards given to faculty who submit meritorious research or special study proposals. The fellowships award up to 50 percent release time from teaching to help provide a foundation for a faculty member to develop a research base for future additional funding from other sources. Unlike a sabbatical leave, the fellowship recipients are still expected to fulfill other contractual responsibilities, such as service to the University during this released time. The University Research and Sabbatical Leave Committee reviews the Faculty Research and Creative Activity Fellowship proposals and makes recommendations to the Provost and Executive Vice President. Brief summaries of the approved projects are contained on the attached page. Nine faculty will be supported.

FISCAL IMPLICATIONS

None. The cost of the fellowships will be absorbed in the faculty salary budget.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
SPRING-SUMMER 2011, FALL 2011, AND FIRST ROUND OF WINTER 2012 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS

1. Anne Casper (Biology). “Validation of the ‘DNA Hairpin’ Model for Formation of Breaks at Common Fragile Sites.”


7. Philip C. Schmitz (History & Philosophy). “English Translations (with Commentary) of Pheonician and Punic Inscriptions for the Writings from the Ancient World (WAW) Series.”


RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

ACTION REQUESTED
It is recommended that the Board of Regents appoint Bernard Geter to a three-year term on the Board of Directors of the Academy for Business and Technology; Richard Hamme, Curtis Robinson and Cynthia Smith to three-year terms on the Board of Directors of Commonwealth Community Development Academy; Peter Sinclair and Mary Spademan to three-year terms on the Board of Directors of Grand Blanc Academy; Randy McNeil to a three-year term on the Board of Directors of Hope Academy; and Jasmine Fields to a three-year term on the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence (PACE).

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

Academy for Business and Technology
Bernard Geter is a retirement specialist at GLP and Associates in Farmington Hills. Prior to this he worked for State Farm Insurance as an account representative. Geter attended Kentucky State University and is currently a student at Baker College pursuing a business administration degree. He is a member of Phi Beta Lambda business fraternity.

Commonwealth Community Development Academy (CCDA)
Richard Hamme is employed at the State Farm Mutual Automobile Insurance Company (since 1995) in Livonia as a claim representative. Hamme earned a Master of Business Administration degree in 1995 as well as a Bachelor of Business Administration degree in 1993, both from Eastern Michigan University. He has served on the Board of Directors of CCDA since 2005.

Curtis Robinson is retired from Ford Motor Company, Livonia, having worked for Ford for 35 years. He volunteers his time with organizations such as the Junior Achievement, Adopt-A-Child, and NAACP as well as serves on the Board of Directors of Commonwealth Community Development Academy. Robinson earned a Bachelor of Science degree in agribusiness from Tuskegee University and studied accounting at Lawrence Technological University, Southfield.
Cynthia Smith is the vice president and branch manager of PNC Bank in Oak Park. She has been employed at the bank since 1979. Smith is seeking reappointment to the Board of Directors of Commonwealth Community Development Academy. She is involved in community outreach in a feed the hungry lunch program and serves as a youth trainer in her church.

Grand Blanc Academy
Peter Sinclair has served on the Grand Blanc Academy Board of Directors since 2002. Sinclair is employed at Georgetown Logistics in Saginaw. He is a member of the Flint YMCA Board of Directors. He graduated from Arizona State University with a Bachelor of Science degree in 1969.

Mary Spademan is a self-employed flute instructor having earned Bachelor and Master of Music degrees from the Peabody Institute of the Johns Hopkins University, Baltimore, Maryland, in 1989 and 1991. In addition, she is a Certified Nurse Assistant. Spademan has been volunteering in nursing homes for many years performing music for their residents. She has three children attending Grand Blanc Academy and has served on the Board of Directors since 2007.

Hope Academy
Randy McNeil was the president of the Youth Development Commission, a non-profit organization that implements youth sports and recreation initiatives in Detroit, Highland Park and Hamtramck for the Skillman Foundation. He served in this position from 1995-2009. He is currently an instructor at Wayne County Community College. McNeil earned a Master of Business Administration degree from the University of Phoenix in 1998. In addition, he earned two degrees from Wayne State University, Detroit, in computer science (1991) and mathematics (1974). He is a volunteer coach and president of Inner-City Games Detroit.

Dr. Joseph F. Pollack Academic Center of Excellence (PACE)
Jasmine Fields is a customer service representative for Blue Care Network of Michigan. She earned a Bachelor of Arts degree in sociology from Michigan State University in 2005 and is currently pursuing a Master of Arts degree from Marygrove College, Detroit. Fields has two children attending PACE. She currently serves on the PACE Parent Advisory Committee as its vice president.

FISCAL IMPLICATIONS
None.

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

University Executive Officer  
Date
BERNARD W. GETER II

SUMMARY
Financial Services Professional with hands-on experience in data tracking, all aspects of internal and external customer service and account management. Knowledgeable in financial planning, estate planning, retirement planning and business succession planning. Ability to successfully work in a fast-paced, changing work environment and able to handle multiple projects.

EXPERIENCE

GLP & Associates, Farmington Hills, MI
Retirement Specialist
2010 - current
Meet with public school educators in order to provide pension information as well as ways to save for retirement with the use of qualified savings plan, 403b.

Elen Baker State Farm Agency, Detroit, Michigan
Insurance Account Representative
2009-2010
Build and protect the wealth of individuals and business owners by educating and servicing their insurance needs be it, auto, fire, life, commercial and other financial service products.

The Bernard Geter Agency, Detroit, Michigan
Insurance Agent
2003-2008
Major duty for this position is to meet with prospective clients and obtain specific information in order to create a financial plan for them to follow. Also, to sell insurance and equity products that are needs based and that will help build and protect their wealth.

Waddell & Reed, Southfield, Michigan
Financial Advisor
2002 - 2003
Major duty for this position is to meet with prospective clients and obtain specific information in order to create a financial plan for them to follow. Also, to sell insurance and equity products that are needs based and that will help build and protect their wealth.

Aon Consulting - Southfield, Michigan
Client Service Account Coordinator (1999 - 2001)
1997 - 2001
Major duty for this position is data tracking and client contact. I make sure all test data is logged-in and submitted to the Data Center for processing. The data is returned to me for review then is sent to the prospective client. Assist the Account Leader in the day-to-day operations of our department as well as assist our clients with setting up testing schedules and other services they may require.
- Promoted to Other Automotive Accounts as Client Service Account Coordinator.
- Promoted to Client Service Account Coordinator (Daimler-Chrysler team).

CALL CENTER ASSOCIATE (1997 - 1999)
1995 - 1997
Responsible for scheduling candidates for various stages of testing process they were going through for employment. This was done by inbound and outbound calls and scheduled by computer.
- Chrysler Vehicle Engineering Client Service Coordinator.
- Piloted new computer program for the Call Center.
- Replaced Call Center Supervisor while on an extended vacation.

Internal Revenue Service – Detroit, Michigan
TAX EXAMINING ASSISTANT – Currency and Banking Division
1995 - 1997
Processed bank and currency forms for judicial review. Also, Code & Edited individual tax and business tax returns for possible tax audit.
**EDUCATION / COURSE WORK**

Senior Status - Public Administration - Kentucky State University, Frankfort, Kentucky

Public Administration Course Work:
- Research Methods - Organizational Theory
- Management Information Systems

Current a Student at Baker College in pursuit of a Business Administration Degree

**TECHNICAL SKILLS**

Microsoft Word, Excel and Access

Series 6 and 63 (previously held), Life/Health/Accident licensed (current) Property and Casualty licensed

Customer Service Skills, Supervisory Skills and Process Improvements

**AFFILIATIONS**

Ancient and Accepted Scottish Rite Freemason

Ancient Arabic Order of the Noble Mystic Shrine (Shriner)

Board of Directors Academy for Business & Technology Charter School, President

Past President and Sergeant of Arms for KAPPA KAPPA PSI Fraternity

PHI BETA LAMBDA Business Fraternity
Ottowai Richard Hamme, IV

Education

Eastern Michigan University, Ypsilanti, Michigan
M.B.A., December 17, 1995

Eastern Michigan University, Ypsilanti, Michigan
B.B.A., Real Estate December 15, 1993

Employment History

State Farm Mutual Automobile Insurance Company, Livonia, Michigan
Claim Representative 1995 - Present

• Investigate and evaluate property damage and personal injury claims
• Negotiate settlements with policyholders, claimants and attorneys
• Analyze medical records and complete reports documenting care and treatment of injured parties
• Review and pay bills from auto body facilities, rental companies and medical providers
• Take recorded statements from policyholders, claimants, injured and witnesses to complete an liability analysis

Volunteer

School Board member of Commonwealth Community Development Academy Detroit, Michigan
Vice President June 2005 - Present

United Way Coordinator for State Farm Insurance Company
2002 - 2003
Curtis Warren Robinson

WORK EXPERIENCE

Perform accounting and tax services for selected clients. Advise on preparation of Business plans and budgets for the clients.

Retired from Ford Customer and Service Division, Ford Motor Company, Livonia, Michigan on January 1, 2006 after 34.5 years of service.

Work experience included supervisor and manager in Parts Supply and Logistics Accounting. Manager of an accounting contractor, Automated Media, Inc. Managed budget of $1.5 billion. Electronic supplier payments and audit responsibilities for purchases from 125 supplier sites for approximately 25,000 service part numbers shipped to over 5000 Ford and Lincoln Mercury Dealers in the United States, Canada and Mexico. Also responsible for review of Departmental Expenses and Budget for Headcount for the manager of Supply Chain and Logistics Department.

Other Ford experiences in prior years have included work in various financial positions to include accounts receivable, accounts payables, inventory accounting, budgets and analysis and accounting systems.

VOLUNTEERISM AND LEADERSHIP

Performed Community Service with Ford Motor Company, Junior Achievement, Adopt-A-Child, NAACP, Tuskegee Alumni and Member of Association of Manufacturing Accountants.

Board of Directors for Commonwealth Development Academy.

EDUCATION

Agri-Business, Tuskegee University, Tuskegee, Alabama.
Accounting and Systems Lawrence Technological University, Southfield, Michigan,
Cynthia D Smith

Objective: To continue service as a Board member of the Commonwealth Community Development Academy

Employment History
PNC Bank formerly National City (Detroit Market) October 15, 1979 - Present

Vice President / Branch Manager Detroit Michigan
- Manage team duties scheduling, produce written correspondence to reflect changes
- Hire train sponsor employee and new managers
- Promoted and scheduled sales appointments for Licensed Financial Consultant, Business Banker Officer, Merchant Services and Mortgage officer.
- Facilitate monthly manager workshop

Job held at National City currently PNC
Assistant Vice President/ Branch Manager
Bank Officer / Branch Manager
Consumer Banker
Head Teller
Teller

Community involvement:
- Bibleway outreach full gospel feed the hungry lunch program
- Get smart about credit youth trainer
PETER SINCLAIR

Employment
Georgetown Logistics – Flint Recycling
Saginaw, MI

Education
Bachelor of Science degree from Arizona State University
Graduated 1969

Memberships
Flint YMCA Board of Directors
Grand Blanc Academy Board of Directors

Married to JoAnn Sinclair with two children.
Mary Spademan B.M., M.M., C.N.A.

Education
• **2010 (Aug. - Sept.):** Nurse Assistant Training Program, American Red Cross, Genesee-Lapeer Chapter, Flint, MI. Program is a State of Michigan Approved Training Program For CNA (75 hour minimum) with a clinical practicum completed at the Lapeer County Medical Care Facility, Lapeer, MI.
• **1991:** Master of Music (Merit Scholar, Flute Performance), Peabody Institute of The Johns Hopkins University, Baltimore, MD.
• **1989:** Bachelor of Music (Merit Scholar, Flute Performance), Peabody Institute of The Johns Hopkins University, Baltimore, MD.

Work Experience
• **2000-present:** Self-employed Flute Instructor, Silver Branch Flute Studio. Responsible for teaching flute lessons to private flute students of all skill levels and managing the business of running a music studio.
• **1997-1999:** Flute Instructor, University of Arkansas, Little Rock Community School of Music. Taught private flute students and directed the Community School's flute choir.
• **1993-1996:** Graduate Teaching Assistant, Ball State University. Taught flute to music majors and music minors. Taught undergraduate music theory and aural skills classes.

Certifications
• **Certified Nurse Assistant** – Registry Document Number 230015252951110, issued Nov. 29, 2010.
• **CPR**—Adult certification completed Sept. 23, 2010.
• **Standard First Aid**—certification completed Sept. 23, 2010.
• **AED**—Adult certification completed Sept. 23, 2010.
• **Bloodborne Pathogens Training**—certification completed Sept. 23, 2010.
Special Skills
• American Sign Language--Intermediate level of proficiency.
• Type approximately 65 words per minute.
• Microsoft Word--proficient.

Volunteer Experience
• Many years volunteering in nursing homes--visiting and doing music performances.
• Lions World Services for the Blind -- volunteered as a reader.
• Arkansas School for the Blind -- Taught visually impaired students to play the flute.

Organizations
• 2007-present: Board Member, Grand Blanc Academy, Grand Blanc, Michigan.

References
• Mary Bolcer, RN, Nurse Assistant Training Program Coordinator, American Red Cross, Genesee-Lapeer Chapter.
  1401 S. Grand Traverse
  Flint, MI 48503
  Tel. (810) 257-0723
  Bolcer@genesee-lapeer-redcross.org

• Pat Barkiewicz, RN, TTT
  American Red Cross, Genesee-Lapeer Chapter.
  1401 S. Grand Traverse
  Flint, MI 48503
  Tel. (810) 257-0723

• Patty Wood, MA, Chief Administrative Officer, Grand Blanc Academy.
  5135 E. Hill Rd.
  Grand Blanc, MI 48439
  Tel. (810) 953-3140
Professional Objectives: To utilize my skills and experiences in the areas of financial management, training, and staff development in a professional position with an organization with opportunities for growth and advancement.

Employment Experience:

1995 - 2009  President - Youth Development Commission

Major Responsibilities

Organize a new not for profit organization to implement a Youth Sports and Recreation initiative for the cities of Detroit, Highland Park and Hamtramck for the Skillman Foundation. Create the necessary infrastructure for this organization including establishing office space, organizing a board of Commissioners and conducting a variety of projects. Set up personnel and office procedures, hire staff and all other aspects needed to operate the company. Conduct and implement projects and activities that will lead to successful implementation of recommendations outlined in the needs assessment report “Re-Creating Recreation”.

Key Accomplishments

- Secured $3.5 million annually to fund Commission programs over nine year period
- Secured $7.5 million for youth employment program over eight year period
- Provided support to organizations that served more than 400,000 children
- Established initial Board of Commissioners
- Conducted various citywide events that served 20,000 people annually
- Implemented technical assistance and training activities for community based agencies
- Conducted summer youth employment program that served more than 8,000 youth
- Established coalitions for organized youth sports programs and leagues
- Coordinated renovation project for public recreation centers - secured $18 million of funding
- Coordinated development of community advisory groups for 25 neighborhood parks
- Secured approval of policy for community use of Detroit Public Schools
- Established all employee procedures including fringe benefits package

1991 - 1995  District Vice President and Executive Director, Highland Park YMCA
YMCA of Metropolitan Detroit

Major Responsibilities

Supervise branch directors and coordinate program services at four (4) branches of the YMCA of Metropolitan Detroit. Supervise the Director of Housing and coordinate services related to conducting a transitional housing, emergency shelter, and residential housing programs with 700 rooms. Provide
direct leadership for the Highland Park branch. This position has a total budget responsibility of $4.2 million, 22 professional staff, 125 full and part time employees, and more than 200 volunteers.

Key Accomplishments

- Secured $450,000 in funding for the transitional housing program from the city of Detroit.
- All operating units in the district met or exceeded budget expectations.
- Increased program and fund raising income by 93.5% over 1992 levels at the Highland Park branch.
- Developed pre-school and school age child care programs at two new sites.
- Increased program enrollments at the Highland Park branch by 80% over 1991 levels.
- Developed collaborative programs with three (3) community groups that provided tutoring, values development and recreational services for 1700 youth.
- Implemented staff training program and designed department procedures that increased staff productivity and morale.

1987 - 1991  Vice President, Program Services - YMCA of Metropolitan Detroit

Major Responsibilities

Develop, implement, and coordinate procedures for annual program planning and evaluation process; statistical collection and reporting; and conduct training for program staff for sixteen (16) branch operations. Through the various branch operations - develop and implement new program activities. Supervise the organization's transitional housing program which included a staff of seven (7) professionals, four (4) full time employees and 25 volunteers and student interns.

Key Accomplishments

- Redesigned the procedures and forms for the organizations annual program planning process.
- Program participation grew by 18.6% and program revenue increased from $3.3 million to $5.2 million in a 4 year period.
- Conducted staff training events for the organization that improved quality, increased certification, and trained over 350 employees annually.
- Refined and implemented program guidelines for key program areas including aquatics, health enhancement, and child care.
- Coordinated activities for our homeless and transitional housing programs that served 1356 individuals and generated over $500,000 annually in supplemental funding.

1980 - 1987  Executive Director, Eastside Branch YMCA - YMCA of Metropolitan Detroit

Major Responsibilities

Administration and direction of a full service YMCA. Responsibilities included coordinating physical and recreational programs ranging from licensed child care to senior citizens center. Develop and manage annual budget, supervise staff of four (4) professionals, thirty (30) full and part time employees, and over seventy (70) volunteers.

Key Accomplishments

- Successful in raising $40,000 annually in fund raising campaign.
Developed staff team that improved quality resulting in a 15% increase in program participation.
Managed annual operating budget that met or exceeded budgeted plan.
Developed collaborative programs with various agencies that produced seven (7) new programs serving 1200 participants annually.
Generated $50,000 of supplemental funding through program proposals.
Conducted capital fund raising campaign that generated over $100,000 including United Way support for building renovation projects.

1975 - 1979  Youth Director - Senior Program Director, Fisher Branch YMCA
             YMCA of Metropolitan Detroit

Major Responsibilities

Supervise and conduct all aspects of the branch youth and physical education activities. Provide direct leadership for programs and classes such as sports leagues, swimming, day camps, youth clubs, etc. Supervised staff consisting of two (2) professionals, 21 full and part-time employees, and over 70 volunteers. Managed department budgets that exceeded $200,000.

Key Accomplishments

- Initiated Branch program committee and Mother’s club.
- Developed family program for single parents.
- Secured $65,000 in grants for building renovation.
- Established Inter-Agency forum consisting of over 100 agencies.
- Exceeded department income expectations each year.

Other Employment:

2004 - Present  Instructor
                Wayne County Community College

1972 - 1974     Program Coordinator, Northwestern YMCA
                YMCA of Metropolitan Detroit

                Detroit Public Schools

1969 - 1970     Intern - Virginia Park Rehabilitation Project
                City of Detroit Housing Department

Education and Training:

Masters of Business Administration  1998  University of Phoenix - Southfield, MI
Bachelor of Arts - Computer Science  1991  Wayne State University - Detroit, MI
Bachelor of Science - Mathematics  1974  Wayne State University - Detroit, MI
Salzburg Fellow  2003  Salzburg Seminar - Salzburg, Austria
National YMCA Faculty 1995
Core Competency

Financial Development Certification 1991

National YMCA Trainer 1990
Career Development Program

YMCA Senior Director Certification 1978

Community Involvement:

- Member, 007 Community Center Board 2004 - Present
- President, Inner-City Games Detroit 2000 - Present
- Member, New Detroit Inc. – Board of Trustees 1999 - 2003
- Secretary, New Hope Charter School Board 1999 - Present
- Vice President, Communities in Schools Board of Directors 1995 - Present
- Member, Project Hope Steering Committee 1995 - 2004
- Member, Grass Roots Leadership Round Table 1995 - 2001
Jasmine S. Fields

EDUCATION

Bachelor of Arts, Sociology
Michigan State University, East Lansing, MI
• Dean's List (Spring 2004 and Fall 2004)
• Office of Supportive Services, Outstanding Leadership Award (April 2005)

Master of Arts, Social Justice
Marygrove College, Detroit, MI

CORE KNOWLEDGE & SKILL AREAS

Problem Solving Skills
Verbal & Written Communication Skills
Relationship Building

Health Care Delivery Systems
Analytical & Quantitative Skills
Strategic Research & Analysis

EXPERIENCE

Customer Service Representative II
Blue Care Network of Michigan, Southfield, MI
June 2007-current

Investigate, process, resolve, and respond to provider and member inquiries received via telephone regarding claims, benefits, eligibility, materials, forms, and PCP changes. Educate new and existing members and beneficiaries concerning policies, procedures, and benefits through daily telephone inquiries. Record pertinent facts regarding inquiries and update appropriate files. Contract employee from July 2006-June 2007.

• Routinely meet or exceed departmental servicing goals
• Training & experienced in multiple BCN product lines including commercial, Medicare Advantage, BlueCard, Health Blue Living, Self Referral Option, & Meijer Premier Health Network
• Served as a subject matter expert and provided valuable input in developing policies, procedures, and training materials for the BCN Advantage product

Child & Family Worker, Foster Care
Orchards Children's Services, Southfield, MI
September 2005-June 2006

Assessed and diagnosed the functioning of youth entering the foster care system and their biological family. Created and implemented treatment goals with youth and their family. Identified community resources and coordinated delivery of services to meet goals of treatment plan. Evaluated progress of family as related to treatment goals on a quarterly basis and reported findings to the court. Provided support, assistance, and consultation to the foster families.

• Demonstrated ability to work with multiple external partners to ensure progress related to the treatment plan

Assistant Manager
Metro Music & Cellular, Lansing, MI
March 2004-August 2005
Reduced customer complaints and retained customer base by providing excellent customer service and satisfaction. Maintained and updated inventory database on a weekly basis to identify discrepancies. Entered financial transactions in QuickBooks to verify accuracy.

- Initiated an efficient tracking system for cellular phone activations and music orders
- Collaborated with management to develop a marketing campaign that increased traffic by 25%

**RELEVANT EXPERIENCE**

<table>
<thead>
<tr>
<th>Role/Position</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice President</td>
<td>December 2009-current</td>
</tr>
<tr>
<td><strong>PACE Parent Advisory Committee (PPAC)</strong></td>
<td>February 2010-current</td>
</tr>
<tr>
<td><strong>OPAC Representative, Strategic Planning Committee</strong></td>
<td></td>
</tr>
<tr>
<td>Dr. Joseph Pollack Academic Center of Excellence (PACE Academy)</td>
<td></td>
</tr>
<tr>
<td><strong>Executive Board Member</strong></td>
<td>September 2003-May 2005</td>
</tr>
<tr>
<td>Student Parents On a Mission (SPOM), Michigan State University</td>
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</tr>
</tbody>
</table>

**COMPUTER SKILLS**

- Experienced in all MS Office applications, Outlook, electronic research systems (including Internet, CMS applications)
RECOMMENDATION

REISSUANCE OF CHARTER – COMMONWEALTH COMMUNITY DEVELOPMENT ACADEMY (K-8)

REISSUANCE OF CHARTER – GAUDIOR ACADEMY (K-8)

ACTION REQUESTED

It is recommended that the Eastern Michigan University Board of Regents reissue the charter for Commonwealth Community Development Academy and authorize the president of the University to execute a new five-year contract which will expire July 1, 2016.

Furthermore, it is recommended that the Eastern Michigan University Board of Regents reissue the charter for Gaudior Academy and authorize the president of the University to execute a new two-year contract which will expire July 1, 2013.

SCHOOL SUMMARY

Commonwealth Community Development Academy
Commonwealth Community Development Academy opened its doors as a middle school in 1996. An elementary school was added in the fall of 1998. Commonwealth is currently a K-8 academy located in Detroit. It has an enrollment of 262 students. According to the latest Michigan Department of Education official academic results (2009-2010), Commonwealth met the federal measure of success (Adequate Yearly Progress) and the state measure of success (Education YES!).

Gaudior Academy
Gaudior Academy received its first charter in 1996. This K-8 school located in Inkster has a current enrollment of 240 students. In the fall of 2004 Gaudior opened a child-care center and preschool for children ranging in age from six months to four years. According to the latest Michigan Department of Education official academic results (2009-2010), Gaudior met the federal measure of success (Adequate Yearly Progress) and the state measure of success (Education YES!).

Accompanying this recommendation are profiles of Commonwealth Community Development Academy and Gaudior Academy.

FISCAL IMPLICATIONS

None.
ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer  

Date 6·2·11
COMMONWEALTH COMMUNITY DEVELOPMENT ACADEMY

In 1996 Commonwealth Community Development Academy opened its doors as a middle school. An elementary school was added in the fall of 1998. Commonwealth Community Development Academy is currently a K-8 school located on the east side of Detroit with an enrollment of 262 students.

Commonwealth Community Development Academy continues to make improvements in student achievement. This is the tenth year that the academy has utilized the Success For All comprehensive school reform model as a method of improving student academic performance. The Success For All school reform model mandates that all students participate in a daily 90-minute structured reading program, with higher grade level students being assessed every eight weeks.

During the 2009-2010 school year, Commonwealth Community Development Academy received a grade of “B” on its Michigan Education YES! report card.

GAUDIOR ACADEMY

Gaudior Academy is a K-8 public school academy located in Inkster. The 2010-11 school year marked the beginning of the fifteenth year of its charter with Eastern Michigan University. Gaudior Academy currently enrolls 240 students. Approximately 50 percent of its students reside in Detroit and Inkster, with the remainder coming from 12 other school districts.

The 2010-11 school year marked their seventh year of ownership of the building they occupy. It also marked their sixth year operating the Gaudior Early Learning Center, a child-care center and preschool for children ranging in age from six months to four years. This center greatly strengthens Gaudior Academy’s presence in the community.

During the 2009-2010 school year, Gaudior Academy received a grade of “B” on its Michigan Education YES! report card.
ACTION REQUESTED

Amend Board of Regents Policy 6.2.1 (Academic Policies) and divide it into the following subparts:

6.2.1.1 Undergraduate Classes
6.2.1.2 Undergraduate Classes and Attendance
6.2.1.3 Undergraduate Grades and Academic Progress
6.2.1.4 Undergraduate Drops and Withdrawal From Courses
6.2.1.5 Undergraduate Complete Withdrawals From All Courses
6.2.1.6 Undergraduate Academic Standing
6.2.1.7 Undergraduate Academic Honors Upon Graduation

STAFF SUMMARY

The key policy changes are:

1) Change in Course Repeat Policy
The proposed wording is broad enough to authorize both the current policy and allow for flexibility in administration.

2) Academic Probation Policy: add a minimum course completion rate to the minimum GPA required for good standing. This brings the Academic Probation Policy closer to the Financial Aid probation policy, and is intended to keep progress toward graduation in mind.

The changes to Academic Probation and Course Repeat policies were recommended by the Student Success Council and endorsed by the Student Leader Group and the Faculty Senate.

FISCAL IMPLICATIONS
Possible indirect fiscal implications resulting from impact on retention as it relates to the changes in the academic probation policy.
ADMINISTRATIVE RECOMMENDATION
The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Gloria A. Hage
General Counsel

Date
ACADEMIC REQUIREMENTS: UNDERGRADUATE COURSES

Eastern Michigan University has a fundamental commitment to providing a sound undergraduate education that prepares students for informed citizenship, and productive and fulfilling personal and professional lives. Academic courses provide the core of this education. Course grades allow students to monitor their academic progress. Official transcripts and degrees awarded provide accepted validation of academic achievement.

The purpose of this policy is to provide a framework for establishing expectation for the conduct of academic courses and for ensuring the integrity of academic records, and to give direction to the Provost and other academic leaders for the development of more detailed academic policies and procedures.
ABSENCE FROM CLASS

Students: Regular class attendance and active participation in classes are important elements in the learning process. Students are at the University primarily for the sake of their intellectual growth and development. Attendance and participation provide appropriate opportunities for the evaluation of the student's progress.

Each student is personally responsible for the satisfactory completion of the course work prescribed by his/her instructors. This means specifically that he/she is expected to attend classes regularly, and that he/she is responsible for the work assigned in class, the material covered in class and for participation in class activities (including discussion and listening) designed by the instructor as part of the learning experience. However, physical attendance shall not be the sole criterion for determining the student's course grade.

Faculty: Faculty members should notify their department heads when they are going to be absent from regularly scheduled classes. Written notification of circumstances causing prolonged absences must be sent to the applicable human resources office.

Faculty members are expected to arrange, through their department head, for a qualified substitute when they are absent from class.

DEVIATION FROM CLASS SCHEDULE

Classes may be cancelled by the Office of the President or his/her designee.

Changes: Faculty may not change the assigned time of a class unless the change is approved by the department head and the dean of the college; assigned rooms may be changed only through the established room scheduling procedure approved by the Provost.

At the End of the Semester: Classes are taught through the last day classes for the term as indicated in the University calendar.

Near Holidays: Students are expected to attend all classes, and faculty members are not permitted to cancel classes or excuse students prior to any holiday.

TEXTBOOKS
Subject to the approval of the department head and the dean of the college, wide latitude is accorded the instructor in selecting textbooks. Instructors are responsible for informing the University of their texts and other required course materials so that this information may be made available to students in a timely manner, in compliance with legal requirements.

**FACULTY OFFICE HOURS**
Faculty members are expected to be available for conferences with students. Instructors should post their office hours on their doors and notify their classes and offices of their department heads of these hours.

**FINAL EXAMINATIONS**
The responsibility for the evaluation of a student's achievement in a course rests with the instructor of the course.

Whether or not that evaluation shall include a final examination shall be determined by the instructor in line with departmental and university policy.

If a final examination is not given, the scheduled examination period shall be used for other class activity.

If a final examination is given, students shall take the examination with their own class and at the hour indicated on the examination schedule. Failure to take the examination at the scheduled time may result in a grade of “E” except when the requisite conditions for granting an “I” are present.

Students are to take their examinations with their regular classes at hours indicated on the schedule. If the student finds that he/she has three examinations scheduled on one day, he/she may request the instructor of the class having the first examination of the day to arrange for him/her to take the examination at another time. If he/she finds that he/she has four examinations scheduled for one day, he/she may request the instructors of the first two examinations to make arrangements so that he/she has to take no more than two in one day. He/she may appeal to the head of the department in which the course is offered if a satisfactory solution is not reached.

Students who cannot take a final examination at the assigned time because of religious observance are covered under the policy on religious holidays.

Any deviation of the student’s examination schedule, other than to limit the exams to two in one day or to observe religious mandates, will be granted only in cases of extreme emergency.
CLASSIFICATION
For purposes of determining class levels, the following hours classifications are used:

<table>
<thead>
<tr>
<th>Class</th>
<th>Semester Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>0 – 24</td>
</tr>
<tr>
<td>Sophomore</td>
<td>25 – 54</td>
</tr>
<tr>
<td>Junior</td>
<td>55 – 84</td>
</tr>
<tr>
<td>Senior</td>
<td>85 or over</td>
</tr>
</tbody>
</table>

GRADERS
The grades used by the University with their corresponding values in points are as follows:

<table>
<thead>
<tr>
<th>Letter Grades</th>
<th>Grade Point Values</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>B-</td>
<td>2.7</td>
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<td>C+</td>
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<tr>
<td>C</td>
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<tr>
<td>D</td>
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<tr>
<td>D-</td>
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</tr>
<tr>
<td>E</td>
<td>0</td>
</tr>
<tr>
<td>CR</td>
<td>0</td>
</tr>
<tr>
<td>NC</td>
<td>0</td>
</tr>
<tr>
<td>S</td>
<td>0</td>
</tr>
</tbody>
</table>
certification in student teaching courses

P  0  Passing grade in student teaching but not sufficient for certification
U  0  Failing grade in Pass/Fail and student teaching elections

Credits earned by student teaching, correspondence, credit/no credit classes or pass-fail options are not accorded grade point values.

Credit for a course in which the grades of "E" or "U" have been received can be earned only by repeating the course.

WITHDRAWALS
The grade of "W" will be assigned only when an official withdrawal has been completed. If a student discontinues attending a class without officially withdrawing from a class, the grade of "E" will be assigned for the course.

INCOMPLETES
An "I" is awarded only when a student's work has been of acceptable quality ("C" or better), but the required amount has not been completed because of illness, necessary absence or other satisfactory reasons. It is never applied to poor work or to nonattendance of class by the student. It is the responsibility of the student to request an incomplete from the instructor prior to submission of grades for the course, and to provide the reason and, if requested, supporting documentation for the request. If the instructor is satisfied that reason and documentation provided are sufficient and that the conditions above are met, he/she should provide a description in writing of the work to be completed and the deadline for completion; copies should be provided to the student and to the department head. The deadline for completion can be no later than one year from the end of the semester in which the course was taught.

An "IP" ("In Progress") is assigned to all students in a course or section that continues past the end of the semester. This grade does not apply to independent/directed studies courses or to individual students seeking an incomplete (I) grade. Once assigned, the "IP" has the same effect and is subject to the same rules and deadlines as the "I".

An "I" grade must be removed within one calendar year from the end of the semester or session in which that grade was given. The time for removal of an "I" may be extended upon written recommendation of the instructor and approval by the dean of the college. Such extension will be granted only under unusual circumstances. The initiative for conversion of an "I" grade to a letter grade rests with the student. However, the instructor may submit a change of grade without further notification if the student has not completed the required work by the deadline specified by the instructor.
When a letter grade (excluding “I” for incomplete or “IP” for in progress) is posted to a student’s transcript it will be considered final unless an error in calculating the grade is discovered. Permitting a student to submit missing work or extra credit to improve a grade is not an acceptable reason for changing a grade.

Change from “I” or “IP” do not require department head or dean signatures if submitted within one year of the end of the course. After one year the student must provide an explanation of why the course work could not be completed within one year as required by university policy; the extension will be granted only if both the instructor and the dean approve, and both signatures are required to change an “I” or “IP” beyond one year.

**PROCESS AND DEADLINES FOR CHANGING GRADES**

If a calculation or grading error is identified, the instructor must file a grade change form explaining the error. This form requires approval of the department head, and the appropriate dean will review and approve grade changes to ensure consistency with academic policies. All changes in letter grades (excluding “I” or “IP” that are converted within one year) will require the signature of the dean of the college.

Any attempt to change an individual grade or to convert an ”I” must be initiated no later than one year following the semester or session in which the grade was given. An extension beyond this limitation may be permitted only by the dean of the college in which the course was taken. Such extensions will be granted only on verifiable evidence of emergency circumstances, such as serious illness or military obligation, which prevented the petitioner from acting during the prescribed period.

All grades are final three years following the end of the close of the term; no grade changes will be made, and “I” and “IP” grades cannot be converted past that point without the approval of the Provost or his/her designee.

**GRADE POINT AVERAGE**

The EMU Grade Point Average is determined by taking the total number of grade point values acquired and dividing by the total number of semester hours taken which carry grade point values. The University may establish rules allowing students to repeat a limited number of courses to exclude earlier grades from the calculation of the EMU grade point average. If students repeat courses outside the limitations of that policy, each attempt and each grade for the course will be included in the calculation.

The Academic Division may establish a policy of grade forgiveness (or “academic bankruptcy”) in some courses for students who return to Eastern Michigan University after an absence of two or more years. The affected courses will remain on the student’s transcript with a designation indicating that this policy has been applied and the grade has been removed from the calculation of the EMU Grade Point Average.
PASS-FAIL OPTION

A student may elect to take a course under the Pass/Fail Option for various reasons (e.g. if he/she wishes to experiment in an unfamiliar field without jeopardizing his/her grade point average.) Under these circumstances, the limiting features of the option are as follows:

1. It may be exercised only by juniors and seniors in good standing.

2. It may be applied only to free electives, that is, to courses that are outside the student's major, minor, curriculum or general education requirements.

3. A maximum of six such courses may be applied toward graduation.

4. The student shall indicate his/her intention to take a course under the Pass/Fail Option at the time of registration.

5. Students who elect a course on Pass/Fail may cancel the option and accept a letter grade up to the last day of class before the official University scheduled final examinations.

6. The instructor will not be notified of the student's election of this option. The regular letter grade reported by the instructor will be recorded on grade reports and transcripts as follows:
   a. Grades of A, B, C, or D will be converted to S, and shall count as credit toward graduation (if it is at the 100 level or higher).
   b. The grade of E will be converted to U and shall not count toward graduation.

7. A course taken under this option shall not be used in any way in the computation of the student's grade point average. Thus a Pass/Fail-election shall not be approved for a course in which the student previously received a letter grade.

AUDITING OF COURSES

A student may be permitted to enroll in a course as an auditor, that is, one who merely attends class to "hear" or visit. No credit is awarded for an audit.

Subject to the approval of the head of the department offering the course, students wishing to audit a course must register for it just as for any other class, and then also turn in at registration a "permission to audit" card with the required approval.

The student's intention to audit a course rather than to take it for credit must be established at the time of registration. Shifting from credit to audit or from audit to credit is not permitted after the last day that classes may be added or sections changed.
Tuition and fees for enrolling in courses for audit are the same as for enrolling in courses for credit.

Under provisions of the University staff benefits program, full-time staff, faculty, and faculty spouses may "audit" classes without regular registration by completing an approval process initiated at the Staff Benefits Office.

Except for a staff benefits audit, no person is allowed to attend class unless officially registered on a credit or audit basis with appropriate fees paid.

PROGRESS REPORTS
Instructors should submit officially requested student progress reports in a timely manner to facilitate student support services and compliance with regulations.
DROPS AND WITHDRAWALS FROM COURSES

Drops and/or withdrawals from courses are permitted according to the following schedule for regular academic (fall and winter) semesters*:

First Eight Days

Any change in the student’s enrollment occurring during this period is accomplished through the regular registration adjustment system. Such changes are not recorded in the student’s academic transcript.

Ninth Day through Tenth Week

All student-initiated withdrawals are accepted automatically and recorded as “W” grades during this period. These withdrawals may be processed through the registration system or by submitting a withdrawal form to the Office of Records and Registration.

After Tenth Week – Until Last Day of Classes Preceding Final Exam Period

During this period, withdrawals are not automatically granted. An Administrative/Late Withdrawal (resulting in a “W” grade) may be granted only if students have specific extenuating circumstances that clearly prevent them from completing the course(s) in which they are enrolled and which prevented them from withdrawing by the tenth week of the course. Students must provide original, verifiable documentation of these circumstances along with their request to withdraw.

The decision on awarding the “W” will be made by the Provost or his/her designee. Students should not stop attending class until they have received official notice that their requested withdrawal has been approved. If the application for administrative/late withdrawal is denied and the student fails to complete the work of the course successfully, an appropriate grade (reflecting any incomplete work and/or absences from class) will be recorded by the instructor.

*Appropriate dates for spring and summer semesters, and other special terms will be publically posted and available to students.
**Additional Notes**

When withdrawal from the class brings the student’s academic load below the minimum number of hours necessary to qualify as a full-time student for University housing, scholarship aid, student loans, or any other benefit he or she enjoys for which academic enrollment was a prerequisite, the University may at its option take any or all of the following steps:

1. Deny permission to withdraw
2. Cancel the benefits as of that date
3. Declare the student ineligible for present and/or any future benefits of a similar nature
4. Deny permission to reenroll in subsequent semesters.

Withdrawal from the student’s last/only enrolled course must be submitted to the Office of Records and Registration and cannot be accomplished through the online registration system.

The Provost shall be responsible for establishing and making publically available procedures to support this policy. The Provost and Registrar shall be jointly responsible to establish specific deadlines for regular and non-traditional terms and to make these dates publically available to students in a timely fashion.
TOTAL WITHDRAWALS FROM THE UNIVERSITY

An undergraduate student who finds it necessary to withdraw from all classes (withdrawal from the University) for a given session is required to do so through the Office of Records & Registration. A student who is unable to accomplish the withdrawal in person may do so by a written request mailed to the Office of Records & Registration. The request should indicate reason for the requested withdrawal, and any tuition adjustment will be based on postmark date of that communication.

The Eastern Michigan University shall publish in advance of each session exact dates and deadlines for withdrawal requests and related tuition credit adjustment that will be provided.

Retroactive Withdrawal: The University recognizes that unexpected circumstances arise making it necessary for a student to initiate a request for a withdrawal after the completion of classes for a term. Normally, a retroactive withdrawal will only be considered for the preceding term.

Retroactive withdrawals may be granted for either one or both of the following reasons:

1. Administrative: through an administrative problem or error, the student received an “E” grade.

2. Mental or physical stress: subsequent to awarding of term grades, the student claims that severe physical or psychological stress was present during the semester. Original documentation of the circumstances and of the reasons for delay in seeking the withdrawal must be presented by or on behalf of the student and a consultation with the student may be required. In this case, the decision will affect all the classes the student was registered for during the term in question.

In all cases, the student must initiate the request for retroactive withdrawal. The Provost shall be responsible for establishing and disseminating criteria and the review procedures for these requests.
A student with an approved retroactive withdrawal does not automatically receive any consideration for tuition refund and grades of “W” will be posted on his/her official transcript.

These procedures also apply for Spring and Summer sessions. Eastern Michigan University will publish exact withdrawal dates for each semester in advance of each session.

READMISSION AFTER PROLONGED ABSENCE

Re-enrolling and Readmission: Students whose transcripts show no active enrollment for eight consecutive semesters (two full years) must reapply and be accepted for admission before enrolling again. A student who withdraws from all courses with “W” grades on the transcript is counted as enrolled for that semester. A student who drops all courses in a semester, removing them from the transcript, is not counted as enrolled for that semester.
ACADEMIC PROBATION AND DISMISSAL

An undergraduate student is placed on academic probation when his/her cumulative grade point average at EMU is less than 2.00 (a "C" average). Placement on academic probation is automatic and applies even if the student states that official notification of such probation has not been received from the University.

The University's action of placing a student on academic probation should make the student aware that satisfactory progress is not being made toward completing degree requirements. The student should also realize the need to take steps, such as seeking additional help and advice, to improve the quality of his/her academic performance.

A student will be removed from academic probation only when his/her cumulative grade point average at EMU is at least 2.00 (a "C" average).

Within the first thirty days of a semester - and preferably within the first week of a semester - the student on academic probation is required to have a conference with his assigned academic adviser to review the student's program of classes and his/her plans for the semester. Further conferences may be required, or the student's academic course load may be restricted, or the student may be informed of special conditions stipulated by a designated academic review committee to help ensure satisfactory progress toward graduation.

Students on academic probation who fail to achieve a grade point average of at least 2.00 ("C" average) in each term of enrollment at EMU while on probation will be subject to dismissal for academic reasons.

Exceptions to the above policies may be made under the following conditions:

1. A student on academic probation who earns less than the required grade point average of 2.00 ("C" average) in an enrollment period may be retained on academic probation provided this is the recommended judgment of the designated academic review committee.

2. A student on academic probation whose grades for the current enrollment period contain an I will be retained only at the discretion of the designated academic review committee.
READMISSION
A student is academically dismissed will normally not be eligible for reinstatement for one calendar year following the dismissal. Readmission is not automatic; an application for readmission must be submitted along with supporting documentation. A readmission interview will normally be required.

The student applying for readmission will be required to support his or her eligibility for readmission through:

1. Documentation of his or her activities during the dismissal period which relate to the reasons for dismissal and which support his or her readiness to resume his or her academic career at Eastern Michigan University.

2. Earning a minimum grade point average of 2.00 ("C" average) if courses are taken at other accredited collegiate institutions.

A student who is readmitted and is dismissed a second time normally will not be readmitted again.
Undergraduate Academic Honors Upon Graduation

ACADEMIC DISTINCTION
Students who graduate with exemplary cumulative EMU Grade Point Averages will be recognized for academic distinction as follows:

- Summa Cum Laude - EMU GPA in the range 3.90 to 4.00
- Magna Cum Laude - EMU GPA in the range 3.70 to 3.89
- Cum Laude - EMU GPA in the range 3.50 to 3.69

The designation will be noted on the student’s transcript and on his or her diploma.
Eastern Michigan University has a fundamental commitment to providing a sound undergraduate education that prepares students for informed citizenship, and productive and fulfilling personal and professional lives. Academic courses provide the core of this education. Course grades allow students to monitor their academic progress. Official transcripts and degrees awarded provide accepted validation of academic achievement.

The purpose of this policy is to provide a framework for establishing expectation for the conduct of academic courses and for ensuring the integrity of academic records, and to give direction to the Provost and other academic leaders for the development of more detailed academic policies and procedures.

ATTENDANCE AND CLASS SCHEDULES

Students: Regular class attendance and active participation in classes are important elements in the learning process. Students are at the University primarily for the sake of their intellectual growth and development. Attendance and participation provide appropriate opportunities for the evaluation of the student’s progress.

Each student is personally responsible for the satisfactory completion of the course work prescribed by his/her instructors. This means specifically that he/she is expected to attend classes regularly, and that he/she is responsible for the work assigned in class, the material covered in class and for participation in class activities (including discussion and listening) designed by the instructor as part of the learning experience. However, physical attendance shall not be the sole criterion for determining the student’s course grade.

Faculty: Faculty members should notify their department heads when they are going to be absent from regularly scheduled classes. Written notification of circumstances causing prolonged absences should be sent to the dean of the college.

Faculty members are expected to arrange, through their department head, for a qualified substitute when they are absent from class.

Cancellation: Classes may be cancelled by the Office of the President or his/her designee. Off-campus classes are cancelled only by the dean of continuing education.

Changes: Faculty may not change the assigned time or room of a class printed in the University Class Schedule unless the change is approved by the department head and the dean of the college.
At the End of the Semester: Classes are taught through the last teaching day of the semester classes for the term as indicated in the University calendar.

Near Holidays: Students are expected to attend all classes, and faculty members are not permitted to cancel classes or excuse students prior to any holiday.

Lists: Class enrollment lists are given to instructors during the beginning of the semester. Instructors should refuse admittance to students who are not on the list or who have not presented an official late registration "add slip."

Schedules: The schedule of classes prepared by each department head is sent to the vice-president for academic affairs through the dean of the college. The schedule is printed prior to registration each semester.

Time: Classes are usually 50 minutes, beginning on the hour and ending ten minutes before the next hour. Evening and summer session classes are scheduled differently.

STUDENT REPORT OF ILLNESS

Excuses for students missing individual classes are not provided by the student Health Center in accord with the University absence policy.

The Student Health Center will provide absence slips to patients admitted into the infirmary or who have been under care for a long-term illness. When seen in the Health Center, confirmation of a student's illness (of less than a week) resulting in absences also will be available to faculty upon request.

CREDITS

The unit of work is the "semester hour." A semester hour is the credit granted if a course meeting once a week for one-semester.

THE STANDARD COURSE LOAD

The standard course load is 15 to 16 hours per semester. During the seven and one-half week spring and summer sessions, the standard load is six to eight hours; the standard load in the six week session of summer school is five to six hours. First semester freshmen may not take more than the full-time academic load without special permission from the Academic Services Center. Students on academic probation may not take more than the full-time academic load. No credit will be given for work in courses not officially enrolled in or approved. In computing the standard course load, activity hours in physical education are not counted.

Pass-Fail semester hours are counted in the total course load.

DROPS AND WITHDRAWALS FROM CLASS COURSES

(Time periods to be adjusted for shorter academic sessions.)

Drops and/or withdrawals from courses are permitted according to the following schedule for regular academic (fall and winter) semesters.*
First Three Weeks Eight Days

Any change in the student's program enrollment occurring during this period is accomplished through the Office of the Director of Registration as a part of the regular registration adjustment process system. Such changes are not recorded in the student's academic record transcript.

Fourth Ninth Day through Tenth Week

All student-initiated withdrawals are accepted automatically and recorded as "W" grades during this period. The instructor's signature must be secured on the withdrawal form as evidence that the instructor and the student have discussed the contemplated action, including the alternatives and consequences. These withdrawals may be processed through the registration system or by submitting a withdrawal form to the Office of Records and Registration.

After Tenth Week – Until Beginning of Last Day of Classes Preceding Final Exam Period

A "W" may be granted during this period to students under either of the following conditions:

1. The student's work in the course at the time of withdrawal request is A, B, or C.
2. Unexpected emergency circumstances, which occurred after the tenth week of the semester, prevent the student from completing the work of the course. These circumstances must be specific and verifiable.

During this period, withdrawals are not automatically granted. An Administrative/Late Withdrawal (resulting in a "W" grade) may be granted only if students have specific extenuating circumstances that clearly prevent them from completing the course(s) in which they are enrolled and which prevented them from withdrawing by the tenth week of the course. Students must provide original, verifiable documentation of these circumstances along with their request to withdraw.

The decision on awarding the "W" will be made by the director of the Academic Services Center or the director's Provost or his/her designee, based upon academic standing at the time of application for the "W", and conferences with the student. Students should not stop attending class until they have received official notice that their requested withdrawal has been approved. If the application for administrative/late withdrawal is denied and the student fails to complete the work of the course successfully, a grade of "E" an appropriate grade (reflecting any incomplete work and/or absences from class) will be recorded by the instructor.

Notes on Procedure Additional Notes

For the fourth through the tenth week, a withdrawal form may be secured from the Academic Services Center, or from the office of any academic department. This form, with the instructor's signature, is submitted to the Academic Services Center for official processing.
After the tenth week, the withdrawal request must be initiated at the Academic Services Center. The decision made on the request will be communicated in writing both to the student and to the instructor in question.

Students should not stop attending class until they have received official notice that their requested withdrawal has been approved. If students discontinue attending a class without officially withdrawing from the class and do not take the final examination, University policy requires that the instructor issue a grade of "E" for the course.

When withdrawal from the class brings the student's academic load below the minimum number of hours necessary to qualify as a full-time student for University housing, scholarship aid, student loans, or any other benefit he or she enjoys for which academic enrollment was a prerequisite, the University may at its option take any or all of the following steps:

1. Deny permission to withdraw
2. Cancel the benefits as of that date
3. Declare the student ineligible for present and/or any future benefits of a similar nature
4. Deny permission to reenroll in subsequent semesters.

Withdrawal from the student's last/only enrolled course must be submitted to the Office of Records and Registration and cannot be accomplished through the online registration system.

Comment
Please note that in this policy the faculty has indicated that the instructor does sign the withdrawal form, but that his or her signature does not show that the instructor necessarily approves, disapproves, or supports the withdrawal. The instructor signs before the end of the tenth week to show that there has been an opportunity to discuss with the student the advisability or implication of the withdrawal. After the tenth week, the instructor must sign the form and provide the information as to the quality of the student's work at this point.

*Appropriate dates for spring and summer semesters, and other special terms will be publicly posted and available to students.

The Provost shall be responsible for establishing and making publicly available procedures to support this policy.

GRAPES

The grades used by the University with their corresponding values in points are as follows:

<table>
<thead>
<tr>
<th>Letter Grades</th>
<th>Honor Points</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Grade Point Values</strong></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>B-</td>
<td>2.7</td>
</tr>
</tbody>
</table>
C+ 2.3
C 2.0
C- 1.7
D+ 1.3
D 1.0
D- 0.7
E 0
CR 0 Passing grade in Credit/No Credit courses
NC 0 Failing grade No credit awarded in Credit/No Credit courses
S 0 Passing grade in Pass/Fail elections and credit for certification in student teaching courses
P 0 Passing grade in student teaching but not sufficient for certification
U 0 Failing grade in Pass/Fail and student teaching elections

Credits earned by student teaching, correspondence, credit/no credit classes, physical education activity classes or pass-fail options are not accorded honor points grade point values.

An "I" is awarded only when a student’s work has been of acceptable quality ("C" or better), but the required amount has not been completed because of illness, necessary absence or other satisfactory reasons. It is never applied to poor work or to nonattendance of class by the student. It means that the student has informed the instructor of the reason for the requested incomplete, and the instructor has agreed to the request. It is the responsibility of the student to request an incomplete from the instructor prior to submission of grades for the course, and to provide the reason and, if requested, supporting documentation for the request. If the instructor is satisfied that reason and documentation provided are sufficient and that the conditions above are met, he/she should provide a description in writing of the work to be completed and the deadline for completion; copies should be provided to the student and to the department head. The deadline for completion can be no later than one year from the end of the semester in which the course was taught.

An “IP” may be assigned for work in progress to all students in a course scheduled to continue across a change of academic terms if that grading option was established when the course was scheduled. The expectation is that the students will finish all coursework by the scheduled conclusion of the course. Once given, an “IP” has the same effect as an “I” and is subject to the same rules.

An “I” grade must be removed within one calendar year from the end of the semester or session in which that grade was given. The time for removal of an "I" may be extended upon written recommendation of the instructor and approval by the dean of the college. Such extension will be granted only under unusual circumstances. The initiative for conversion of an "I" grade to a letter grade rests with the student, but the instructor may submit a change of grade without further notification if the student has not completed the required work by the specified deadline. If not
converted to a grade by the end of the one year period, the "I" will remain as a permanent part of the student's academic record. This policy concerning "I"s" became effective April 19, 1975.

When a letter grade (excluding "I" for incomplete or "IP" for in progress) is posted to a student's transcript it will be considered final unless an error in calculating the grade is discovered. Permitting a student to submit missing work or extra credit to improve a grade is not an acceptable reason for changing a grade.

Change from "I" or "IP" do not require department head or dean signatures if submitted within one year of the end of the course. After one year the student must provide an explanation of why the course work could not be completed within one year as required by university policy; the extension will be granted only if both the instructor and the dean approve, and both signatures are required to change an "I" or "IP" beyond one year.

The grade of "W" will be assigned only when an official withdrawal has been completed. If a student discontinues attending a class without officially withdrawing from a class, the grade of "E" will be assigned for the course.

Credit for a course in which the grades of "E" or "U" have been received can be earned only by repeating the course.

If a calculation or grading error is identified, the instructor must file a grade change form explaining the error. This form requires approval of the department head, and the appropriate dean will review and approve grade changes to ensure consistency with academic policies. All changes in letter grades (excluding "I" or "IP" that are converted within one year) will require the signature of the dean of the college.

Any attempt to change an individual grade or to convert an "I" must be initiated no later than the eighth week of the next regular semester (fall or winter) following the one year following the semester or session in which the grade was given. For instructor-requested changes, this means that the appropriate form has been submitted to the department head. For student appeals, it means that the instructor has refused to make a change, and the issue has been formally turned over to the departmental grievance board. An extension beyond this limitation may be permitted only by the dean of the college in which the course was taken. Such extensions will be granted only on verifiable evidence of emergency circumstances, such as serious illness or military obligation, which prevented the petitioner from acting during the prescribed period.

All grades are final three years following the end of the close of the term; no grade changes will be made, and "I" and "IP" grades cannot be converted past that point without the approval of the Provost or his/her designee.

Note that the grade of "I" is covered by a separate set of requirements.

PASS-FAIL OPTION

A student may elect to take a course under the Pass/Fail Option for various reasons (e.g. if he/she wishes to experiment in an unfamiliar field without jeopardizing his/her grade point average.) Under these circumstances, the limiting features of the option are as follows:

1. It may be exercised only by juniors and seniors in good standing.
2. It may be applied only to free electives, that is, to courses which are outside the student's major, minor, curriculum or basic studies general education requirements.

3. A maximum of six such courses may be applied toward graduation.

4. The student shall indicate his/her intention to take a course under the Pass/Fail Option at the time of registration. This decision becomes binding at the end of the period for dropping classes (three weeks during the regular semesters.)

5. Students who elect a course on Pass/Fail may cancel the option and accept a letter grade up to the last day of class before the official University scheduled final examinations.

6. The instructor will not be notified of the student's election of this option. The regular letter grade reported by the instructor will be recorded on grade reports and transcripts as follows:
   a. Grades of A, B, C, or D will be converted to S, and shall count as credit toward graduation (if it is at the 100 level or higher).
   b. The grade of E will be converted to U and shall not count toward graduation.

7. A course taken under this option shall not be used in any way in the computation of the student's grade point average. Thus a Pass/Fail-election shall not be approved for a course in which the student previously received a letter grade.

Students should be fully aware of the possible implications of this option for acceptance into graduate schools and competition for financial aid there. It has been ascertained that most graduate schools will accept students who have elected to take courses on a Pass/Fail basis, but that if courses taken on this basis are sufficient in number on the transcript, the Graduate School Examination may be utilized to determine the student's acceptability. Graduate schools, in general, do tend to favor those applicants who have good letter grades on their transcripts.

Applications for Pass/Fail and approval can be obtained at the Academic Services Center, 229 Pierce Hall.

TEXTBOOKS

Subject to the approval of the department head and the dean of the college, a wide latitude is accorded the instructor in selecting textbooks. Instructors are responsible for informing the University of their texts and other required course materials so that this information may be made available to students in a timely manner, in compliance with legal requirements.

PROGRESS REPORTS

Instructors should submit officially requested student progress reports in a timely manner to facilitate student support services and compliance with regulations. Report forms, particularly between the fifth and sixth weeks of instruction, for any student doing failing or sub-standard work during the semester.
FACULTY OFFICE HOURS

Faculty members are expected to be available for conferences with students. Instructors should post their office hours on their doors and notify their classes and offices of their department heads of these hours.

FINAL EXAMINATIONS

The responsibility for the evaluation of a student’s achievement in a course rests with the instructor of the course.

Whether or not that evaluation shall include a final examination shall be determined by the instructor in line with departmental and university policy.

If a final examination is not given, the scheduled examination period shall be used for other class activity.

If a final examination is given, students shall take the examination with their own class and at the hour indicated on the examination schedule. Failure to take the examination at the scheduled time may result in a grade of “E” “F” except when the requisite conditions for granting an “I” are present.

Students are to take their examinations with their regular classes at hours indicated on the schedule. If the student finds that he/she has three examinations scheduled on one day, he/she may request the instructor of the class having the first examination of the day to arrange for him/her to take the examination at another time. If he/she finds that he/she has four examinations scheduled for one day, he/she may request the instructors of the first two examinations to make arrangements so that he/she has to take no more than two in one day. He/she may appeal to the head of the department in which the course is offered if a satisfactory solution is not reached.

Students who cannot take a final examination at the assigned time because of religious observance are covered under the policy on religious holidays.

Students who, for religious reasons, find that they are not able to follow the examination schedule should make special arrangements with their instructor. If arrangements are not satisfactory, the student may appeal to the head of the department in which the course is offered.

Any deviation of the student’s examination schedule, other than to limit the exams to two in one day or to observe religious mandates, must be approved by both the instructor and the department head, and will be granted only in cases of extreme emergency.

All special examinations must be concluded before the last day of final examinations in order to meet the deadline for turning in grades.

SCHOLARSHIP INDEX GRADE POINT AVERAGE

The Scholarship Index EMU Grade Point Average is determined by taking the total number of honor points grade point values acquired and dividing by the total number of semester hours
taken which carry honor points grade point values. When a course is repeated, each attempt and grade is counted. The University may establish rules allowing students to repeat a limited number of courses to exclude earlier grades from the calculation of the EMU grade point average. If students repeat courses outside the limitations of that policy, each attempt and each grade for the course will be included in the calculation.

The Academic Division may establish a policy of grade forgiveness (or “academic bankruptcy”) in some courses for students who return to Eastern Michigan University after an absence of two or more years. The affected courses will remain on the student’s transcript with a designation indicating that this policy has been applied and the grade has been removed from the calculation of the EMU Grade Point Average.

CLASSIFICATION

For purposes of determining class levels, the following hours classifications are used:

<table>
<thead>
<tr>
<th>Class</th>
<th>Semester Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>0 – 24</td>
</tr>
<tr>
<td>Sophomore</td>
<td>25 – 54</td>
</tr>
<tr>
<td>Junior</td>
<td>55 – 84</td>
</tr>
<tr>
<td>Senior</td>
<td>85 or over</td>
</tr>
</tbody>
</table>

ACADEMIC DISTINCTION

The term Summa Cum Laude (3.90 – 4.00); Magna Cum Laude (3.70 – 3.89); or Cum Laude (3.50 – 3.69) will appear on the diploma of an individual whose academic record warrants such a level of distinction.

Students who graduate with exemplary cumulative EMU Grade Point Averages will be recognized for academic distinction as follows:

- Summa Cum Laude - EMU GPA in the range 3.90 to 4.00
- Magna Cum Laude - EMU GPA in the range 3.70 to 3.89
- Cum Laude - EMU GPA in the range 3.50 to 3.69

The designation will be noted on the student’s transcript and on his or her diploma.

ACADEMIC RETENTION PROBATION AND DISMISSAL

An undergraduate student is placed on academic probation when his/her cumulative grade point average at EMU, or from all college sources, is less than 2.00 (a “C” average). Placement on academic probation is automatic and applies even if the student states that official notification of such probation has not been received from the University.

A student’s probationary status results from his/her academic record for the semester which has just been completed, viewed in relation to the student’s total academic record. (Note that “surplus” grade points from institutions other than EMU cannot be used to reduce a grade point deficit incurred at EMU.)
The University's action of placing a student on academic probation should make the student aware that satisfactory progress is not being made toward completing degree requirements. The student should also realize the need to take steps, such as seeking additional help and advice, to improve the quality of his/her academic performance.

While on academic probation, a student must earn a grade point average of at least 2.00 (a "C" average) in each succeeding period of his/her enrollment (including the spring and the summer session) until probation is removed. This requirement applies regardless of where the academic work is taken.

Academic probation will be removed when a student's cumulative grade point average at EMU and from all college sources is at least 2.00 (a "C" average).

Within the first thirty days of a semester - and preferably within the first week of a semester - the student on academic probation is required to have a conference with his assigned academic adviser to review the student's program of classes and his/her plans for the semester. Further conferences may be required, or the student's academic course load may be restricted, or the student may be informed of special conditions stipulated by the Academic Services Center, acting for the Academic Standards and Admission Review Committee, or a designated academic review committee to help ensure satisfactory progress toward graduation.

Students on academic probation who fail to meet the required achieve a grade point average of at least 2.00 ("C" average) in each enrollment period term of enrollment at EMU while on probation will be dismissed subject to dismissal for academic reasons.

Students not on academic probation whose cumulative grade point deficit at the end of any enrollment period is 13 or more will be dismissed for academic reasons.

Exceptions to the above policies may be made under the following conditions:

1. A student on academic probation who earns less than the required grade point average of 2.00 ("C" average) in an enrollment period may be retained on academic probation provided this is the recommended judgment of the Academic Standards and Admission Review Committee, or a designated academic review committee.

2. A freshman may, with the approval of the Academic Standards and Admission Review Committee, be permitted two full semesters of enrollment even though the grade point deficit is greater than 13 during the first semester.

2. A student on academic probation, whose grades for the current enrollment period contain an I will be retained only at the discretion of the Academic Standards and Admission Review Committee, or a designated academic review committee.

READMISSION
A student is academically dismissed will normally not be eligible for reinstatement for one calendar year following the dismissal. for two successive enrollment periods (one of which must be a full semester), unless unusual or extenuating circumstances exist. Readmission and re-enrollment cannot take place until this time period has elapsed. Readmission is not automatic, an application for readmission must be submitted along with supporting documentation--normally each student must have a A readmission interview will normally be required.

During this period a student may well gain the needed maturity for pursuing a degree through work experience, travel, or course work at other accredited collegiate institutions. The student applying for readmission will be required to support his or her eligibility for readmission through:

1. Documentation of his or her activities during the dismissal period which relate to the reasons for dismissal and which support his or her readiness to resume his or her academic career at Eastern Michigan University.

2. Earning a minimum grade point average of 2.00 ("C" average) if courses are taken at other accredited collegiate institutions.

3. Taking the SAT for re-evaluation in conjunction with the above items if considered necessary by the Academic Services Center.

A student who is readmitted and is dismissed a second time normally will not be readmitted again.

**TOTAL WITHDRAWALS FROM THE UNIVERSITY**

An undergraduate student who finds it necessary to withdraw from all classes (withdrawal from the University) for a given session does is required to do so through the Office of Records & Registration Office, Briggs Hall. A student who is unable to accomplish the withdrawal in person may do so by written request addressed to the mailed to the Office of Records & Registration Office. The request should indicate reason for the requested withdrawal, and any any tuition adjustment will be based on postmark date of that communication. The Withdrawal from the University policy is stated below:

1. Students who withdraw during the first seven calendar days of the semester (three calendar days for Spring and Summer) will receive a 100% tuition credit adjustment and no-grades will be posted.

2. Students who withdraw during the next fourteen calendar days of the semester (the next four calendar days for Spring and Summer) will receive a 50% tuition credit adjustment and no-grades will be posted.

3. Students who withdraw after twenty one calendar days (seven calendar days for Spring and Summer) through the day prior to the first day of University final examinations will receive no tuition credit adjustment and grades of "W" will be posted.

4. No withdrawal will take place after the University final examination period has begun.
The Eastern Michigan University Class Schedule published shall publish in advance of each session gives exact dates and deadlines for withdrawal requests and related tuition credit adjustment that will be provided.

A student who has withdrawn from the University during the first twenty-one calendar days and desires to enroll in a subsequent semester or session shall follow the admission procedure for former students (re-enrollment) as described in the University Catalog.

Retroactive Withdrawal: The University recognizes that unexpected circumstances arise making it necessary for a student to initiate a request for a withdrawal after the completion of classes for a term. Normally, a retroactive withdrawal will only be considered for the preceding term. The retroactive withdrawal policy is stated below.

Retroactive withdrawals may be granted for either one or both of the following reasons:

1. Administrative: through an administrative problem or error, the student received an "E" or "F" grade.

2. Mental or physical stress: subsequent to awarding of term grades, the student claims that severe physical or psychological stress was present during the semester. Original documentation of the circumstances and of the reasons for delay in seeking the withdrawal must be presented by or on behalf of the student and a consultation with the student may be required. In this case, the decision will affect all the classes the student was registered for during the term in question.

In both cases, the student must initiate the request in the Academic Services Center for retroactive withdrawal. After reviewing the request, the documented evidence, and possible further consultation, the director, or designee, will recommend action to the vice president for academic affairs. The Provost shall be responsible for establishing and disseminating criteria and the review procedures for these requests.

The student with an approved retroactive withdrawal does not automatically receive any consideration for tuition refund and grades of "W" will be posted on his/her official academic record transcript.

These procedures also apply for Spring and Summer sessions. Please refer to current class schedule for the session concerned for Eastern Michigan University will publish exact withdrawal dates for each semester in advance of each session.

**READMISSION AFTER PROLONGED ABSENCE**

Re-enrolling and Readmission: Students whose records show no active enrollment for eight consecutive semesters (two full years) must reapply and be accepted for admission before enrolling again. A student who withdraws from all courses with "W" grades on the transcript is counted as enrolled for that semester. A student who drops all courses, removing them from the transcript, is not counted as enrolled for that semester.
AUDITING OF COURSES

A student may be permitted to enroll in a course as an auditor, that is, one who merely attends class to "hear" or visit. No credit is awarded for an audit.

Subject to the approval of the head of the department offering the course, students wishing to audit a course must register for it just as for any other class, and then also turn in at registration a "permission to audit" card with the required approval.

The student’s intention to audit a course rather than to take it for credit must be established at the time of registration. Shifting from credit to audit or from audit to credit is not permitted after the last day that classes may be added or sections changed.

Tuition and fees for enrolling in courses for audit are the same as for enrolling in courses for credit.

Under provisions of the University staff benefits program, full-time staff, faculty, and faculty spouses may "audit" classes without regular registration by completing an approval process initiated at the Staff Benefits Office.

Except for a staff benefits audit, no person is allowed to attend class unless officially registered on a credit or audit basis with appropriate fees paid.

HONORS PROGRAMS/COURSES

Outstanding entering freshmen and other students with excellent records are offered or may request the opportunity to enroll in honors sections of some freshmen Basic Studies courses in biology, English composition, literature, history and political science. The courses offer an enriched intellectual experience for the able, interested student. Freshman students who appear qualified for these courses are usually selected before or during the Summer Orientation and Advising Program and have an opportunity to discuss their decision with an adviser. Questions concerning eligibility for these courses may be directed to the Academic Services Center or the department offering the course. These courses and regulations concerning them do not require that students are majoring in the area and are completely separate from departmental honors courses and programs described below.

Honors courses are offered in several departments to qualified seniors specializing in those departments. These courses are geared to encourage creative interest, to promote subject investigation in depth and to permit overviews of subject matter fields.

To be eligible a student must have completed twenty semester hours of work on his major.

An eligible student should consult with the head of the department, who will cooperate with the student in the preparation of a systematic proposal which must include a statement of the
problem, the resources or references to be used, the method by which the problem is to be solved, the amount of time required and the credit to be given. This statement must be filed with and approved by the dean of the college in which the course is taken. The honors course election is limited to two semester-hours in any one semester.

The Department of English Language and Literature offers a special Honors Program for English Majors.

Authority for Creation or Revision
CORRECTION OF UNIVERSITY CALENDAR

ACTION REQUESTED

Approve changes to previously approved Academic Calendars for 2011-12, 2012-13, 2013-14, and 2014-15

STAFF SUMMARY

The Academic Calendars referenced above had errors in beginning and ending dates for some of the sub-terms. Beginning and ending dates have standard relationships with each other; but due to clerical error, some of these dates were not properly adjusted when the calendar was approved.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION


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

University Executive Officer

Date
Academic Calendar Corrections:

2011-12:
Winter 2012 Part of Term 2
Correction: Last Day of Classes should be Feb. 24 (Fri.) (not Feb. 21)

2012-13:
Summer 2013
Correction: Beginning of classes for 7 1/2 week and 6 week terms is July 1 (Mon.)
(not July 8 for 6 week)
Correction: Last day of classes for 6 week term is August 9 (not Aug 16)

Summer Post-Session 2013
Correction: Beginning of Classes should be August 12 (not August 5)
Correction: Last Day of Classes should be August 23 (not August 16)
Correction: Close of Post-Session should be August 23 (not August 16)

2013-14:
Winter 2014 Part of Term 4
Correction: Last Day of Classes should be April 21 (Mon.) (same as Full Term)

2014-15:
Winter 2015 Part of Term 4
Correction: Last Day of Classes should be April 20 (Mon.) (same as Full Term)

In addition, although the dates of Commencement were correct, where necessary they
were repositioned in the lists to appear in chronological order.
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 14, 2011 Finance and Audit Committee meeting, the Working Agenda for the June 21, 2011 meeting and the Informational Reports and Financial Updates.

STAFF SUMMARY

April 14, 2011
Regular agenda items discussed at the April 14, 2011 Finance and Audit Committee were Staff Appointments and Staff Separations/Retirements for period February 1, 2011 – March 31, 2011, as well as the Informational Reports and Financial Updates as of February 28, 2011. The Committee also reviewed recommendation to the Board for:

- FY12 Room, Board, and Apartment Rates
- OMB Circular A-133 Supplementary Financial Reports
- Operating Agreement with EMU Foundation and Evaluation Plan
- Pray-Harrold renovation-Resolution to Accept State Funding and Lease Terms

June 21st Meeting Agenda
Regular agenda items include Staff Appointments and Staff Separations/Retirements for period April 1, 2011 – May 31, 2011, as well as the Informational Reports and Financial Updates as of April 30th, 2011. The Committee also will review recommendations to the Board for:

- FY 2011-12 Tuition and Fees
- FY 2011-12 General Fund Operating Budget
- FY 2011-12 Auxiliaries Fund Operating Budget
- FY 2011-12 Capital Budget and 3-year Capital Plan
- Policy Revision – Parking and Pedestrian Ordinance of 1979
- EMU Foundation Report

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

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

REGULAR AGENDA

Section 16 Recommendation Monthly Reports - Finance and Audit Committee, Informational Reports and Informational Presentations

A motion was made and seconded to accept the minutes from the previous Board of Regents meeting on February 15, 2011.

Grants and Contracts
For the months of January and February, $884K in grant and contract awards were received. For the fiscal YTD through February, grant and contract awards totaled $9.3M, a decrease of 13% ($1.4M) compared with the same period a year ago. 69 awards have been received YTD compared with 73 through February last year. While 55% of the YTD awards are federal (38 of 69), they account for 72% of the award dollars. 104 proposals have been submitted YTD through February totaling $24.8M. A year ago, there were 123 proposals submitted through February totaling $55.8M.

Annual Fundraising and Campaign Status (through March 23, 2011)
As of March 23, 2011, YTD fundraising including cash and Gifts-In-Kind totaled $3.3M.
For all of fiscal year 2009-10, $5.4M was raised; fundraising totals for fiscal year 2008-09 were $6.8M (including $2.6M Gifts-In-Kind).
To date, the Campaign total is $40.9M, or 81.8% of the $50M goal.

Information Technology - Strategic Initiatives Progress Report
The RFP process requesting bids for a University-wide security assessment is completed and the vendor has been selected. The contract is now being finalized.
As previously mentioned, IT is also working with the Department of Homeland Security through their offer to assist Washtenaw County organizations with training and security programs. Eastern will be hosting a security awareness session April 26th sponsored by Washtenaw County and the Department of Homeland Security.
IT has begun a process to formalize and document a repeatable IT Project Management Methodology. A standardized toolkit has been developed and the rollout will begin as a pilot with the Application Development group in early Summer.
Eagle Mail--a cross-divisional Email Review Committee has been formed to conduct a full review of email service options available to Eastern students, faculty, and staff. The Committee conducted its kickoff meeting March 10th and it is expected the committee will recommend a solution by May.
VOIP--technology is being incorporated in the Science Complex, Pray-Harrold, and Fletcher projects. Technical design and core system installation is complete and equipment for the new system (servers and handsets) has been received. The Science Complex and Fletcher have been converted to VOIP handsets and planning for the Pray-Harrold conversion will begin in March.
Installation of new network switch equipment ($3.2M JCOS-approved project) continues as planned.

Balance Sheet (as of February 28, 2011)
Eastern's cash and investments balance on February 28 was $31.5M, including $97.1M of normal operating and working capital (equivalent to 110 days cash on hand) and $34.4M remaining in bond proceeds from the $100M borrowed in June 2009 for the Science Complex and other capital projects. (The bond proceeds are accounted for and managed separately from the University's operating and working capital cash and investments). The University's operating cash and investment balances on February 28, were consistent with budget and reflect Eastern's normal seasonality.

Operating and Working Capital Investment Portfolio
For the first eight months of the fiscal year through February, the University's operating and working capital investment portfolio investment portfolio earned 4.5%. At February 28, Eastern's $97.1M investment portfolio consisted of $46.1M in the Long Term Pool, $12.2M in the Intermediate Term Pool; and $38.8M in the Short Term Pool. The asset allocations remain consistent with those prescribed in the Investment Policy. At February
The Long Term Pool mix includes 33% in equities (28% domestic, 5% international), also consistent with the ranges outlined in the BOR-approved Investment Policy.

**Student Accounts Receivable**

Student Accounts Receivable balances as of February 28 were $10.5M, a reduction of $2.9, or 22%, compared with February 28, 2010. As expected, the February month end balances continue the trend of significant year-to-year reductions in student receivables.

**Total Net Assets and Unrestricted Net Assets**

At February 28, the total net assets and unrestricted net assets were $247.4M and $63.6M, respectively, both consistent with budget.

**Budget Performance**

As of February 28, General Fund YTD expenditures were $223.0M or 71% of the full year budget of $280.9M. Auxiliary Fund expenditures totaled $23.4M YTD, 61% of the full year budget of $38.6M. The Current General Fund revenue forecast for the full fiscal year remains at $279.8M, $1.1M below budget reflecting student credit hour growth at 2.4% (vs. 3.4% in the budget) partially offset by higher investment income. Auxiliary Fund revenues are projected to meet budget. Although General Fund expenditures through the first half of the year were trending about $2.5M over budget for the year, savings plans and actions have been identified and implemented that will bring costs in line with budget for the year. Auxiliary Fund operating expenditures are tracking consistent with budget. Capital spending YTD is also on track with the full year budget of $67M.

**Consent Agenda Items**

**Section 6: Recommendation Staff Appointments**

It is recommended that the Board of Regents approve 12 staff appointments for the reporting period of February 1, 2011 through March 31, 2011.

**Section 7: Recommendation Staff Separations/Retirements**

It is recommended that the Board of Regents approve 8 separations and retirements for the reporting period February 1, 2011 through March 31, 2011.

**Regular Agenda Items**

**Section 17: Recommendation Pray-Harrold Resolution**

It is recommended that the Board of Regents approve a resolution approving a construction and completion assurance agreement, a conveyance of property, a lease and an easement agreement for the Pray-Harrold renovation project.

**Section 18: Recommendation Operating Agreement Between Eastern Michigan University And Eastern Michigan University Foundation**

It is recommended that the Board of Regents approve a one-year extension of the operating agreement between Eastern Michigan University and the Eastern Michigan University Foundation.

**Section 19: Recommendation 2011-12 Rates for Room, Board and Apartment**

It is recommended that the Board of Regents approve the 2011-12 rates for residence halls, meal plans, and apartments. The overall aggregate rate request for all Housing and Dining is 2.15%.

Meeting was adjourned at 3:45 p.m.

Respectfully submitted,
Grants and Contracts (through April 30, 2011)

- In the months of March and April, $1.1M in grant and contract awards were received.
- For the fiscal year-to-date (YTD) through April, grant and contract awards totaled $10.4M, a decrease of 24% ($3.2M) compared with the same period a year ago.
- 82 awards have been received YTD compared with 98 through April last year. While 51% of the YTD awards are federal (42 of 82), they account for 72% of the award dollars.
- 133 proposals have been submitted YTD through April totaling $27.8M. A year ago, there were 160 proposals submitted through April totaling $64.9M.

Annual Fundraising and Campaign Status (through May 18, 2011)

- As of May 18, 2011, YTD fundraising including cash and Gifts-In-Kind totaled $4.3M.
- For all of fiscal year 2009-10, $5.4M was raised; fundraising totals for fiscal year 2008-09 were $6.8M (including $2.6M Gifts-In-Kind).
- To date, the Campaign total is $42.4M, or 84.8% of the $50M goal.

Information Technology – Strategic Initiatives Progress Report

- Information Security - A contract for campus-wide security penetration testing has been signed and a kickoff meeting is forthcoming. In addition, the internal audit on Banner Security is underway.
- IT has begun a process to formalize and document a repeatable IT Project Management Methodology. A standardized toolkit has been developed to effectively manage IT projects. Rollout to IT Project Teams is scheduled for early June. Final definition of change and scope will be completed by July 1, with full rollout to begin immediately following.
- A survey has been developed to ascertain current and future needs in the areas of reporting, information access, and presentation. A survey will be distributed to faculty and staff in the beginning of the fall 2011 Semester.
- Revisions and updates to IT’s Disaster Recovery Plan (DRP) are underway. The planned completion date is September 2011.
- EagleMail – a cross-divisional Email Review Committee is working on a full review of e-mail service options available to EMU students, faculty, and staff. The committee has completed an initial survey to measure satisfaction with the current system. The committee will use this assessment to determine our recommendation for the best path forward.
- VOIP – Work is underway with the Pray-Harrold project manager to determine the installation timeline.
- Installation of new network switch equipment ($3.2M JCOS-approved project) continues as planned.
Financial Update

Balance Sheet (at April 30, 2011)

- Eastern's cash and investments balance on April 30 was $105M, including $74.1M of normal operating and working capital (equivalent to 85 days cash on hand) and $30.9M remaining in bond proceeds from the $100M borrowed in June 2009 for the Science Complex and other capital projects. (The bond proceeds are accounted for and managed separately from the University's operating and working capital cash and investments.) The University's operating cash and investment balances on April 30 were consistent with budget and reflect Eastern's normal seasonality.

- For the first ten months of the fiscal year through April, the University's operating and working capital investment portfolio earned 5.9%. At April 30, Eastern's $74.1M investment portfolio consisted of $47.4M in the Long Term Pool, $12.4M in the Intermediate Term pool, and $14.3M in the Short Term Pool. The asset allocations remain consistent with those prescribed in the Investment Policy. At April 30, the Long Term pool mix reflected 33% in equities (28% domestic, 5% International) -- also consistent with the ranges outlined in the BOR-approved Investment Policy.

- Student accounts receivable balances at April 30 were $13.1M, a reduction of $2M, or 13%, compared with April 30, 2010. As expected, the April month end balances continue the trend of significant year-to-year reductions in student receivables.

- At April 30, total net assets and unrestricted net assets were $220.2M and $42.1M, respectively, both consistent with budget.

Budget Performance

- As of April 30, General Fund YTD expenditures were $247M or 88% of the full year budget of $280.9M. Auxiliary Fund expenditures totaled $30.5M YTD, 79% of the full year budget of $38.6M.

- The current General Fund revenue forecast for the full fiscal year remains at $279.8M, $1.1M below budget reflecting student credit hour growth at 2.4% (vs. 3.4% in the budget) partially offset by higher investment income. Auxiliary Fund revenues are projected to meet budget.

- Although General Fund expenditures through the first half of the year were trending about $2.5M over budget for the year, savings plans and actions have been identified and implemented that will bring costs in line with budget for the year. Auxiliary Fund operating expenditures are tracking consistent with budget.

- Capital spending YTD is also on track with the full year budget of $67M.

May 19, 2011
BOARD OF REGENTS  
Eastern Michigan University  
201 Welch Hall  
(734) 487-2410  

Thursday, June 21, 2011  
3:00 PM  

FINANCE AND AUDIT COMMITTEE  

CONSENT AGENDA  
Section: Recommendation  Staff Appointments  
Section: Recommendation  Staff Separations / Retirements  

REGULAR AGENDA  
Section: Recommendation  Informational Reports and Financial Updates  
- Minutes from April 14, 2011  
- June 21, 2011 Finance and Audit Committee Agenda  
- Executive Summary  
- Grants and Contracts  
- Campaign and Fundraising Status  
- IT Strategic Initiatives Progress Report  
- Financial Reports  
Section: Recommendation: FY 2011-12 - Tuition and Fee Recommendation  
Section: Recommendation: FY 2011-12 - General Fund Operating Budget Recommendation  
Section: Recommendation: FY 2011-12 - Auxiliaries Fund Operating Budget Recommendation  
Section: Recommendation: FY 2011-12 - Capital Budget Recommendation & 3-Year Capital Plan  
Section: Recommendation: Policy Revision – Parking and Pedestrian Ordinance of 1979  
Section: Recommendation: EMU Foundation Report and Recommendation
<table>
<thead>
<tr>
<th>TABLE I: PROPOSALS</th>
<th>FY2011 Activity through 04/30</th>
<th>FY2010 Activity through 04/30</th>
<th>FY2009 Activity through 04/30</th>
<th>FY2011 vs. FY2010 Actual to Date Var.</th>
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<td>Dollar Value</td>
<td>No. to Date</td>
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<th>TABLE II: AWARDS</th>
<th>FY2011 Activity through 04/30</th>
<th>FY2010 Activity through 04/30</th>
<th>FY2009 Activity through 04/30</th>
<th>FY2011 vs. FY2010 Actual to Date Var.</th>
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<td>No. to Date</td>
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<td>Awards by Activity:</td>
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<td>Awards by Funding Source:</td>
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<td>Federal**</td>
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<td>State</td>
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<td>Total Awards</td>
<td>82</td>
<td>$10,361,591</td>
<td>98</td>
<td>$13,609,671</td>
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</table>

*Grants reported jointly with the EMU Foundation:
- Knight Foundation: $24,988
- Michigan Japanese Bilingual Education Foundation: $39,769
- Japan Business Society of Detroit Foundation: $1,500
- Japan Business Society of Detroit Foundation: $2,000
- DTE Energy Foundation: $20,000
- United Way for Southeastern Michigan: $5,000
- PricewaterhouseCoopers Charitable Foundation, Inc.: $10,000
- Woodrow Wilson Foundation: $500,000
- Doha International Inst. for Family Studies & Development: $35,652
- Sisters, Servants of the Immaculate Heart of Mary: $1,500
- Ann Arbor Teen Center (Neutral Zone): $4,000

Total: $644,409
### Summary of Grants and Contracts Received: March 1, 2011 - April 30, 2011

Report to the Board of Regents: June 21, 2011

<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>
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<tbody>
<tr>
<td>Evaluation of the Jackson Recovery Court</td>
<td>Midsouth Substance Abuse Coordinating Agency</td>
<td>Joan Abbey</td>
<td>Dean College of Health of Human Services</td>
<td>$5,915</td>
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<td>$15,000</td>
<td>$20,915</td>
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<td>Southeast Michigan Stewardship Coalition: GLSII, 2011 time-cost extension</td>
<td>Great Lakes Fishery Trust</td>
<td>Rebecca Martusewicz</td>
<td>Teacher Education</td>
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<td>Bat surveys in underground mines and caves in northern Michigan, 2011-2015</td>
<td>Michigan Department of Natural Resources</td>
<td>Allen Kurta</td>
<td>Biology</td>
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<td>Digital Map Creation for Davisburg Cemetery, Charter Township of Springfield, Oakla st County, Michigan</td>
<td>Charter Township of Springfield, Davisburg, MI</td>
<td>Yichun Xie</td>
<td>IGRE</td>
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<td>Graduate Assistant Interns for the Ypsilanti Historical Society, 2011-2015</td>
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<td>Theodore Ligibel</td>
<td>Geography &amp; Geology</td>
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<td>UM:NIH Michigan Bridges to Doctorate</td>
<td>University of Michigan</td>
<td>Barbara Scheffer</td>
<td>Health &amp; Human Services</td>
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<td>Digital Inclusion</td>
<td>Washtenaw Co Workforce Development Board</td>
<td>Jessica Alexander</td>
<td>Academic Service-Learning</td>
<td>$16,210</td>
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<td>Coupled MGCM-MTGCMMars Thermosphere Simulations and Resulting Data Products in support of the MAVEN Mission, Year 1 (of 2), part 2</td>
<td>University of Michigan</td>
<td>David Pawlowski</td>
<td>Physics &amp; Astronomy</td>
<td>$2,500</td>
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<td>$15,358</td>
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<td>Small Business and Technology Development Center, Region 9 Host, 2011</td>
<td>Grand Valley State University</td>
<td>Richard King</td>
<td>Office of the Dean of Business</td>
<td>$387,863</td>
<td>$256,404</td>
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<td>Creating Antimicrobial Fabric using Sol-gel/N-Halamine Chemistry</td>
<td>University of Michigan</td>
<td>Philip Rufe</td>
<td>School of Engineering Technology</td>
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Page 1 of 2
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<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>
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<td>DTE Energy Foundation</td>
<td>Wendy Kivi</td>
<td>Communication &amp; Theatre Arts</td>
<td>$3,738</td>
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<td>Promoting Breast Health and Cancer Screening for Asian American Women</td>
<td>Susan G. Komen Breast Cancer Foundation- Lansing</td>
<td>Tsu-Yin Wu</td>
<td>School of Nursing</td>
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**NUMBER OF AWARDS: 11**

**TOTAL:** $412,863  $475,608  $99,353  $1,072,361  $2,060,185
EMU FOUNDATION
SUMMARY OF CAMPAIGN RESULTS AND
FISCAL YEAR-TO-DATE FUNDRAISING ACTIVITY
AS OF 05/18/11

**CAMPAIGN RESULTS:**

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<thead>
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<th>Category</th>
<th>Amount</th>
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<tr>
<td>Pledges</td>
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<td>Revocable Bequests</td>
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<td><strong>Total Campaign Results</strong></td>
<td><strong>$ 42,406,298</strong></td>
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**FISCAL YEAR-TO-DATE FUNDRAISING ACTIVITY:**

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<tr>
<th>Category</th>
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<tbody>
<tr>
<td>Annuity/Unitrust</td>
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<td>Endowed Scholarship</td>
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<td>Endowed Program</td>
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<td>Event/Expensed</td>
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<td>Expendable Scholarship</td>
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<td><strong>Total Cash &amp; Gifts-In-Kind</strong></td>
<td><strong>$ 4,276,572</strong></td>
</tr>
<tr>
<td>Outstanding Balance of New Pledges &amp; Revocable Bequests</td>
<td>3,975,893</td>
</tr>
<tr>
<td><strong>Total Fiscal Year-To-Date Fundraising Activity</strong></td>
<td><strong>$ 8,252,465</strong></td>
</tr>
</tbody>
</table>
Division of Information Technology

STRATEGIC INITIATIVES PROGRESS REPORT

May 2011
(For June Board of Regents Meeting)

Information Security
- The contract with ANXeBusiness Corporation for campus-wide security penetration testing, was signed on April 28th by the CIO and a requisition processed. Kickoff meeting schedule is pending.
- The internal audit by Grant-Thornton on Banner Security is underway.

Enterprise Systems
Project Management
- A standard Project Management toolkit - the “Flightplan” methodology - has been developed, encompassing all documents and tools needed to effectively manage IT projects. Methodology templates and forms are under review by IT Leadership, with initial rollout to IT Project Teams scheduled for early June. Final definition of change and scope management components will be completed by July 1, with full Flightplan rollout to begin immediately following CIO acceptance.

Business Intelligence
- The project to analyze the current approach to Business Intelligence and reporting continues on schedule. A survey has been developed to ascertain current and future needs in the areas of reporting, information access and presentation. The survey will be distributed to faculty and staff in the beginning of the Fall 2011 Semester.

Disaster Recovery
- Revision and update of the Information Technology Disaster Recovery Plan (DRP) is underway, with a planned completion date of September 2011. Key components of the plan will include scheduled plan validation testing and periodic revisions to reflect changes in personnel, technology and operating procedures.

EagleMail
- A university cross-divisional Email Review Committee is working on a full review of e-mail service options available to EMU students, faculty, and staff. This includes our current EagleMail service (provided by Merit Network) as well as other services (such as Google and Microsoft) in use at other universities.
- The committee has completed an initial survey of the full campus community to measure satisfaction with the current system. To more clearly define the issues leading to dissatisfaction identified in the initial survey, the committee has now released a follow up survey. The follow up survey will be completed by May 6th and reviewed by the committee on May 9th. The committee will use this assessment to determine our recommendation for the best path forward.
**Technology Infrastructure**  
*Voice over Internet (VoIP)*

- Planning for Pray-Harrold conversion to VoIP has begun. We are working with the Pray-Harrold project manager to determine the installation time-line.

**Network Switches**
- Installation of new switch equipment continues. Alexander, Sill, Stadium Press Box, and Student Center are complete. Welch and Pierce scheduled for completion during early May.
## Operating Cash and Investments

<table>
<thead>
<tr>
<th>Account Balance</th>
<th>Dollars</th>
<th>Pct. Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eagle Crest Citizen's Account</td>
<td>$35,323</td>
<td></td>
</tr>
<tr>
<td>Chase Commerical Checking Accounts</td>
<td>$7,704,146</td>
<td></td>
</tr>
<tr>
<td><strong>Total Cash</strong></td>
<td>$7,739,469</td>
<td></td>
</tr>
<tr>
<td><strong>Short-term investments</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank of Ann Arbor Trust Account</td>
<td>$749,999</td>
<td>1.1%</td>
</tr>
<tr>
<td>Northern Institutional Government Select Money Market Fund</td>
<td>$2,000,000</td>
<td>3.0%</td>
</tr>
<tr>
<td>Dreyfus Institutional Preferred Money Market Fund</td>
<td>$2,014,238</td>
<td>3.0%</td>
</tr>
<tr>
<td>Vanguard Prime Money Market Fund</td>
<td>$2,023,082</td>
<td>3.0%</td>
</tr>
<tr>
<td><strong>Total Short-term investments</strong></td>
<td>$6,787,319</td>
<td>10.2%</td>
</tr>
<tr>
<td><strong>Intermediate Investments</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WESTERN Asset Intermediate</td>
<td>$6,255,154</td>
<td>9.4%</td>
</tr>
<tr>
<td>PIMCO Low Duration Institutional</td>
<td>$6,108,279</td>
<td>9.2%</td>
</tr>
<tr>
<td><strong>Total Intermediate investments</strong></td>
<td>$12,363,433</td>
<td>18.6%</td>
</tr>
<tr>
<td><strong>Long-term Investments</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Treasury Strips</td>
<td>$62,527</td>
<td>0.1%</td>
</tr>
<tr>
<td>Western Asset Inflation</td>
<td>$2,113,261</td>
<td>3.2%</td>
</tr>
<tr>
<td>Vanguard Developed Markets</td>
<td>$2,402,047</td>
<td>3.6%</td>
</tr>
<tr>
<td>Vanguard Small Cap Index</td>
<td>$2,936,911</td>
<td>4.4%</td>
</tr>
<tr>
<td>Loomis Sayles Bond Fund</td>
<td>$5,258,734</td>
<td>7.9%</td>
</tr>
<tr>
<td>JPMorgan Core Bond Fund Select</td>
<td>$5,488,542</td>
<td>8.3%</td>
</tr>
<tr>
<td>Vanguard Institutional Index</td>
<td>$10,493,424</td>
<td>16.8%</td>
</tr>
<tr>
<td>PIMCO Total Return Bond Fund</td>
<td>$18,601,344</td>
<td>28.0%</td>
</tr>
<tr>
<td><strong>Total Long-term investments</strong></td>
<td>$47,356,790</td>
<td>71.2%</td>
</tr>
<tr>
<td><strong>Total Investments</strong></td>
<td>$66,507,543</td>
<td>100.0%</td>
</tr>
<tr>
<td><strong>Total Operating Cash and Investments</strong></td>
<td>$74,247,012</td>
<td></td>
</tr>
<tr>
<td><strong>Less: Outstanding Check and Reconciliation Items</strong></td>
<td>$117,077</td>
<td></td>
</tr>
<tr>
<td><strong>Total Net Operating Cash and Investments</strong></td>
<td>$74,129,935</td>
<td></td>
</tr>
</tbody>
</table>

## Bond Proceeds Investments

<table>
<thead>
<tr>
<th>Account Balance</th>
<th>Dollars</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued Interest</td>
<td>$180,693</td>
<td></td>
</tr>
<tr>
<td>Comerica 2009 Bond Proceeds Account</td>
<td>$2,123,807</td>
<td></td>
</tr>
<tr>
<td>Corporate Bonds</td>
<td>$5,688,877</td>
<td></td>
</tr>
<tr>
<td>CD's</td>
<td>$5,589,030</td>
<td></td>
</tr>
<tr>
<td>Other Fixed Income Securities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>US Treasury/Agency Securities</td>
<td>$13,347,973</td>
<td></td>
</tr>
<tr>
<td>CD Placements</td>
<td>$3,937,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total Bond Proceeds Investments</strong></td>
<td>$30,867,380</td>
<td></td>
</tr>
<tr>
<td><strong>Total Net Operating Cash, Investments and Bond Proceeds</strong></td>
<td>$104,997,315</td>
<td></td>
</tr>
</tbody>
</table>
### Portfolio Composition

<table>
<thead>
<tr>
<th></th>
<th>Account Balance</th>
<th>Target</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Dollars</td>
<td>Pct. Total</td>
<td></td>
</tr>
<tr>
<td><strong>Domestic Equities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vanguard Small Cap Index</td>
<td>2,936,911</td>
<td>6.2%</td>
<td>5%</td>
</tr>
<tr>
<td>Vanguard Institutional Index</td>
<td>10,493,424</td>
<td>22.2%</td>
<td>20%</td>
</tr>
<tr>
<td><strong>Total Domestic Equities</strong></td>
<td>13,430,335</td>
<td>28.4%</td>
<td>25%</td>
</tr>
<tr>
<td><strong>International Equities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vanguard Developed Markets</td>
<td>2,402,047</td>
<td>5.1%</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Total International Equities</strong></td>
<td>2,402,047</td>
<td>5.1%</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Fixed Income</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Treasury Strips</td>
<td>62,527</td>
<td>0.1%</td>
<td></td>
</tr>
<tr>
<td>Western Asset Inflation</td>
<td>2,113,261</td>
<td>4.5%</td>
<td></td>
</tr>
<tr>
<td>Loomis Sayles Bond Fund</td>
<td>5,258,734</td>
<td>11.1%</td>
<td></td>
</tr>
<tr>
<td>JPMorgan Core Bond Fund Select</td>
<td>5,488,542</td>
<td>11.6%</td>
<td></td>
</tr>
<tr>
<td>PIMCO Total Return Bond Fund</td>
<td>18,601,344</td>
<td>39.3%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Fixed Income</strong></td>
<td>31,524,408</td>
<td>66.6%</td>
<td>70%</td>
</tr>
<tr>
<td><strong>Cash Equivalent/Other</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Cash Equivalent</td>
<td></td>
<td>0.0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total Long-Term Investments</strong></td>
<td>47,356,790</td>
<td>100.0%</td>
<td>100%</td>
</tr>
</tbody>
</table>
Eastern Michigan University  
Student Accounts Receivable Activity  
July 1, 2010 - April 30, 2011

### Accounts Receivable Balance June 30, 2010 per EMU Financial Statements

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>6,912,446</td>
</tr>
<tr>
<td>Tuition</td>
<td>145,433,893</td>
</tr>
<tr>
<td>Fees</td>
<td>41,426,076</td>
</tr>
<tr>
<td>Summer 2010 Tuition and Fees Collected in 09-10</td>
<td>7,707,447</td>
</tr>
<tr>
<td>Summer 2010 Tuition and Fees Collected in 10-11</td>
<td>3,737,748</td>
</tr>
<tr>
<td>Room / Board</td>
<td>22,607,796</td>
</tr>
<tr>
<td>Misc</td>
<td>1,998,274</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>222,911,234</td>
</tr>
</tbody>
</table>

### Financial Aid

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Pell Grants</td>
<td>(34,286,742)</td>
</tr>
<tr>
<td>FFELP Loans</td>
<td>(12,738,854)</td>
</tr>
<tr>
<td>Perkins Loans</td>
<td>(884,743)</td>
</tr>
<tr>
<td>Federal SEOG Grants</td>
<td>(832,480)</td>
</tr>
<tr>
<td>Michigan Grant &amp; Scholarships</td>
<td>(631,800)</td>
</tr>
<tr>
<td>Alternative Loans</td>
<td>(5,327,195)</td>
</tr>
<tr>
<td>Institutional Grants</td>
<td>(29,021,940)</td>
</tr>
<tr>
<td>Federal Direct Loans</td>
<td>(131,049,698)</td>
</tr>
<tr>
<td>In Transit</td>
<td>314,244</td>
</tr>
<tr>
<td><strong>Total Financial Aid</strong></td>
<td>(214,459,208)</td>
</tr>
</tbody>
</table>

### Payments

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>(17,601,387)</td>
</tr>
<tr>
<td>Web Check</td>
<td>(36,038,163)</td>
</tr>
<tr>
<td>Credit Card</td>
<td>(6,322,878)</td>
</tr>
<tr>
<td>Third Party</td>
<td>(12,951,510)</td>
</tr>
<tr>
<td><strong>Total Payments</strong></td>
<td>(72,913,938)</td>
</tr>
</tbody>
</table>

### Grad Assistants, Doctorial Fellowships and Waivers

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>(5,323,418)</td>
<td></td>
</tr>
</tbody>
</table>

### Collection Agency Assignments

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>(3,910,031)</td>
<td></td>
</tr>
</tbody>
</table>

### Refunds of Credits to Students

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>87,617,087</td>
<td></td>
</tr>
</tbody>
</table>

### Total Activity

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>13,921,726</td>
<td></td>
</tr>
</tbody>
</table>

### Less Income for Summer 2010 Collected in 09-10

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>7,707,447</td>
<td></td>
</tr>
</tbody>
</table>

### Accounts Receivable Balance Oct. April 30, 2011

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>13,126,725</td>
<td></td>
</tr>
</tbody>
</table>
Eastern Michigan University
Student Accounts Receivable Activity
As of April 30, 2011 and 2010

April 2011
Total $13,126,725

- $1,162,693 9%
- $8,446,706 64%
- $1,345,823 10%
- $1,914,026 15%
- $257,476 2%

April 2010
Total $15,166,505

- $1,710,785 11%
- $539,138 4%
- $1,898,421 13%
- $1,905,578 13%
- $9,112,584 59%
### EASTERN MICHIGAN UNIVERSITY

**SCHEDULE OF NET ASSETS**

As of April 30, 2011

<table>
<thead>
<tr>
<th>ASSETS</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>Current Assets:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and short-term investments</td>
<td>$44,362,524</td>
<td>$5,842,268</td>
<td>$8,378,346</td>
<td>$(634,257)</td>
<td>$20,843,561</td>
<td>$686,200</td>
<td></td>
<td>$78,516,347</td>
</tr>
<tr>
<td>Student Accounts receivable, net of allowance</td>
<td>11,736,218</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>11,736,218</td>
</tr>
<tr>
<td>Other Accounts receivable, net</td>
<td>(1,344,198)</td>
<td>1,991,933</td>
<td>3,314,712</td>
<td>6,395,631</td>
<td>614,026</td>
<td>0</td>
<td>0</td>
<td>10,969,234</td>
</tr>
<tr>
<td>Appropriation receivable</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>Inventories</td>
<td>381,112</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>977,322</td>
</tr>
<tr>
<td>Deposits and prepaid expenses</td>
<td>377,264</td>
<td>279</td>
<td>276,924</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1,300,242</td>
</tr>
<tr>
<td>Accrued interest receivable</td>
<td>144,601</td>
<td>3,795</td>
<td>0</td>
<td>382</td>
<td>15,247</td>
<td>0</td>
<td>0</td>
<td>163,249</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>55,657,521</td>
<td>7,838,279</td>
<td>12,566,192</td>
<td>5,432,336</td>
<td>(19,849)</td>
<td>21,509,713</td>
<td>686,200</td>
<td>103,641,392</td>
</tr>
<tr>
<td><strong>Noncurrent Assets:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<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>12,384,161</td>
</tr>
<tr>
<td>Long-term investments</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>24,625,968</td>
</tr>
<tr>
<td>Capital Assets, net</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>378,168,042</td>
</tr>
<tr>
<td>Unamortized Bond Expenses, net</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2,347,483</td>
</tr>
<tr>
<td><strong>Total noncurrent assets</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>419,381,654</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>55,657,521</td>
<td>7,838,279</td>
<td>12,566,192</td>
<td>5,488,336</td>
<td>12,364,132</td>
<td>428,442,206</td>
<td>686,200</td>
<td>523,043,046</td>
</tr>
</tbody>
</table>

| LIABILITIES | | | | | | | | |
| **Current Liabilities:** | | | | | | | | |
| Current portion of long-term debt | 1,902,621 | 39,279 | 2,663 | 0 | 0 | 3,610,000 | 0 | 3,610,000 |
| Accounts payable and accrued liabilities | 13,491,210 | 39,279 | 2,663 | 0 | 0 | 2,654,444 | 80 | 8,035,546 |
| Accrued payroll | 7,398,701 | 0 | 0 | 0 | 0 | 0 | 0 | 7,398,701 |
| Payroll taxes and accrued fringe benefits | 332,633 | 49,489 | 776,143 | 0 | 0 | 686,120 | 0 | 1,973,369 |
| Unearned fees and deposits | 1,701,916 | 0 | 0 | 0 | 0 | 0 | 0 | 2,439,334 |
| **Total current liabilities** | 24,727,081 | 88,767 | 5,379,663 | 555,647 | 0 | 6,564,444 | 686,200 | 37,601,602 |
| **Noncurrent Liabilities:** | | | | | | | | |
| Accrued Compensated Absences | 4,398,145 | 0 | 0 | 0 | 0 | 0 | 0 | 4,763,284 |
| Long-term debt | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 237,350,000 |
| Fair value of derivative instruments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,341,547 |
| Federal Portion of Perkins Program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,796,242 |
| **Total noncurrent liabilities** | 4,398,145 | 0 | 0 | 0 | 0 | 0 | 0 | 265,251,073 |
| **Total liabilities** | 29,125,226 | 88,767 | 5,744,802 | 1,005,647 | 0 | 249,691,547 | 686,200 | 302,882,475 |

| NET ASSETS: | | | | | | | | |
| Invested in capital assets, net of related debt | 0 | 0 | 0 | 0 | 0 | 171,190,794 | 0 | 171,190,794 |
| Restricted, expendable | 0 | 0 | 0 | 0 | 0 | 1,566,070 | 0 | 1,566,070 |
| Unrestricted | 0 | 0 | 0 | 0 | 0 | 995,420 | 0 | 15,666,322 |
| **Total net assets** | 26,532,295 | 7,749,512 | 6,821,390 | 5,332,689 | 1,568,070 | 172,186,214 | 0 | 220,190,170 |
| **Total Liabilities and net assets** | 55,657,521 | 7,838,279 | 12,566,192 | 5,488,336 | 12,364,132 | 428,442,205 | 686,200 | 523,043,045 |
### EASTERN MICHIGAN UNIVERSITY BUDGET PROGRESS REPORT April 30, 2011

#### Operating Expenditures

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
<th>Percentage Of Budget To Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund Tuition &amp; Fees</td>
<td>$198,215,574</td>
<td>$197,877,967</td>
<td>$571,537</td>
<td>99.83%</td>
</tr>
<tr>
<td>Instruction</td>
<td>1,384,000</td>
<td>1,264,474</td>
<td>159,526</td>
<td>91.36%</td>
</tr>
<tr>
<td>Student Services</td>
<td>38,537,873</td>
<td>36,017,509</td>
<td>2,520,364</td>
<td>85.46%</td>
</tr>
<tr>
<td>Indirect cost recovery</td>
<td>500,000</td>
<td>500,000</td>
<td>0</td>
<td>100.00%</td>
</tr>
<tr>
<td>Other</td>
<td>3,463,429</td>
<td>3,463,429</td>
<td>0</td>
<td>100.00%</td>
</tr>
<tr>
<td>Total Operating Expenses</td>
<td>202,044,376</td>
<td>197,877,967</td>
<td>571,537</td>
<td>99.76%</td>
</tr>
</tbody>
</table>

#### Non-operating Revenues (Expenses)

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
<th>Percentage Of Budget To Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appropriations</td>
<td>75,000</td>
<td>43,878</td>
<td>-31,122</td>
<td>63.83%</td>
</tr>
<tr>
<td>Investment income</td>
<td>2,500,000</td>
<td>2,566,562</td>
<td>66,562</td>
<td>102.67%</td>
</tr>
<tr>
<td>Net nonoperating revenues</td>
<td>78,500</td>
<td>53,435</td>
<td>25,065</td>
<td>68.31%</td>
</tr>
</tbody>
</table>

#### Transfers In (Out)

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
<th>Percentage Of Budget To Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Debt retirement</td>
<td>(11,700,000)</td>
<td>(9,918,000)</td>
<td>2,782,000</td>
<td>93.91%</td>
</tr>
<tr>
<td>Provision 2005 MJ PH</td>
<td>1,882,000</td>
<td>3,241,026</td>
<td>1,359,026</td>
<td>169.62%</td>
</tr>
<tr>
<td>Asset preservation</td>
<td>200,000</td>
<td>440,000</td>
<td>240,000</td>
<td>220.00%</td>
</tr>
<tr>
<td>Total Transfers</td>
<td>13,792,500</td>
<td>13,789,026</td>
<td>3,494</td>
<td>99.98%</td>
</tr>
</tbody>
</table>

#### Increase (Decrease) in Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
<th>Percentage Of Budget To Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenues</td>
<td>280,947,976</td>
<td>255,305,126</td>
<td>25,642,851</td>
<td>90.89%</td>
</tr>
<tr>
<td>Total expenditures</td>
<td>280,947,976</td>
<td>255,305,126</td>
<td>25,642,851</td>
<td>90.89%</td>
</tr>
</tbody>
</table>

---

### Footnotes

- **Budget**: Budget figures for the fiscal year ending April 30, 2011.
- **Actual**: Actual figures for the fiscal year ending April 30, 2011.
- **Variance**: Variance between budget and actual figures.
- **Percentage Of Budget To Date**: Percentage of the budget to the total actual budget.
RECOMMENDATION

2011-2012 Tuition and Fees

ACTION REQUESTED

It is recommended that the Board of Regents approve an increase of 3.65% on the current tuition, mandatory fees, program fees (with the exception of the “all other course” fee) and elective fees starting with the Fall 2011 semester. In addition, it is recommended that the Board of Regents approve new lab and studio fees. Both the recommended and the current tuition and fee rates are detailed below and on the attachment.

<table>
<thead>
<tr>
<th>Tuition Rates</th>
<th>Tuition and Mandatory Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residents</td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td></td>
</tr>
<tr>
<td>2011-2012</td>
<td>2010-2011</td>
</tr>
<tr>
<td>$246.95</td>
<td>$238.25</td>
</tr>
<tr>
<td>$249.70</td>
<td>$241.95</td>
</tr>
<tr>
<td>$253.60</td>
<td>$256.95</td>
</tr>
<tr>
<td>Increase per SCH</td>
<td>3.65%</td>
</tr>
<tr>
<td>Percent Increase</td>
<td></td>
</tr>
<tr>
<td>Residents</td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td></td>
</tr>
<tr>
<td>2011-2012</td>
<td>2010-2011</td>
</tr>
<tr>
<td>$727.35</td>
<td>$701.75</td>
</tr>
<tr>
<td>$751.00</td>
<td>$725.00</td>
</tr>
<tr>
<td>$774.60</td>
<td>$748.60</td>
</tr>
</tbody>
</table>

Staff Summary

For an Undergraduate student taking 30 credits, the annual cost for tuition and mandatory fees would be $8,683, a 3.65% increase over last fiscal year. This equates to an increase of $306 or $10.20 more per credit hour. This tuition and fee increase, coupled with last year’s 0% and FY10’s 3.8%, further demonstrates Eastern Michigan University’s commitment to hold tuition and fee increases to a minimum and to deliver a high quality education at affordable tuition and fee levels. The 2011-12 rate increase for all tuition and fees amounts to a weighted average of approximately 4.25%.

The Total 2011-12 tuition and fee revenue is budgeted at $210.3 million reflecting a budgeted student credit hour growth of 1.75%.

FISCAL IMPLICATIONS

The recommended tuition and fee increases are incorporated in the recommended 2011-12 General Fund Revenue Budget of $281.4 million.

ADMINISTRATIVE RECOMMENDATION

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

<table>
<thead>
<tr>
<th>Proposed 2011-12</th>
<th>Present 2010-11</th>
<th>2011-12 Over 2010-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration Fee (per semester)</td>
<td>$46.35</td>
<td>$44.75</td>
</tr>
</tbody>
</table>

**Mandatory fees (per SCH)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Proposed 2011-12</th>
<th>Present 2010-11</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>$24.40</td>
<td>$23.50</td>
<td>$0.90 (3.8%)</td>
</tr>
<tr>
<td>Technology</td>
<td>$11.55</td>
<td>$11.15</td>
<td>$0.40 (3.6%)</td>
</tr>
<tr>
<td>Student Union</td>
<td>$3.45</td>
<td>$3.35</td>
<td>$0.10 (3.0%)</td>
</tr>
<tr>
<td>Total per Credit Hour</td>
<td>$39.40</td>
<td>$38.00</td>
<td>$1.40 (3.7%)</td>
</tr>
</tbody>
</table>

**Program fees - 300 level courses and above**

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Proposed 2011-12</th>
<th>Present 2010-11</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sciences</td>
<td>$56.00-$65.55</td>
<td>$54.00-$63.25</td>
<td>$2.00-$2.30 (3.6%)</td>
</tr>
<tr>
<td>Business</td>
<td>$56.00-$65.55</td>
<td>$54.00-$63.25</td>
<td>$2.00-$2.30 (3.6%)</td>
</tr>
<tr>
<td>Technology</td>
<td>$49.25-$65.55</td>
<td>$47.50-$63.25</td>
<td>$1.75-$2.30 (3.6%)</td>
</tr>
<tr>
<td>Health and Human Services</td>
<td>$49.25-$65.55</td>
<td>$47.50-$63.25</td>
<td>$1.75-$2.30 (3.6%)</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>$49.25-$65.55</td>
<td>$47.50-$63.25</td>
<td>$1.75-$2.30 (3.6%)</td>
</tr>
<tr>
<td>Nursing</td>
<td>$71.00-$84.20</td>
<td>$68.50-$81.25</td>
<td>$2.50-$2.95 (3.6%)</td>
</tr>
<tr>
<td>Foreign Languages</td>
<td>$42.75-$56.00</td>
<td>$41.25-$54.00</td>
<td>$1.50-$2.00 (3.6%)</td>
</tr>
<tr>
<td>Leadership/Counseling -Doctoral</td>
<td>$82.40</td>
<td>$79.50</td>
<td>$2.90 (3.8%)</td>
</tr>
<tr>
<td>Military Science</td>
<td>$82.40</td>
<td>$79.50</td>
<td>$2.90 (3.8%)</td>
</tr>
<tr>
<td>All Other courses</td>
<td>$38.50-$65.55-$82.40</td>
<td>$28.50-$53.90</td>
<td>$10-$53.90 (35%)+</td>
</tr>
</tbody>
</table>

**Lab and Studio Fees (New Fee)**

Various Amounts $ - N/A N/A

**Elective fees**

<table>
<thead>
<tr>
<th>Fee Description</th>
<th>Proposed 2011-12</th>
<th>Present 2010-11</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduation</td>
<td>$100.00</td>
<td>$95.00</td>
<td>$5.00 (5.3%)</td>
</tr>
<tr>
<td>Installment</td>
<td>$36.00</td>
<td>$36.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>Payment plan</td>
<td>$30.00</td>
<td>$30.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>Late registration</td>
<td>$125.00</td>
<td>$120.00</td>
<td>$5.00 (4.2%)</td>
</tr>
<tr>
<td>Late payment</td>
<td>$40.00</td>
<td>$38.00</td>
<td>$2.00 (5.3%)</td>
</tr>
<tr>
<td>Late add fee</td>
<td>$125.00</td>
<td>$120.00</td>
<td>$5.00 (4.2%)</td>
</tr>
<tr>
<td>Program adjustment - drop</td>
<td>$13.00</td>
<td>$12.00</td>
<td>$1.00 (8.3%)</td>
</tr>
<tr>
<td>Transcript fee</td>
<td>$5.00</td>
<td>$5.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>New student fee - transfer</td>
<td>$150.00</td>
<td>$150.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>New student fee - freshmen</td>
<td>$300.00</td>
<td>$300.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>New student fee - graduate</td>
<td>$100.00</td>
<td>$100.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>Student teaching</td>
<td>$145.00</td>
<td>$135.00</td>
<td>$10.00 (7.4%)</td>
</tr>
<tr>
<td>On-line course fee</td>
<td>$46.50</td>
<td>$44.50</td>
<td>$2.00 (4.5%)</td>
</tr>
<tr>
<td>General Education*</td>
<td>$14.50</td>
<td>$14.50</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

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

2011-2012 GENERAL FUND OPERATING BUDGET

ACTION REQUESTED

It is recommended that the Board of Regents approve a 2011-2012 General Fund operating budget of $281.4 million. Revenues and expenditures are summarized on the attachment.

STAFF SUMMARY

The recommended 2011-12 General Fund operating budget is balanced with revenues and expenditures of $281.4 million. The 2010-11 General Fund operating budget adopted by the Board totaled $280.9 million.

Revenues include $210.3 million of tuition and fees, a $64.6 million state appropriation and $6.5 million of other revenues. The revenue budget reflects a 1.75% increase in student credit hours and the tuition and fee recommendations contained in Section 25.

The expenditure budget includes a significant increase ($3.3 million or 10.8%) in University-sponsored financial aid. Over the last four years, Eastern’s financial aid has grown by more than 50% ($12.3 million), from $21.4 million in 2007-2008 to $33.7 million in 2011-2012. The recommended budget also includes $1.0 million in funding for new academic programs and continued growth.

FISCAL IMPLICATIONS

Approval of the 2011-12 budget recommendation outlined above and on the attachment establishes the spending authorization for General Fund operations.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer ___________________________ 6-21-11

Date
Eastern Michigan University
General Fund Operating Budget
Fiscal Year 2010-11 & 2011-12

<table>
<thead>
<tr>
<th></th>
<th>Approved 2010-11 Budget</th>
<th>Recommended 2011-12 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 and fees - on campus</td>
<td>$172.2</td>
<td>$183.3</td>
<td>$11.1</td>
</tr>
<tr>
<td>Tuition and fees - Extended Programs</td>
<td>$26.4</td>
<td>$27.0</td>
<td>$0.6</td>
</tr>
<tr>
<td>Total Tuition and Fees</td>
<td>$198.6</td>
<td>$210.3</td>
<td>$11.7</td>
</tr>
<tr>
<td>State appropriation</td>
<td>75.8</td>
<td>64.6</td>
<td>(11.2)</td>
</tr>
<tr>
<td>Other revenues</td>
<td>6.5</td>
<td>6.5</td>
<td>0</td>
</tr>
<tr>
<td>Total General Fund Revenue</td>
<td>$280.9</td>
<td>$281.4</td>
<td>$0.5</td>
</tr>
</tbody>
</table>

| **Expenditures**         |                         |                           |          |
| Faculty and Lecturers    | $75.5                   | $80.3                     | $4.8     |
| Staff                    | 56.3                    | 52.9                      | (3.4)    |
| Students                 | 7.9                     | 7.6                       | (0.3)    |
| Total wages              | $139.7                  | $140.8                    | $1.1     |
| Fringe benefits          | 48.0                    | 50.2                      | 2.2      |
| Total personnel costs    | $187.7                  | $191.0                    | $3.3     |
| Student financial aid    | 30.4                    | 33.7                      | 3.3      |
| Service, supplies and materials | 33.6               | 30.7                      | (2.9)    |
| Travel                   | 3.3                     | 2.7                       | (0.6)    |
| Debt service             | 11.7                    | 11.1                      | (0.6)    |
| Asset preservation transfer | 4.3                   | 4.3                       | 0        |
| Equipment and library acquisitions | 4.8             | 4.6                       | (0.2)    |
| Other expenses, transfers | 5.1                     | 3.3                       | (1.8)    |
| Total General Fund Expenditures | $280.9                | $281.4                    | $0.5     |

Total General Fund Surplus/(Shortfall) | $ -                | $ -                      | $ -      |

June 21, 2011
RECOMMENDATION

2011-2012 AUXILIARY BUDGET

ACTION REQUESTED

It is recommended that the Board of Regents approve the $40.7 million fiscal year 2011-12 Auxiliary budget.

STAFF SUMMARY

The recommended 2011-12 budget for Auxiliary activities includes $40.7 million in revenue and $37.8 million in operating expenses. The budget reflects transferring the resulting $2.9 million operating surplus to the appropriate Auxiliary operating fund balance. The budget also reflects the new Room and Board rates that were approved at the April Board of Regents meeting (2.15% aggregate rate increase).

The Auxiliary operating expenditure budget contains provisions for all necessary operating costs including $2.6 million in Auxiliary-specific debt service and a $4.1 million transfer to the University's General Fund for services received.

FISCAL IMPLICATIONS

Approval of the 2011-12 Auxiliary budget recommendation outlined above establishes the spending authorization for auxiliary activities.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

6-21-11

Date
### Eastern Michigan University

**Auxiliary Fund Operating Budget**

**Fiscal Year 2011-2012**

<table>
<thead>
<tr>
<th>(in Millions)</th>
<th>Approved 2010-11 Forecast</th>
<th>Recommended 2011-12 Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Auxiliary Activities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dining</td>
<td>$15.1</td>
<td>$14.5</td>
<td>($0.6)</td>
</tr>
<tr>
<td>Residence Halls/Apartments</td>
<td>14.9</td>
<td>15.5</td>
<td>0.6</td>
</tr>
<tr>
<td>All Other Auxiliary Activities</td>
<td>8.9</td>
<td>10.7</td>
<td>1.8</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>$38.9</strong></td>
<td><strong>$40.7</strong></td>
<td><strong>1.8</strong></td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operations Direct Costs</td>
<td>$29.8</td>
<td>$31.1</td>
<td>1.3</td>
</tr>
<tr>
<td>Debt Service</td>
<td>3.2</td>
<td>2.6</td>
<td>($0.6)</td>
</tr>
<tr>
<td>Payments to GF for Services</td>
<td>3.4</td>
<td>4.1</td>
<td>0.7</td>
</tr>
<tr>
<td><strong>Total Operating Expenditures</strong></td>
<td><strong>$36.4</strong></td>
<td><strong>$37.8</strong></td>
<td><strong>1.4</strong></td>
</tr>
<tr>
<td><strong>Operating Surplus/(Deficit)</strong></td>
<td>$2.5</td>
<td>$2.9</td>
<td>0.4</td>
</tr>
<tr>
<td>Transfer to Auxiliary Operating Fund Balance</td>
<td>$(2.5)</td>
<td>$(2.9)</td>
<td>$(0.4)</td>
</tr>
<tr>
<td>Net Surplus/Deficit</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
</tr>
</tbody>
</table>
RECOMMENDATION

2011-2012 CAPITAL BUDGET AND THREE YEAR CAPITAL PLAN

ACTION REQUESTED

It is recommended that the Board of Regents approve a fiscal year 2011-2012 University Capital budget of $38.1 million. A summary of 2011-12 capital spending by major category is included in Attachment 1. It is also recommended that the Board receive and place on file the three year capital plan for the years 2011-12 through 2013-14 (Attachment 2).

STAFF SUMMARY

The recommended University capital expenditure budget of $38.1 million for the 2011-12 fiscal year includes $26.7 million for Eastern’s two major academic facility projects -- the Science Complex ($90 million total project cost) and Pray-Harrold ($42 million total cost) – as well as $1.9 million for renovation of the Rackham building to expand our health programs.

The remaining recommended capital spending for 2011-12 includes housing facility enhancements, critical asset preservation and IT infrastructure investment as well as parking, safety and security, athletics facility (primarily Title IX compliance-related) and energy savings projects. Over the next three years (2011-12 through 2013-14), capital spending of $62.7 million is planned.

2011-12 represents the third year of a five year period of unprecedented capital investment at Eastern. Over the five year period (from 2009-10 through 2013-14), capital spending will exceed $200 million. Of that total, about 70% of the spending is for academic facility enhancements, 7% for housing improvements, 5% for IT Infrastructure, 4% for athletics facilities, with the balance (14%) for safety & security, energy savings, and high priority asset preservation and infrastructure projects.

FISCAL IMPLICATIONS

Approval of the budget recommendation outlined above establishes the University's authorization for 2011-12 capital spending.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
## Recommended 2011-12 Budget

<table>
<thead>
<tr>
<th>Major Academic Facility Projects</th>
<th>Recommended 2011-12 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mark Jefferson Science Project</td>
<td>$19.4</td>
</tr>
<tr>
<td>Pray-Harrold</td>
<td>$7.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$26.7</strong></td>
</tr>
</tbody>
</table>

## Other Spending (by Category)

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Facility Enhancement</td>
<td>$2.4</td>
</tr>
<tr>
<td>Housing Facility Enhancement</td>
<td>1.8</td>
</tr>
<tr>
<td>Parking and Roadways</td>
<td>0.4</td>
</tr>
<tr>
<td>Safety and Security</td>
<td>0.8</td>
</tr>
<tr>
<td>Energy Savings</td>
<td>0.3</td>
</tr>
<tr>
<td>Athletics Facility-Related (Title IX)</td>
<td>1.3</td>
</tr>
<tr>
<td>High Priority Asset Preservation &amp; Infrastructure</td>
<td></td>
</tr>
<tr>
<td>- Facilities</td>
<td>2.1</td>
</tr>
<tr>
<td>- IT Infrastructure</td>
<td>2.0</td>
</tr>
<tr>
<td>Contingency / Other</td>
<td>0.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$11.4</strong></td>
</tr>
</tbody>
</table>

**Total 2010-11 Capital Expenditures** $38.1

June 21, 2011
<table>
<thead>
<tr>
<th>Spending Category</th>
<th>FY 2011-12</th>
<th>FY 2012-13</th>
<th>FY 2013-14</th>
<th>FY12 - FY14 Three Year Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Facilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Science Complex</td>
<td>$19,400</td>
<td>$6,000</td>
<td>$250</td>
<td>$35,880 57.2%</td>
</tr>
<tr>
<td>Pray-Harrold</td>
<td>7,300</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Swig Space - PH</td>
<td>250</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fletcher - Childrens Insti</td>
<td>280</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rackham/HHS Renovations</td>
<td>1,800</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$29,130</td>
<td>$6,300</td>
<td>$250</td>
<td></td>
</tr>
<tr>
<td><strong>Housing Facilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hoyt Renovation</td>
<td>$1,775</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,775</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Parking and Roadways</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Handhelds, Pay in Lane*</td>
<td>$240</td>
<td>$160</td>
<td>$75</td>
<td>$1,825 2.9%</td>
</tr>
<tr>
<td>Oakwood/Wash Improvements</td>
<td>125</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Bowen, Student Center Guest Lots</td>
<td>$365</td>
<td>$560</td>
<td>$900</td>
<td>$9,240 15.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$365</td>
<td>$560</td>
<td>$900</td>
<td>$9,240 15.0%</td>
</tr>
<tr>
<td><strong>Asset Preservation/Deferred Mainten.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADA/Sidewalk/Landscaping</td>
<td>$600</td>
<td>$475</td>
<td>$475</td>
<td>$9,420 15.0%</td>
</tr>
<tr>
<td>Snow Roof/Windows</td>
<td>700</td>
<td>500</td>
<td>480</td>
<td></td>
</tr>
<tr>
<td>Munson Sanitary Piping</td>
<td>500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All other</td>
<td>290</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$2,090</td>
<td>$1,455</td>
<td>$5,875</td>
<td>$9,420 15.0%</td>
</tr>
<tr>
<td><strong>Energy Conservation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Control Upgrades</td>
<td>$325</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alexander Lighting Retrofit</td>
<td>$400</td>
<td>$400</td>
<td></td>
<td>$1,025 1.6%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$325</td>
<td>$400</td>
<td></td>
<td>$1,025 1.6%</td>
</tr>
<tr>
<td><strong>Safety and Security</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Complex 1 Keyless Locks</td>
<td>$750</td>
<td>$1,000</td>
<td>$0</td>
<td>$1,750 2.8%</td>
</tr>
<tr>
<td>(Best, Wise, Buel, Downing Halls)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$750</td>
<td>$1,000</td>
<td>$0</td>
<td>$1,750 2.8%</td>
</tr>
<tr>
<td><strong>Information Technology (IT)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Infrastructure Replacement</td>
<td>$2,035</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$6,035 9.6%</td>
</tr>
<tr>
<td>(Incl. expanded campus student printing cap'y)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$2,035</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$6,035 9.6%</td>
</tr>
<tr>
<td><strong>Athletics</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title IX Compliance/NCAA Certification</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tennis Courts (6+2, locker rms)</td>
<td>$500</td>
<td>$50</td>
<td>$50</td>
<td>$2,394 3.8%</td>
</tr>
<tr>
<td>Softball Fence and Scoreboard</td>
<td>54</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Womens Rowing (Shells)</td>
<td>50</td>
<td>50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student-Ath.Cntr (Acceptable)</td>
<td>50</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Swimming Locker Rooms</td>
<td>25</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baseball Locker Room</td>
<td>15</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Soccer Scoreboard</td>
<td>10</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Title IX/NCAA Cert</td>
<td>$1,104</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Convo Center Floor Replacement</td>
<td>50</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rynearson Improvements</td>
<td>25</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,289</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Eagle Crest, Contingency</strong></td>
<td>$200</td>
<td>$100</td>
<td>$100</td>
<td>$400 1.4%</td>
</tr>
<tr>
<td>Contingency</td>
<td>50</td>
<td>200</td>
<td>200</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$250</td>
<td>$300</td>
<td>$300</td>
<td>$900 1.4%</td>
</tr>
<tr>
<td><strong>Total Capital Spending</strong></td>
<td>$39,049</td>
<td>$13,665</td>
<td>$10,880</td>
<td>$62,994 9.6%</td>
</tr>
<tr>
<td>Proposed</td>
<td></td>
<td>$13,665</td>
<td>$10,880</td>
<td></td>
</tr>
<tr>
<td>Target</td>
<td>$36,700</td>
<td>$16,000</td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>(Over/Under Target)</td>
<td>($1,449)</td>
<td>($2,035)</td>
<td>($880)</td>
<td></td>
</tr>
<tr>
<td><strong>Priorities if Additional Funding</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Upgraded Rackham Renovations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Upgraded Student-Ath. Center</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional IT infrastructure investment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Title IX Compliance/NCAA Certification**
- Womens Rowing (Shells) $50

**Other Athletics**
- Convio Cntr Scoreboard $965
- Soccer Bleachers $40

**June 21, 2011**
RECOMMENDATION

ACTION REQUESTED

Amend Board Policy 9.3.1, Public Safety, Traffic and Parking

STAFF SUMMARY

The proposed amendments reflect changes in state law that indicate maximum fines for violations and also remove dollar amounts so as not to become inconsistent with practice.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria A. Hage
General Counsel

6.03.11
Date
An Act to authorize state universities and colleges to enact parking, traffic and pedestrian ordinances and to provide for the enforcement of the ordinances; and to dispose of fines collected.

The People of the State of Michigan enact:

Enactment of ordinances; governing boards; penalties; enforcement; uniform traffic code; conformance.

Sec. 1. The governing boards of state universities and colleges may enact parking, traffic and pedestrian ordinances for the government and control of their respective campuses and may provide that violation of such ordinance is a misdemeanor punishable by a fine of not to exceed $25.00 for each violation; Provided, That enforcement of such ordinances shall be by law enforcement officers of the state of Michigan, county, township or city wherein the violation of any such ordinance occurs. Such ordinance shall be in substantial conformity with the uniform traffic code promulgated pursuant to the provisions of Act No. 62 of the Public Act of 1966, being sections 257.951 to 257.954 of the Compiled Laws of 1948. P.A. 1967, No. 291, S1, lmd. Eff. Aug. 4.

Enforcement of ordinances; jurisdiction; procedure; appeals; fines; disposition; costs.

Sec. 2. Violation of such ordinances may be enforced in any court having jurisdiction over misdemeanors in the political subdivision where the violation occurs. The procedure in such court shall be governed by its ordinary rules of procedure. Appeals may be taken in the same manner as in misdemeanor cases in such court. Fines collected by the court for ordinance violations shall be paid to the treasurer of the political subdivision in which the offense is tried within 30 days after collection, and costs shall be handled in the same manner as provided for costs imposed for violations of misdemeanors under state statutes. P.A. 1967, No. 291, S2, lmd. Eff. Aug. 4.

Authority for Creation or Revision

Minutes of the Board of Regents, August 3, 1964; para. .2.13.106M.
Minutes of the Board of Regents, August 28, 1967; para. .570M
Minutes of the Board of Regents, May 18, 1977; para. .1797M
Minutes of the Board of Regents, December 5, 1979; para. .2166M
Minutes of the Board of Regents, August 20, 1980; para. .2290M
Pursuant to Public Act 291 of 1967, the Board of Regents has adopted the Parking and Pedestrian Ordinance of 1979, which remains in effect to this date, and may be amended from time to time.

The Ordinance is available upon request.

Pursuant to their authority, the Regents have established fines for violation of the ordinance designated as civil infractions.

If a civil infraction included in an ordinance enacted by the Regents substantially corresponds to a provision of the Michigan Vehicle Code, 1949 PA 300, MCL 257.923 a civil fine established by the Board of Regents for that infraction shall not exceed the maximum civil fine for the substantially corresponding provision of the Michigan Vehicle Code.

The Board of Regents delegates the setting of fines, enforcement of parking related violations, and the establishment of parking fees to the President and to the Treasurer of the Board of Regents.
OPERATING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND EASTERN MICHIGAN UNIVERSITY FOUNDATION

ACTION REQUESTED

It is requested that the Eastern Michigan University Board of Regents approve a five-year operating agreement between Eastern Michigan University and the Eastern Michigan University Foundation.

STAFF SUMMARY

On April 14, 2011, The Board of Regents approved a one year extension of the Operating Agreement with the EMU Foundation. The Board also requested a study be conducted of the organization of the fundraising function at Eastern Michigan University and that recommendations be made whether or not these functions should continue to be operated by the Foundation or should be brought “in-house” as a university department.

That study has been conducted. The study concludes that there would be little cost savings in changing from a Foundation structure to an “in-house” structure and that the benefits of operating as a Foundation would be lost to EMU if a structural change was made.

It is recommended that a new five year operating agreement with the EMU Foundation be executed that includes the following provisions related to reporting and accountability:

a. That the Foundation adopt a Five Year Plan for raising annual support from $6 million to $15 million a year by 2016 to be delivered to the President by July 1, 2011. The goals for each fiscal year are set forth on Attachment A to this document.

b. That the agreement stipulates that the Foundation Executive Board and Representatives of the Board of Regents will meet annually to discuss fundraising performance and endowment investment and draw policies.

c. That language be contained in the agreement that reinforces that the priorities of the EMU Foundation Board are the development of resources for the university and to manage and grow the endowment.

d. That the agreement stipulates that the total endowment draw percentage be reduced over the five year period to the target amounts set forth on Attachment A to this document.

e. That the Foundation, through its Executive Director, will institute performance measures and major gift and college/Athletic Department goals for each development professional in accordance with the recommendations for performance outlined in the reports prepared by Marts & Lundy.

f. That the EMU Foundation Board, through its Trusteeship Committee, will require that all members, in addition to executing conflict of interest forms, also execute a Code of Ethics statement that is being developed by the Board of Regents for all boards associated with the University.
FISCAL IMPLICATIONS

None

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

University Executive Officer 6-13-11

Date
### EMU Foundation Fundraising Goals by Fiscal Year

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2012</td>
<td>$9,500,000</td>
</tr>
<tr>
<td>FY 2013</td>
<td>$10,500,000</td>
</tr>
<tr>
<td>FY 2014</td>
<td>$12,000,000</td>
</tr>
<tr>
<td>FY 2015</td>
<td>$13,500,000</td>
</tr>
<tr>
<td>FY 2016</td>
<td>$15,000,000</td>
</tr>
</tbody>
</table>

### EMU Foundation Endowment Draw Goal by Fiscal Year

(Current Budget is 4% spending for university programs/scholarships and 3.5% for Foundation operating costs)

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>% to be used by university</th>
<th>% Foundation operations</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>3.5</td>
<td>3.25</td>
<td>6.75%</td>
</tr>
<tr>
<td>2013</td>
<td>3.25</td>
<td>3.0</td>
<td>6.25%</td>
</tr>
<tr>
<td>2014</td>
<td>3.0</td>
<td>2.5</td>
<td>5.5%</td>
</tr>
<tr>
<td>2015</td>
<td>3.0</td>
<td>2.0</td>
<td>5.0%</td>
</tr>
<tr>
<td>2016</td>
<td>3.0</td>
<td>1.5</td>
<td>4.5%</td>
</tr>
</tbody>
</table>
Analysis of Operating Fundraising Function through the EMU Foundation or as a University Department

Prepared by Thomas R. Stevick
Vice President of Advancement and Executive Director of the EMU Foundation

June 2011
Introduction

On April 14, 2011, The Board of Regents passed a resolution authorizing a one year extension of the Operating Agreement with the EMU Foundation. The Board also requested a study be conducted of the organization of the fundraising function at Eastern Michigan University and that recommendations be made whether or not these functions should continue to be operated by the Foundation or should be brought “in-house” as a university department. On April 25, representatives of the Executive Board of the EMU Foundation met with Chairman Wilbanks, President Martin and Vice President Stevick to request that the study be conducted this spring and be submitted to the Board of Regents for review and action by the June 21, 2011 board meeting.

Executive Summary

The EMU Foundation has lagged behind its peers in fundraising success over the last eight years. Whereas schools like Western Michigan University, Central Michigan University and Bowling Green State University now routinely raise $12-17 million per year, we have remained relatively flat in our fundraising results at about $6 million per year. Our peers have doubled and even tripled our success in raising funds from alumni and friend donors, corporations and foundations.

This analysis focuses on the current structure of the fundraising operation at Eastern Michigan University to examine if structure is a significant factor in the productivity issues. We examined the structure of our peers who are raising more money annually, we examined the cost structure of the EMU Foundation as compared to operating development as a university department and we sought professional counsel as to the legal and practical reasons why universities continue to operate separate support foundations.

In the end, we concluded that there were no compelling reasons to change the Foundation structure at EMU. There would not be a significant cost savings involved with any change and productivity would not necessarily increase by moving fundraising “in house”. Instead, it was concluded that we need to strengthen our accountability methods and measures. This report recommends a series of accountability measures that affect the Foundation board, fundraising staff, deans and faculty.

1. Foundation Structure and our Peers

The first reason we concluded that a structure change was not necessary is because the fundraising operation at EMU is similar to our more successful peers and has advantages over an in-house operation. Beginning in the late 1970s and continuing to today, most public universities maintain foundations for the purposes of fundraising and asset management. All of the public universities in Michigan, except the University of Michigan and Central Michigan University, have foundations. All of the MAC public institutions, except CMU, have foundations. The EMU Foundation was established in 1990 for the same reasons that other university foundations are founded. Those reasons include:
Ability to attract high-profile volunteers to serve on the board to assist fundraising
Flexibility in holding certain assets and investing in entrepreneurial activities
Ease of paying travel and entertainment expense associated with fundraising
Provides a means of clearly separating state funds and donated funds

Although a majority of the schools examined maintain foundations, there is some variety in how these enterprises are structured. For example, at some universities the fundraisers, support staff, etc. are employees of the university. The foundation boards maintain responsibility for the endowment, entrepreneurial activity and fundraising assistance. Most of the universities maintain relatively large foundation boards (20-100 members), though a few operate with very small boards that focus primarily on the endowment. EMU is structured in the way most common to Public Masters Universities. A staff member of the institution (VP of Advancement) directs fundraising with support from the foundation staff and the volunteer board.\(^1\) The EMU Foundation has a staff of 30 and a Board of Trustees comprised of 27 members and 25 emeritus members.

We then conducted a series of interviews with Vice Presidents at our peer institutions. Here, we tried to ascertain the reasons why those universities continued to operate foundations and what benefits the Vice Presidents saw in the arrangement. Not surprisingly, these Vice Presidents enumerated many of the same justifications listed above. Most common was the desire to attract influential donors to the board and to have flexibility in dealing with certain gifts, expenses and employees. Thus, when simply comparing the structure of EMU’s fundraising operation with other universities it was concluded that we are structured along the lines of our peers. And that the reasons cited by other universities for operating foundations were relevant to EMU as well. This information supported maintaining the Foundation structure.

2. Cost Efficiency

The next factor examined was whether or not there would be a cost savings in bringing the fundraising operation into the university. The conclusion was that there would be minimal savings that would not justify the disruption of the current operation. Three specific costs were examined. Table 1 below illustrates that there would be some operational cost savings. However, Table 2 looks at employee costs and surmises that because of higher benefit costs, moving Foundation employees in-house would lead to higher costs. Finally, selling the building and moving all employees to campus would not be cost effective at this time, although it is an alternative that should be examined on an ongoing basis.\(^2\)

\(^1\) CASE, Results of the 2009 CASE Survey on Foundation Funding Sources and Budget Restructuring, October 2009.
\(^2\) The office location of fundraising employees is really not a structure issue. Employees could be housed on campus if the appropriate facilities existed regardless of whether or not they were in-house employees or Foundation employees. Many of our peers operate foundations that are housed on campus.
Table 1. Operational Cost Savings by Moving In-House (based on FY11 budget):

<table>
<thead>
<tr>
<th>Service</th>
<th>Savings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit/Tax</td>
<td>$45,000</td>
</tr>
<tr>
<td>Benefits Consulting</td>
<td>5,000</td>
</tr>
<tr>
<td>Insurance</td>
<td>24,000</td>
</tr>
<tr>
<td>Legal</td>
<td>5,000</td>
</tr>
<tr>
<td>Foundation Board of Trustees</td>
<td>6,000</td>
</tr>
</tbody>
</table>

Total Savings in Operational Costs: $85,000

*Note that some Foundation Board of Trustees Meeting expenses would be offset by Development Advisory Board Expenses.

Table 2. Employee Costs Foundation vs. In-House (based on FY11 budget):

<table>
<thead>
<tr>
<th>Service</th>
<th>Foundation</th>
<th>In-House EMU*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Salaries</td>
<td>$2,113,000</td>
<td>$2,057,000</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>536,000</td>
<td>653,000</td>
</tr>
</tbody>
</table>

Total Salaries & Benefits - Foundation: $2,649,000

Total Salaries & Benefits - In-House EMU: $2,710,000

Total Increase in Salaries & Benefits: $61,000

*Note that the In-House EMU calculation assumes the reduction of one position that is primarily assigned to the administration of Foundation staff payroll and benefits, expense processing and accounting.

Table 3. Building Cost Variables:

<table>
<thead>
<tr>
<th>Cost Variable</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 30, 2011 Mortgage Balance on EMUF Building</td>
<td>$1,968,000</td>
</tr>
<tr>
<td>June 2009 Appraised Value per Gerald Alcock Company</td>
<td>$1,860,000</td>
</tr>
<tr>
<td>FY11 Annual Building Budget (Net of Rental Income)</td>
<td>$238,000</td>
</tr>
<tr>
<td>Estimated Cost to EMU to Renovate Space for Advancement Division</td>
<td>TBD</td>
</tr>
</tbody>
</table>
The tables above illustrate that the total costs saving would be about $24,000 per year if the Foundation were to convert to an in-house department. There would probably not be a gain on the building sale and the cost of renovating space on campus would be prohibitive during the current budget concerns. The option of all employees moving to campus, especially Alumni Relations employees and certain fundraisers, should constantly be reevaluated for cost effectiveness as there would be benefits in having these employees on campus. However, none of these factors weigh in favor of changing the fundraising structure at EMU at this time.

3. The accountability for fundraising productivity remains in the hands of the Vice President of Advancement regardless of the structure

The current structure of authority provides that all Foundation employees report to the Vice President of Advancement/Executive Director of the EMU Foundation. The Vice President in turn reports to the President of the university and to the Foundation Board. This structure assures that the activities of the fundraising professionals are aligned with the strategic priorities of the university. As an added measure of connection and accountability, a number of the fundraising professionals are assigned to specific colleges and to Athletics and thus have a “dotted-line” of reporting to a dean or the Athletic Director. These fundraisers maintain offices on campus.

There is no question that fundraising productivity and accountability are major concerns. Starting a year ago, under a plan developed by consultant Roy Muir and implemented by Linda McGill and Jill Hunsberger, major gift activity began to increase. Development officers were more accountable for their activity and visits with major gift prospects. This, however, is an ongoing effort as we continue to set our sights higher for our donors and our fundraising professionals. In FY 2012 we will be setting increased goals not just for our fundraisers but for the colleges as well. These are management functions and internal controls that need to be instituted and enforced regardless of the structure of the organization.

The Foundation Board must take a bigger role in improving fundraising results. As stated earlier in this study, one of the key reasons to have a foundation is that it allows the university to attract people of influence and wealth to a board that serves the needs of the university. This has always been a concern with this Foundation and the performance over the years has been mixed. On the positive side, the first million dollar donor to the university was a Foundation board member. Other Foundation board members have brought significant corporate support to the university. Still others have given $50,000, $100,000 and more during their lifetimes. However, there is still significant work to do in attracting and motivating a Foundation board that uniformly commits to giving and influencing major gifts.
Once again, however, this is a management concern and not a structural concern. The EMU Foundation Board is the only volunteer board at EMU solely devoted to fundraising. And although the performance of the board can be improved, they have been a source of support and major gifts for many years. Like everyone involved in the development process – staff, deans, donors – we need to raise the sights of the Foundation Board members and continue to recruit new board members who can contribute in the ways necessary to raise our fundraising goals. This is the responsibility of the Vice President/Executive Director.

Recommendations: Accountability Measures

1. It is recommended that the current Foundation structure remain in place and that the Board of Regents authorize the President to enter into a new Five Year Operating Agreement with the EMU Foundation that includes the following accountability measures added:
   a. That the Foundation adopt a Five Year Plan for raising annual support from $6 million to $15 million a year by 2016 to be delivered to the President by July 1, 2011.
   b. That the agreement stipulates that the Foundation Executive Board and Representatives of the Board of Regents will meet annually to discuss fund raising performance and endowment investment and draw policies.
   c. That language be contained in the agreement that reinforces that the priorities of the EMU Foundation Board are the development of resources for the university and to manage and grow the endowment.
   d. That the agreement stipulates that the total endowment draw percentage be reduced to a target of 5% over the five year period of the agreement. That specifically, the amount used for Foundation operations be reduced from the current 3.5% to 1.5% and the net amount made available for spending to the university each year be reduced to 3% over the agreement period.
   e. That the Foundation, through its Executive Director, will institute performance measures and major gift and college/Athletic Department goals for each development professional in accordance with the recommendations for performance outlined in the reports prepared by Marts & Lundy.
   f. That the EMU Foundation Board, through its Trusteeship Committee, require that all members, in addition to executing conflict of interest forms, also execute a Code of Ethics statement that is being developed by the Board of Regents for all boards associated with the University.
2. It is recommended that the University President, the Vice President of Advancement and the Provost develop a series of accountability measures for deans and department heads that will include the following:
   a. That each college and the Athletic Department be given specific goals for the amount of funds raised each year.
   b. That more faculty members be recruited to develop grant proposals.
   c. That specific donor cultivation and solicitation activities be measured each year for performance reviews for deans and department heads.
RECOMMENDATION

CREATION OF THE DELORES SODERQUIST BREHM CENTER FOR SPECIAL EDUCATION SCHOLARSHIP AND RESEARCH

ACTION REQUESTED

It is requested that the Eastern Michigan University Board of Regents approve a new academic center to be named the Delores Soderquist Brehm Center for Special Education Scholarship and Research ("Brehm Center") to be housed within the Department of Special Education ("Department") in the College of Education at Eastern Michigan University.

STAFF SUMMARY

The Department of Special Education in the College of Education at Eastern Michigan University is one of the oldest and most distinguished programs of its kind in the United States. The Department wishes to continue to attract the top students and faculty to its program by offering opportunities for collaboration and research through the creation of a center for special education scholarship and research.

The Brehm Center will provide scholarships, an annual summer institute, faculty/student research partnership projects and a research planning conference. The Vision, Mission, Principles and description of the proposed Brehm Center is attached to this document.

The creation of the Brehm Center has been recommended by the faculty of the Department and approved by the Dean of the College of Education, the Provost and the President. Pursuant to the Board of Regents policy on naming of University properties, facilities, and academic and non-academic programs, the Naming Committee has recommended the naming as listed.

Complete funding for the Brehm Center will be provided to the University from William K. and Delores S. Brehm through the funding of endowments.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University President

Date: 

June 7, 2011
The Delores Soderquist Brehm Center for Special Education Scholarship and Research
At Eastern Michigan University

Introduction

William K. and Delores S. Brehm have endowed a program of one-year tuition scholarships for eight outstanding EMU students (Brehm Scholars) concentrating in Special Education. They now wish to enhance that program with endowment funds to support research aimed at further development of best practices in an ongoing transformation of the field of Special Education. It is their desire to consolidate all of this activity under a new center called the Delores Soderquist Brehm Center for Special Education Scholarship and Research to be housed within the Department of Special Education in the College of Education at Eastern Michigan University.

The Delores Soderquist Brehm Center for Special Education Scholarship and Research

Vision
Creating transformational research and the next generation of leaders in special education.

Mission
The Delores Soderquist Brehm Center for Special Education Scholarship and Research (Brehm Center) explores best and emerging practices in special education and develops caring, dynamic, and critical educational leaders.

Gift Agreement for the Delores S. Brehm Special Education Research Program
Between William K. and Delores S. Brehm and The Eastern Michigan University Foundation
06/07/11
Principles
The Brehm Center is based on mutually supporting principles of transformational education: Research, and Scholar/Teacher/Leader Development. The goal is to create special education professionals and researchers whose focus is on understanding and exploring best practices for supporting people with disabilities. These individuals collaborate with families, people with disabilities, and educational organizations to identify and share best practices, and ultimately transform special education by way of their leadership in schools and other organizations.

Research
The Brehm Center's approach to research is interdisciplinary, based in both theory and practice. Faculty and students collaborate to develop research partnerships with families, people with disabilities, policy makers, government officials, and schools, to explore best and emerging practices for supporting people with disabilities and their families in a democratic and diverse society.

Scholar/Teacher/Leader Development
The Brehm Center is founded on the premise that educational leaders must continuously explore and critique schools and other educational institutions. To do this requires intensive leadership development, and the skills needed to become critical teacher-researchers. Faculty scholars mentor students, collaborating with them to learn about the transdisciplinary field of special educational inquiry.

The Brehm Center is a magnet for best practice and action research and scholarship in the field of special education. It actively recruits faculty and student scholars, innovators, and change agents, all eager to explore and understand ways of transforming schools and society to meet the needs and dreams of people with disabilities and their families.

The Brehm Center offers student scholarships to support exemplary and creative study, and supports an annual summer institute. It also provides support for an annual planning conference for student scholars to learn inquiry and research skills, and arranges for faculty-student research partnerships to carry out research projects. Research symposia and monographs provide opportunities for dissemination of their inquiry.

This work is orchestrated and facilitated by a faculty Executive Director, who manages and organizes scholarships, co-teaches the summer institute and planning conference, plans symposia presentations, and publishes monographs and maintains website content. The Executive Director works to develop a community of faculty and student scholars, acts as a liaison to the Brehm family, and provides ongoing support of previous student scholars.
Program Elements
The Delores Soderquist Brehm Center for Special Education Scholarship and Research comprises four elements; aimed at the development of future professionals utilizing best practices for the transformation of the field of special education.

1. **Delores Soderquist Brehm Endowed Scholarship in Special Education.** The Delores Soderquist Brehm Endowed Scholarship in Special Education supports a total of eight exemplary Special Education students each academic year. Students may be undergraduate or graduate students. Students may be enrolled in any of the programs offered in the Department of Special Education.

2. **Annual Brehm Scholars Research Planning Conference.** The Brehm Scholars Research Planning Conference is a three (3) credit-hour experience under the supervision of Department of Special Education faculty, held generally in early July, for the eight new Brehm Scholars selected by the Department each spring. The scope of the Conference covers research methods and practice for special education professionals, and also is intended to cultivate professional collaboration amongst the new Scholars. An important result will be the Scholars' decisions regarding the selection of Projects for the coming academic year.

3. **Annual Special Education Summer Institute.** The Special Education Summer Institute is a three (3) credit-hour experience held generally in late June under the supervision of Department of Special Education faculty, which is open to graduate students, senior-level undergraduate students, Brehm Scholars alumnae/i, and others by invitation. (The new Scholar-selectees may also attend but may not receive academic credit.) The Institute focuses on current research and best practices as a venue in the ongoing transformation of the field of Special Education.

4. **Annual Brehm Scholars Research Partnership Projects.** The Brehm Scholars Research Partnership Projects is an annual program of research projects involving selected Department of Special Education faculty members and the eight Brehm Scholars.

Because dissemination is an essential part of the research process, the annual Brehm Scholars Research Symposium and accompanying monograph provides an opportunity for the eight Brehm Scholars to share their research. The Symposium is held towards the end of the Scholars’ year of research where each may present his/her research to faculty, family, and friends. A monograph of the presented papers is published for this event.
Establishment of the Endowments to support the Delores Soderquist Brehm Center for Special Education Scholarship and Research

Purpose of the Gift and Donor Funding Plan. The Donors agree to provide a gift of $3,150,000.00 to establish three permanently restricted endowments, which correspond to the program elements listed above. In combination of their existing endowment valued at $1,100,000 million, the total funding for the center will be $4,250,000 million when all gifts are received.

1. Delores Soderquist Brehm Endowed Scholarship in Special Education. A combined lifetime and testamentary gift of $1,000,000 will be added to the existing endowment fund.

The Delores Soderquist Brehm Endowed Scholarship in Special Education supports full tuition and fees for a total of eight Special Education students each academic year. Scholarship support is limited to a maximum of twelve (12) credit hours per semester (at in-state tuition rates) for Undergraduate-level students and nine (9) credit hours per semester for Graduate-level students (at in-state tuition rates).

2. Delores Soderquist Brehm Research Partnership Projects Endowment. A lifetime gift of $1,000,000 will establish this endowment fund.

The Delores Soderquist Brehm Research Partnership Projects Endowment provides annual funding for up to eight (8) faculty-student research partnerships, each comprising one Department of Special Education faculty member and one Brehm Scholar. The endowment supports the following on an annual basis:

   a. A stipend for each Brehm Scholar participating.

   b. A three (3) credit-hour honorarium at EMU Continuing Education faculty reimbursement rates for each participating faculty member. (Faculty members may participate in up to two partnerships during the academic year.)

3. Delores Soderquist Brehm Summer Conferences Endowment. A lifetime gift of $1,150,000 will establish this endowment fund.

The Delores Soderquist Brehm Summer Conferences Endowment provides annual funding for both the Brehm Scholars Research Planning Conference and the Delores Soderquist Brehm Special Education Summer Institute. The endowment supports the following on an annual basis:

   a. Full tuition and fees (at in-state tuition rates) for up to eight (8) students, selected as Brehm Scholars for the upcoming academic year, to attend the Brehm Scholars Research Planning Conference, a three-credit hour experience.
b. Funds to support an honorarium at EMU Continuing Education faculty reimbursement rates for a three credit-hour course for two (2) faculty members to plan, host, and coordinate the *Brehm Scholars Research Planning Conference*, plus funds for materials and supplies.

c. Funds to support 2/3 of tuition and fees (at in-state tuition rates) for up to six (6) former Brehm Scholars to attend the *Delores Soderquist Brehm Special Education Summer Institute*, and to gain a three-credit hour continuing education experience.

d. Funds to support an honorarium at EMU Continuing Education faculty reimbursement rates for a three credit-hour course for two (2) faculty members to plan, host, and coordinate the *Delores Soderquist Brehm Special Education Summer Institute*, plus funds for materials and supplies.

**Schedule for Payment**

Funds for the creation of the Brehm Center will be paid on the following schedule:

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Existing Endowment</td>
<td>$1,100,000</td>
</tr>
<tr>
<td>Cash Gift Summer 2011</td>
<td>$2,650,000</td>
</tr>
<tr>
<td>Testamentary Gift</td>
<td>$ 500,000</td>
</tr>
<tr>
<td><strong>Total Funding</strong></td>
<td><strong>$4,250,000</strong></td>
</tr>
</tbody>
</table>
It is recommended that the Board of Regents Approve the Interlocal Agreement Between the Board of Regents of Eastern Michigan University and the School District for the City of Detroit, Creating the Education Achievement Authority (A Michigan Public Body Corporate). Further, it is recommended that the Board authorize President Susan Martin to sign the Agreement on behalf of Eastern Michigan University, and also to make non-material changes to the Agreement.

Eastern Michigan University proposes to enter into the attached Interlocal Agreement with the Detroit Public Schools to create the Education Achievement Authority, a mechanism for providing public educational services to elementary and secondary schools. The University possesses significant resources that may be of assistance to the Authority in carrying out this mission.

None.

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

University Executive Officer
Gloria A. Hage
INTERLOCAL AGREEMENT

BETWEEN

THE BOARD OF REGENTS OF
EASTERN MICHIGAN UNIVERSITY

AND THE

SCHOOL DISTRICT FOR THE CITY OF DETROIT

CREATING THE

EDUCATION ACHIEVEMENT AUTHORITY
(a Michigan public body corporate)
The following recitals are made regarding this interlocal agreement between the Board of Regents of Eastern Michigan University ("University") and the School District for the City of Detroit ("District"):

The People of the State of Michigan mandate the encouragement of schools and the means of education and require the maintenance of a system of free public elementary and secondary schools through Sections 1 and 2 of Article VIII of the State Constitution of 1963.

The State of Michigan and its political subdivisions have been authorized by the People of the State of Michigan to enter into agreements for the performance, financing, and execution of governmental functions through Section 5 of Article III of the State Constitution of 1963.

The People of the State of Michigan, through Section 28 of Article VII of the State Constitution of 1963, have required the Michigan Legislature to authorize two or more counties, townships, cities, villages, or districts to, among other things: (1) enter into contracts, including with the State, for the joint administration of functions or powers; (2) share costs and responsibilities; (3) transfer functions or responsibilities; (4) cooperate; and (5) lend their credit in connection with any publicly owned undertaking.

The Michigan Legislature has implemented Section 5 of Article III of the State Constitution of 1963 and Section 28 of Article VII of the State Constitution of 1963 by enacting the Urban Cooperation Act of 1967, 1967 (Ex Sess) PA 7, MCL 124.501 to 124.512 ("Act"). Under the Act, a public agency may jointly exercise with any other public agency any power, privilege, or authority that the agencies share in common and that each might exercise separately. An agreement between one or more public agencies under the Act may provide for a separate legal or administrative entity, which must be a public body corporate or politic, to administer or execute the agreement.

The University and the District are both a "public agency" as that term is defined under the Act. The University and the District both possess the power, privilege, and authority under State law to perform various public educational services related to the establishment, control, and operation of public elementary and secondary schools. Each seeks to cooperate with the other to further coordinate, enhance, and improve the delivery of public educational services by entering into this interlocal agreement.

The Governor of the State of Michigan has recently delivered a special message to the Michigan Legislature under Section 17 of Article V of the State Constitution of 1963 indicating that one of Michigan's most pressing responsibilities is ensuring that students are prepared to enter the work force and to take advantage of new opportunities as our economy grows. Because schools must position children to compete globally in a knowledge-based economy, Michigan's public education system must be reshaped so that students learn at high levels, think and act at high levels, demonstrate high performance, meet the highest expectations, and are fully prepared to enter the work force or attend college.

Because innovation, flexibility, transparency, and intergovernmental cooperation in the delivery of public educational services can maximize the encouragement of schools and the
means of education, it is the intent of the University and the District, at the request of the Governor, to utilize existing constitutional and statutory law to establish a mechanism for providing improved public educational services more efficiently and effectively and in a transparent manner. The University and the District intend to achieve their goal by creating a separate legal entity named the Education Achievement Authority (“Authority”). Under this interlocal agreement, the University and the District agree that the Authority will administer or execute the joint powers, duties, functions, responsibilities, and authority possessed by the District and the University as necessary to provide innovative, flexible, transparent, safe, efficient, and effective public educational services.

Accordingly, the University and the District agree to the following terms and conditions:
ARTICLE I

DEFINITIONS

Section 1.01. Definitions. As used in this interlocal agreement:


(b). "Agreement" means this interlocal agreement between Eastern Michigan University and the School District for the City of Detroit.

(c). "Authority" means the Education Achievement Authority, a separate legal entity and public body corporate created under Article III.

(d). "Authority Board" means the board of the Authority created under Article IV.

(e). "Chancellor" means the chief executive officer of the Authority selected under Section 4.10.

(f). "Effective Date" means the later of July 1, 2011 or the date on which all of the following are satisfied:

(i). The Agreement is approved and entered into by the Board of Regents of the University.

(ii). The Agreement is approved and entered into by the District.

(iii). The Agreement is approved by the Governor under Section 10 of the Act.

(iv). The Agreement is filed with the county clerk of Washtenaw County, Michigan.

(v). The Agreement is filed with the county clerk of Wayne County, Michigan.

(vi). The Agreement is filed with the Secretary of State of the State.

(g). "Executive Committee" means the executive committee of the Authority created under Article IV.

(h). "Fiscal Year" means the fiscal year of the Authority, which shall begin on July 1 of each calendar year and end on June 30 of the following calendar year.

(i). "OMA" means the Open Meetings Act, 1976 PA 267, MCL 15.261 to 15.275.

(j). "District" means the School District for the City of Detroit, a public school district authorized to operate within the City of Detroit, County of Wayne, State of Michigan, under The Revised School Code, 1976 PA 451, MCL 380.1 to 380.1853.

(l). “Party” means a party to this Agreement.

(m). “Person” means an individual, authority, corporation, limited liability company, partnership, limited partnership, firm, organization, association, joint venture, trust, governmental entity, Public Agency, or other legal entity.

(n). “Protected Person” means a board, official, officer, regent, board member, employee, contractor, or agent of the University or the District.

(o). “Public Agency” means that term as defined under Section 2(e) of the Act.

(p). “State” means the State of Michigan.

(q). “Superintendent of Public Instruction” means the principal executive of the State Department of Education and staff advisor to the Governor appointed under Section 3 of Article VIII of the State Constitution of 1963.

Section 1.02. Captions and Headings. The captions, headings, and titles in this Agreement are a convenience and not intended to have any substantive meaning or be interpreted as part of this Agreement.

Section 1.03. Plural Terms. A term or phrase in this Agreement importing the singular number only may extend to and embrace the plural number and every term or phrase importing the plural number may be applied and limited to the singular number.
ARTICLE II

PURPOSE

Section 2.01. Purpose. The purpose of this Agreement is to create and empower the Authority to implement the powers, privileges, and authority of each of the Parties consistent with this Agreement to provide innovative, flexible, transparent, safe, efficient, and effective public educational services throughout the State, including, but not limited to, all of the following objectives:

(a). Design of quality public elementary and secondary education programs.

(b). Improvement of public learning environments and student achievement for all students, including, but not limited to, educationally disadvantaged students.

(c). Preparation of public school students to compete globally in a knowledge-based economy.

(d). Developing a system of higher expectations for public schools, students, and educators.

(e). Expansion of flexibility and adaptability for public student learning models and styles.

(f). Stimulation of innovative public school teaching methods.

(g). Creation of new professional opportunities for teachers within a public school structure and educational programs innovatively designed and managed by teachers directly engaged in the provision of educational services.

(h). Providing parents and students with greater public educational choices both within and outside existing school districts, including, but not limited to, the ability to select globally-competitive public schools.

(i). Facilitating the extension of technology and online learning.

(j). Encouraging public and private commitment to the innovative, flexible, transparent, safe, efficient, and effective provision of public educational services throughout the State and fostering public-private partnerships.

(k). Renovating, repurposing, and constructing public educational buildings or buildings used for public educational services.

(l). Remodeling public educational buildings or buildings used for public educational services, including energy conservation, safety, and security improvements.

(m). Acquiring, improving, and developing sites, including athletic and recreational facilities.
(n). Furnishing, refurnishing, equipping, and reequipping public educational facilities or facilities used for public educational purposes.

(o). Acquiring, installing, and upgrading technology access and equipment in and connecting public educational facilities and facilities used for public educational services.

(p). Providing for the safety and security of facilities, personnel, and students.
ARTICLE III

CREATION OF
EDUCATION ACHIEVEMENT AUTHORITY

Section 3.01. Creation and Legal Status of Authority. The Education Achievement Authority is established as a separate legal entity for the purpose of administering and executing this Agreement. The Authority shall be a public body corporate and special authority having the powers granted under this Agreement, the Act, and other applicable law.

Section 3.02. Principal Office. The principal office of the Authority shall be at a location in the State determined by the Authority.

Section 3.03. Title to Authority Assets. All property owned by the Authority is owned by the Authority as a separate legal entity and public body corporate, and no Party has any ownership interest in Authority property.

Section 3.04. Tax-Exempt Status. The Parties intend the activities of the Authority to be tax-exempt as governmental functions carried out by an instrumentality or political subdivision of government under Section 115 of the Internal Revenue Code of 1986, 26 USC 115, or any corresponding provisions of any future federal tax code. The Parties also intend the activities of the Authority to be governmental functions carried out by a political subdivision of the State, exempt to the extent provided under State law from taxation by this State, including, but not limited to, business tax under the Michigan Business Tax Act, 2007 PA 36, MCL 208.1101 to 208.1601, income tax under the Income Tax Act of 1967, 1967 PA 281, MCL 206.1 to 206.713, and property tax under The General Property Tax Act, 1893 PA 206, MCL 211.1 to 211.157, and any successor State tax laws.

Section 3.05. Compliance with Law. The Authority shall comply with all federal and State laws, rules, and regulations applicable to the Authority.

Section 3.06. Relationship of the Parties. The Parties agree that no Party shall be responsible for the acts of the Authority or of the employees, agents, and servants of any other Party, whether acting separately or in conjunction with the implementation of this Agreement. The Parties shall only be bound and obligated under this Agreement as expressly agreed to by each Party and no Party may otherwise obligate any other Party.

Section 3.07. No Third-Party Beneficiaries. Except as expressly provided in this Agreement, the Agreement does not create in any Person, and is not intended to create by implication or otherwise, any direct or indirect obligation, duty, promise, benefit, right to be indemnified (such as contractually, legally, equitably, or by implication), right to be subrogated to any Party's rights in this Agreement, or any other right.

Section 3.08. District Litigation Costs. In the event of a legal proceeding challenging the validity of this Agreement or action or activity under this Agreement where the District or a Protected Person of the District is named as a defendant, to the extent permitted by law, including, but not limited to, Section 28 of Article VII of the State Constitution of 1963 and
Section 5 of the Act, and from funds lawfully available to the Authority, the cost of legal representation of the District or the Protected Person shall be the responsibility of the Authority, not the Parties. To the extent permitted by law, and from funds lawfully available to the Authority, the Authority shall defend, hold harmless, and reimburse the District or a Protected Person of the District from and against any and all costs, losses, claims, liabilities, actions, suits, proceedings, fines, expenses, payments, penalties, damages, and injuries, of whatever kind or nature, including attorneys' fees and settlement costs, arising out of, resulting from, caused by, or associated with, or alleged to have arisen out of, resulted from, been caused by, or associated with, in whole or in part, directly or indirectly, the execution or performance of this Agreement, or any acts or omissions of any Party or any Person taken in connection with this Agreement or its performance. The Parties intend that the District and Protected Persons of the District shall have no liabilities or costs of any nature in connection with this Agreement other than those specifically agreed to or assumed in writing by the District. To the extent permitted by law and from funds lawfully available to the Authority, if any suit, action, or proceeding is brought against the District or any Protected Person of the District, that suit, action, or proceeding shall be defended by counsel as each Party shall determine. If the defense is by counsel to the District, the Authority shall pay all reasonable and necessary costs of the defense, including reasonable counsel fees, to the extent permitted by law and from funds lawfully available to the Authority. If the District determines that the Authority shall defend the District or Protected Person of the District, the Authority shall immediately assume the defense at its own reasonable and necessary cost, to the extent permitted by law and from funds lawfully available to the Authority. Notwithstanding another provision of this section, if the Authority refuses to defend a Party or a Protected Person under this section, or a conflict under applicable law or rules prohibits the Authority from defending a Party or a Protected Person, the Party or Protected Person may retain counsel and the Authority shall be responsible for the reasonable and necessary costs and expenses of the Party or Protected Person, to the extent permitted by law and from funds lawfully available to the Authority.

Section 3.09. University Litigation Costs. In the event of a legal proceeding challenging the validity of this Agreement or action or activity under this Agreement where the University or a Protected Person of the University is named as a defendant, to the extent permitted by law, including, but not limited to, Section 28 of Article VII of the State Constitution of 1963 and Section 5 of the Act, and from funds lawfully available to the Authority, the cost of legal representation of the University or the Protected Person shall be the responsibility of the Authority, not the Parties. To the extent permitted by law, and from funds lawfully available to the Authority, the Authority shall defend, hold harmless, and reimburse the University or a Protected Person of the University from and against any and all costs, losses, claims, liabilities, actions, suits, proceedings, fines, expenses, payments, penalties, damages, and injuries, of whatever kind or nature, including attorneys' fees and settlement costs, arising out of, resulting from, caused by, or associated with, or alleged to have arisen out of, resulted from, been caused by, or associated with, in whole or in part, directly or indirectly, the execution or performance of this Agreement, or any acts or omissions of any Party or any Person taken in connection with this Agreement or its performance. The Parties intend that the University and Protected Persons of the University shall have no liabilities or costs of any nature in connection with this Agreement other than those specifically agreed to or assumed in writing by the University. To the extent permitted by law and from funds lawfully available to the Authority, if any suit, action, or proceeding is brought against the University or any Protected Person of the University, that suit,
action, or proceeding shall be defended by counsel as each Party shall determine. If the defense is by counsel to the University, the Authority shall pay all reasonable and necessary costs of the defense, including reasonable counsel fees, to the extent permitted by law and from funds lawfully available to the Authority. If the University determines that the Authority shall defend the University or Protected Person of the University, the Authority shall immediately assume the defense at its own reasonable and necessary cost, to the extent permitted by law and from funds lawfully available to the Authority. Notwithstanding another provision of this section, if the Authority refuses to defend a Party or a Protected Person under this section, or a conflict under applicable law or rules prohibits the Authority from defending a Party or a Protected Person, the Party or Protected Person may retain counsel and the Authority shall be responsible for the reasonable and necessary costs and expenses of the Party or Protected Person, to the extent permitted by law and from funds lawfully available to the Authority.

Section 3.10. Legal Settlements. The Authority shall not be liable for any settlement of any proceeding made without its consent, and the Authority shall not unreasonably withhold consent.

Section 3.11. Action by Attorney General. Nothing in Section 3.08 or Section 3.09 shall be interpreted to restrict or inhibit the Attorney General of the State from exercising statutory authority or fulfilling a statutory obligation to represent a state officer or agency, defend a state law, or intervene in the legal proceeding, consistent with applicable law.

Section 3.12. Nonprofit Status. As a governmental instrumentality within this State, the Authority may not be operated for profit. No part of any earnings of the Authority may inure to the benefit of a Person other than the Parties. It is the intent of the Parties that the Authority maintain its nonprofit status.
ARTICLE IV

AUTHORITY BOARD, EXECUTIVE COMMITTEE, AND CHANCELLOR

Section 4.01. Authority Board Composition. The governing body of the District shall appoint 2 residents of the State as members of the Authority Board to serve at the will of the governing body. The governing body of the University shall appoint 2 residents of the State as members of the Authority Board to serve at the will of the governing body. The Governor of the State shall appoint 7 residents of the State as members of the Authority Board to serve at the pleasure of the Governor. The Governor shall designate an Authority Board member to serve as Chairperson of the Authority Board at the pleasure of the Governor.

Section 4.02. Authority Board Power. The Authority Board shall authorize and approve the annual audit of the Authority, evaluate the performance of the Authority, and shall, if required by law, review acts of the Executive Committee.

Section 4.03. Authority Board Meetings. The Authority Board may hold an annual meeting and other special meetings at a time, date, and place determined by the Authority Board. Meetings of the Authority Board shall comply with the OMA. Public notice of the time, date, and place of Authority Board meetings shall be given in the manner required by the OMA. Members of the Authority Board may participate in meetings by electronic means of communication to the fullest extent permitted by law.

Section 4.04. Authority Board Quorum and Voting. A majority of the members serving on the Authority Board shall constitute a quorum for the transaction of business. The Authority Board shall act by a majority vote of the members serving at the time of the vote. Members of the Authority Board shall not engage in proxy voting.

Section 4.05. Executive Committee. The Authority shall have an Executive Committee consisting of 5 members of the Authority Board appointed by the Governor of the State. The members of the Executive Committee appointed by the Governor shall include not less than 1 Authority Board member appointed under Section 4.01 by the District and not less than 1 Authority Board member appointed under Section 4.01 by the University. The Governor shall designate an Executive Committee member to serve as Chairperson of the Executive Committee at the pleasure of the Governor. After the initial terms of office, members of the Executive Committee shall be appointed for a term of 4 years. The initial terms of office of the members of the Executive Committee shall be designated by the Governor as follows:

(a). One member appointed for a term of 4 years.
(b). Two members appointed for a term of 3 years.
(c). One member appointed for a term of 2 years.
(d). One member appointed for a term of 1 year.
Section 4.06. **Executive Committee Powers.** Except as otherwise provided in this Agreement, the Executive Committee shall exercise the powers of the Authority. The Executive Committee shall appoint the Chancellor under Section 4.10. The Executive Committee may make inquiries, conduct studies or investigations, hold hearings, and receive comments from the public. The Executive Committee also may consult with outside experts in order to perform its duties including, but not limited to, experts in the field of education, the private sector, government agencies, nonprofit entities, and experts at institutions of higher education.

Section 4.07. **Executive Committee Meetings.** The Executive Committee shall meet regularly at the time, date, and place as the Executive Committee determines, but not less than quarterly. Meetings of the Executive Committee shall comply with the OMA. Public notice of the time, date, and place of Executive Committee meetings shall be given in the manner required by the OMA. Members of the Executive Committee may participate in meetings by electronic means of communication to the fullest extent permitted by law. Meetings of the Executive Committee shall be transmitted live on an internet website accessible to the public. Documents distributed to Executive Committee members at a meeting shall be posted by the Authority on an internet website accessible to the public, unless prohibited by law.

Section 4.08. **Executive Committee Quorum and Voting.** A majority of the members of the Executive Committee shall constitute a quorum for the transaction of business. The Executive Committee shall act by a majority vote of its members serving at the time of the vote. Members of the Executive Committee may not engage in proxy voting.

Section 4.09. **Ethics and Conflicts of Interest.** The Authority Board shall adopt ethics policies governing the conduct of Authority Board members, the Executive Committee, and the officers and employees of the Authority. The policies shall be no less stringent than those provided for public officers and employees under 1973 PA 196, MCL 15.341 to 15.348. Members of the Authority Board, the Executive Committee, and the officers and employees of the Authority shall be deemed to be public servants under 1968 PA 317, MCL 15.321 to 15.330, and are subject to any other applicable laws with respect to conflicts of interest. The Executive Committee shall establish policies and procedures requiring disclosure of relationships that may give rise to conflicts of interest.

Section 4.10. **Chancellor.** The Executive Committee shall appoint a Chancellor to administer all programs, funds, personnel, facilities, contracts, and all other administrative and academic functions of the Authority, subject to oversight by the Executive Committee and in compliance with Section 4.11. The Chancellor shall receive compensation as determined by the Executive Committee. All terms and conditions of the Chancellor’s employment, including length of service, shall be specified in a written contract between the Chancellor and the Executive Committee, provided that the Chancellor shall serve at the pleasure of the Executive Committee, and the Executive Committee may remove or discharge the Chancellor by a vote of not less than the majority of the members of the Executive Committee. The Chancellor shall report to the Executive Committee at meetings of the Executive Committee and to the Chairperson of the Executive Committee between meetings of the Executive Committee.

Section 4.11. **Fiduciary Duty.** The members of the Authority Board and the Executive Committee are under a fiduciary duty to conduct business in the best interests of the Authority,
including the safekeeping and use of all Authority monies and assets for the benefit of the Authority. The members of the Authority Board and the Executive Committee shall discharge their duties in good faith, with the care an ordinarily prudent individual in a like position would exercise under similar circumstances.

**Section 4.12. Compensation.** The members of the Authority Board and the Executive Committee shall receive no compensation for the performance of their duties. A member of the Authority Board or the Executive Committee may engage in private or public employment, or in any profession or business. Members of the Authority Board and the Executive Committee may be reimbursed by the Authority for actual and necessary expenses incurred in the discharge of their official duties.

**Section 4.13. Oath of Office.** Members of the Authority Board, the Executive Committee, and the Chancellor, prior to entering upon the duties of office, shall take and subscribe to the constitutional oath of office under Section 1 of Article XI of the State Constitution of 1963. The oath of office shall be filed with the Secretary of State.
ARTICLE V

POWERS OF THE AUTHORITY

Section 5.01. Common and Shared Powers. The enumeration of a power, privilege, or authority in this Agreement shall not be construed as limiting the powers, privileges, or authorities of the Authority. In carrying out its purposes, the Authority may perform, or perform with any Person, as applicable, any power, privilege, or authority that the Parties share in common and that each might exercise separately to the fullest extent permitted by the Act, including, but not limited to the provision of innovative, flexible, transparent, safe, efficient, and effective public educational services and all of the following:

(a). Controlling and operating public elementary and secondary schools.

(b). Using schools and school property as schools of observation and practice and furnishing of equipment, teachers, and administrators deemed necessary to provide the observation and facilities.

(c). Operating an instructional program in grades K-5, 6-8, 9-12, or any combination of those grades.

(d). Functioning as an authorizing body for a public school academy, a school of excellence, a strict discipline academy, or other public school as authorized under The Revised School Code, 1976 PA 451, MCL 380.1 to 380.1853.

(e). Providing other educational services, including, but not limited to, educating students in grades K-12, operating preschool, lifelong education, adult education, community education, training, enrichment, and recreation programs.

(f). Providing for the safety and welfare of students while at school or a school-sponsored activity or while en route to, or from, school or a school-sponsored activity.

(g). Acquiring, constructing, maintaining, repairing, renovating, disposing of, or conveying school property, facilities, equipment, technology, or furnishings.

(h). Hiring, contracting for, scheduling, supervising, or terminating employees, independent contractors, and others to carry out Authority privileges, powers, and authorities.

(i). Receiving, accounting for, investing, or expending money; borrowing money and pledging money for repayment; and qualifying for state school aid and other public or private money from local, regional, State, or federal sources, including, but not limited to, money appropriated under The State School Aid Act of 1979, 1979 PA 94, MCL 388.1601 to 388.1896, or any successor State law.

(j). Maintaining eligibility for all applicable State categorical and federal aid.

(k) Making claims for federal or state aid payable to a Party on account of the execution of this Agreement, with the consent of the Party.
(l). Operating a library, museum, or recreational facility.

(m). Employing legal, accounting, financial and technical experts, other officers, agents, or employees, and accepting voluntary provision of such services and functions from donor individuals and entities.

(n). Providing for the safety and security of facilities, personnel, and students.

Section 5.02. Powers Under the Act. In addition to other powers of the Authority, the Authority shall, consistent with Section 7 of the Act, have the power to do all of the following:

(a). Make or enter into contracts.

(b). Employ agencies or employees.

(c). Acquire, construct, manage, maintain, or operate buildings, works, or improvements.

(d). Acquire, hold, or dispose of property.

(e). Incur debts, liabilities, or obligations that, except as expressly authorized by the Parties, do not constitute the debts, liabilities, or obligations of any of the Parties.

(f). Cooperate with a Public Agency, an agency or instrumentality of the Public Agency, or another legal or administrative entity created by the Public Agency under the Act.

(g). Make loans from the proceeds of gifts, grants, assistance funds, or bequests in order to further the purposes of the Authority.

(h). Form other entities necessary to further the purposes of this Agreement.

(i). Sue and be sued in the name of the Authority.

Section 5.03. Additional Powers Under the Act. The Authority also shall have the power, consistent with Section 5 of the Act, to do all of the following:

(a). Fix and collect charges, rates, rents, fees, loan repayments, loan interest rates, or other charges on loans.

(b). Promulgate necessary rules and provide for their enforcement by or with the assistance of the Parties to accomplish the purposes of this Agreement.

(c). Determine the manner in which purchases shall be made and contracts entered into by the Authority.

(d). Acquire, own, hold, operate, maintain, lease, or sell real or personal property.

(e). Accept gifts, grants, assistance funds, or bequests and use the same for the purposes of this Agreement. The Authority may apply for and accept grants, assistance funds,
loans, or contributions from any source. Gifts, grants, assistance funds, or bequests accepted by
the Authority shall become the property of the Authority upon acceptance, except as otherwise
agreed by the Authority and the grantor. The Authority may do anything within its power to
secure the grants, loans, or other contributions, including, but not limited to, maintaining separate
segregated funds for gifts, grants, assistance funds, or bequests.

(f). Make claims for federal or state aid payable to a Party on account of the execution
of this Agreement, with the written consent of the Party.

(g). Determine the manner of responding for any liabilities that might be incurred
through performance of the Agreement and insure against any such liability.

(h). Adjudicate disputes or disagreements, the effects of failure of the Parties to pay
their shares of the costs and expenses agreed to by the Parties, and the rights of the other Party in
such cases.

(i). Engage auditors to perform independent audits of the financial statements of the
Authority.

(j). Invest surplus funds or proceeds of grants, gifts, assistance funds, or bequests,
consistent with an investment policy adopted by the Authority Board.

Section 5.04. Bonds or Notes; Limitation. The Authority may borrow money and issue
bonds or notes in its name for purposes authorized by law. The Authority may not issue any type
of bond in its own name, except as provided in this section, or in any way indebted a Party except
as expressly authorized by the Party in writing. The Authority may not borrow money or issue
bonds or notes for a sum that, together with the total outstanding bonded indebtedness of the
Authority, exceeds 2 mills of the taxable value of the taxable property within the Parties as
determined under section 27a of The General Property Tax Act, 1893 PA 206, MCL 211.27a,
unless otherwise authorized by the Act. Bonds or notes issued by the Authority are the debt of
the Authority and not of the Parties. Bonds or notes issued by the Authority are for an essential
public and governmental purpose. Pursuant to Section 7(7) of the Act, bonds or notes, together
with the interest on the bonds or notes and income from the bonds or notes, are exempt from all
taxes. Bonds or notes issued by the Authority are subject to the Revised Municipal Finance Act,
2001 PA 34, MCL 141.2101 to 141.2821 as required by Section 7(8) of the Act.

Section 5.05. Transfer Contracts. The Authority shall be a special authority and a
political subdivision for purposes of 1967 (Ex Sess) PA 8, MCL 124.531 to 124.536. The
Authority may enter into a contract providing for the transfer of functions or responsibilities to
the Authority under 1967 (Ex Sess) PA 8, MCL 124.531 to 124.536.

Section 5.06. Tax Limitation. The Authority shall not levy any type of tax within the
boundaries of any Party. Nothing contained in this Agreement, however, prevents the District
from levying taxes and assigning the revenue from the taxes to the Authority, as agreed by the
Parties and to the extent provided by law.
Section 5.07. **Limitation on Binding Parties.** The Authority shall not have the power to bind a Party or to create debts, liabilities, or obligations of a Party, unless otherwise specifically agreed to by the Party.

Section 5.08. **No Waiver of Governmental Immunity.** The Parties agree that no provision of the Agreement is intended, nor shall it be construed, as a waiver by any Party of any governmental immunity provided under the Act or other law.
ARTICLE VI

MANNER AND METHOD FOR EXERCISE OF COMMON POWER

Section 6.01. District. The District and the Authority may enter into 1 or more agreements or execute documents necessary to detail assets, liabilities, employees, money, or revenue to be provided by the District to the Authority to support the exercise of common power under this Agreement by the Authority. The District may advance money to the Authority to pay for costs associated with implementation of this Agreement.

Section 6.02. University. The University and the Authority may enter into 1 or more agreements or execute documents necessary to detail assets, liabilities, employees, money, or revenue, if any, to be provided by the University to the Authority to support the exercise of common power under this Agreement by the Authority. While the University may, at its discretion, make a contribution to the Authority under this paragraph, the University is not required to make a contribution without the express authorization of the Board of Regents of the University. The Parties understand that the University will continue to operate as a state institution of higher education and may have contracts or agreements with the Authority, the District, or other school districts and public schools in addition to its participation in this Agreement. The Parties agree that the University possesses significant resources, experience, and staff that may be of assistance to the Authority in carrying out its mission regarding the provision of public educational services. Accordingly, the University and the Chancellor may identify services or programs that the University will provide to or on behalf of the Authority. The costs or expenses of any services or programs provided by the University under this section shall be paid by the Authority or through other sources as agreed by the Authority and the University prior to the provision of the services or programs. Nothing in this section limits the power of the University to take any other action that the University is otherwise authorized to take. The services or programs provided by the University under this section may include, but are not limited to, all of the following:

(a). Organizing and operating a laboratory or university school at the site of a school operated, controlled, or authorized by the District or the Authority.

(b). Sponsoring, hosting, or participating in conferences, seminars, or other meetings concerning public education reform.

(c). Assigning faculty or other staff of the University, on limited term appointments, to assist the Authority.

(d). Providing technical assistance to public schools authorized or operated by the Authority.

(e). Providing other educational services, including, but not limited to, lifelong education, adult education, community education, training, online courses, enrichment, and recreation programs for the Authority or public schools authorized or operated by the Authority.
Section 6.03. **Cooperation.** When exercising power, privileges, or authority under this Agreement, the Authority shall endeavor to actively consult and cooperate with all of the following:

(a). Other public schools, including, but not limited to: (i) a public elementary or secondary educational entity or agency that is established under The Revised School Code, 1976 PA 451, MCL 380.1 to 380.1853, has as its primary mission the teaching and learning of academic and vocational-technical skills and knowledge, and is operated by a school district, local act school district, special act school district, intermediate school district, school of excellence, public school academy corporation, strict discipline academy corporation, urban high school academy corporation, or by the State Department of Education or the State Board of Education; or (ii) a laboratory school or other elementary or secondary school that is controlled and operated by an institution of higher education described in Sections 4, 5, or 6 of Article VIII of the State Constitution of 1963.

(b). Institutions of higher education.

(c). Nonprofit entities and foundations.

(d). Parental groups and organizations.

(e). Community groups and organizations.

Section 6.04. **Assumption of Liabilities.** Except as provided in Sections 3.08 and 3.09, the Authority does not assume any liabilities or commitments of the District or the University.

Section 6.05. **Acts and Omissions.** Except as provided in Sections 3.08 and 3.09, it is the intent of the Parties that liability for acts or omissions of a Party prior to the Effective Date shall remain with a Party and not be transferred, assigned, or assumed by the Authority. The Authority shall only be liable for its own acts or omissions that occur after the Effective Date and the Parties shall not be liable for any acts or omissions of the Authority.
ARTICLE VII
BOOKS, RECORDS, AND FINANCES

Section 7.01. Authority Records. The Authority shall keep and maintain at the principal office of the Authority all documents and records of the Authority. The records of the Authority, which shall be available to the Parties, shall include a copy of this Agreement, any amendments to the Agreement, and any agreements under Article VI. The records and documents shall be maintained until termination of this Agreement and shall be returned to any successor entity or, if none, to the Superintendent of Public Instruction.

Section 7.02. Financial Statements and Reports. The Authority shall prepare, or cause to be prepared, at its own expense, audited financial statements (balance sheet, statement of revenue and expense, statement of cash flows, and changes in fund balance) on an annual basis. The financial statements shall be prepared in accordance with generally accepted accounting principles and shall be accompanied by a written opinion of an independent certified public accounting firm. A copy of the annual financial statement and report shall be filed with the State Department of Treasury, made available to each of the Parties, and posted on a publicly accessible internet website.

Section 7.03. Financial Transparency. The Authority shall develop, maintain, and make publicly available a single, searchable financial data internet website. The website shall contain only information that is a public record or that is not confidential or otherwise protected from public disclosure under State or federal law. The Authority shall, to the extent practicable, update the financial data contained on the website not less than monthly and provide the data in a structured format that may be downloaded. The website shall include a method by which a user of the website may provide feedback concerning the organization or utility of the website. The Authority shall archive the financial data, which shall remain accessible and searchable for not less than 5 years. The website shall allow the public to search financial data included on the website at no cost and shall aggregate all of the following information:

(a). The amount and source of moneys received by the Authority.
(b). The moneys expended by the Authority, including both of the following:
   (i). The name and principal location or address of the Person receiving moneys; except that information concerning a payment to an employee of the Authority shall identify the individual employee by position and business address only.
   (ii). The amount of expended moneys.
   (c). The funding source of the expended moneys.
   (d). The name of the budget program or activity receiving the moneys.
   (e). A description of the planned use of the moneys.
Section 7.04. **Audits.** The Executive Committee shall establish a dedicated audit committee of the Executive Committee for the purpose of overseeing the accounting and financial reporting processes of the Authority and audits of its financial statements. The Chairperson of the Executive Committee shall serve as a member of the dedicated audit committee. The Executive Committee shall establish specific duties and obligations of the audit committee and standards and qualifications for membership. The Executive Committee may require at least 1 member to be specifically knowledgeable about financial reports. Upon completion of the annual financial audit, the Executive Committee shall transmit the audit to the Authority Board for approval.

Section 7.05. **Freedom of Information Act.** The Authority shall be subject to and comply with the Freedom of Information Act, 1976 PA 442, MCL 15.231 to 15.246.

Section 7.06. **Uniform Budgeting and Accounting Act.** The Authority shall be subject to and comply with the Uniform Budgeting and Accounting Act, 1968 PA 2, MCL 141.421 to 141.440a. Unless otherwise designated by the Executive Committee, the Chancellor shall serve as the Chief Administrative Officer of the Authority. The Chancellor shall prepare all budgets and budget amendments and the Executive Committee shall approve all budgets and budget amendments for the Authority for each Fiscal Year.

Section 7.07. **Budget and Performance Standards.** Each Fiscal Year, the Chancellor shall prepare performance standards for review and approval by the Executive Committee. The Authority shall produce a citizen's guide to Authority finances and a performance dashboard. The citizen's guide to Authority finances and performance dashboard shall be made available for public viewing in the principal office of the Authority and posted on a publicly accessible internet website. The citizen's guide to Authority finances shall provide a detailed description of the Authority's finances, including recognition of any unfunded liabilities, along with any other information deemed relevant by the Executive Committee. The performance dashboard shall include measures related to student outcomes, academic achievement, school accountability, culture of learning, value for money, and any other measures deemed relevant by the Executive Committee.

Section 7.08. **Deposits and Investments.** The Authority shall deposit and invest money of the Authority, not otherwise employed in carrying out the purposes of the Authority, in accordance with an investment policy established by the Executive Committee consistent with laws and regulations regarding investment of public funds.

Section 7.09. **Disbursements.** Disbursements of money by the Authority shall be in accordance with the annual budget adopted by the Executive Committee, consistent with any guidelines recommended by the Chancellor and approved by the Executive Committee, and also shall be in accordance with applicable law.

Section 7.10. **Adoption of Rules and Procedures.** Before promulgating a rule or adopting a procedure, policy, or statement of policy, the Authority shall provide advance notice in a manner intended to inform the public and afford the public an opportunity to comment on the proposed rule, procedure, policy, or statement of policy.
Section 7.11. Transparency. The powers, duties, rights, obligations, functions, and responsibilities of the Authority shall be administered by the Authority in a transparent and open manner that encourages public oversight, civic participation, and citizen engagement. The Authority shall adopt policies and procedures consistent with each of the following transparency principles:

(a). On-line, on-time, and free public access shall be a priority for the conduct of Authority business, except when specifically prohibited by applicable law.

(b). Dissemination of information regarding the activities and operations of the Authority should be (i) posted on-line promptly in a contemporaneous manner; (ii) complete and accurate, (iii) searchable and manipulable; and (iv) permanently preserved and accessible, except where specifically prohibited by applicable law.

(c). Information pertaining to influence, potential corruption, and oversight should take special public priority over other types of information.

(d). Public records pertaining to governmental oversight should be centrally available, including, but not limited to, reports from auditors or government-sponsored investigations, planning and strategic vision documents, budgets, performance data, and academic plans.

(e). Use of the internet, social media, performance dashboards, and other digital communications technology should be integrated into the operations of the Authority and be a basic method used in pursuing the goals and objectives of the Authority.
ARTICLE VIII

TERM AND TERMINATION

Section 8.01. Term. This Agreement and the Authority shall commence on the Effective Date and continue for an initial term of 15 years. After the initial term, the Agreement is extended in 5-year increments unless not extended by joint action of all of the Parties.

Section 8.02. University Withdrawal. The University may withdraw from the Agreement prior to the expiration of the term of this Agreement if any of the following apply:

(a). This Agreement is amended and another state public university is a Party to the Agreement.

(b). After December 30, 2014, the University provides notice of its intent to withdraw on the first June 30th at least 180 days after the notice. A withdrawal under this paragraph is effective on the first June 30th at least 180 days after the notice.

(c). If the reimbursement of the costs and expenses of the University related to its participation as a Party is prohibited by law, or after determining that, in the University’s judgment, the University has not been reimbursed for costs and expenses as provided in this Agreement, and the University provides notice of withdrawal on the next June 30th at least 180 days after the notice. A withdrawal under this paragraph is effective on the first June 30th at least 180 days after the notice.

Section 8.03. District Withdrawal. The District may withdraw from the Agreement prior to the expiration of the term of the Agreement with the consent of the Executive Committee.

Section 8.04. Effect of Withdrawal. The withdrawal of the District or the University, shall neither terminate nor have any effect upon the provisions of the Agreement as long as this Agreement is amended to allow for the participation of another school district or state public university.

Section 8.05. Disposition upon Termination. As soon as possible after termination of this Agreement, the Authority shall wind up its affairs as follows:

(a). All of the Authority’s debts, liabilities, and obligations to its creditors and all expenses incurred in connection with the termination of the Authority and distribution of its assets shall be paid first.

(b). Title to all property owned by the Authority then shall be distributed by the Executive Committee to the District and the University and vested in the District and the University.
ARTICLE IX

MISCELLANEOUS

Section 9.01. Due Execution of this Agreement. Each Party shall duly execute not less than 4 copies of this Agreement, each of which, taken together, is an original but all of which constitute 1 instrument.

Section 9.02. Emergency Manager. If an emergency manager is in place for the District, under the Local Government and School District Fiscal Accountability Act, 2011 PA 4, MCL 141.1501 to 141.1531, the emergency manager may act for and in the place and stead of the governing body and chief administrative officer of the school district. Entry into this Agreement by a school district in which an emergency manager has been appointed under the Local Government and School District Fiscal Accountability Act, 2011 PA 4, MCL 141.1501 to 141.1531, constitutes the exercise of broad powers by the emergency manager to rectify a financial emergency and to assure the fiscal accountability of the school district’s capacity to provide or cause to be provided necessary governmental services essential to the public health, safety, and welfare, including, but not limited to, the provision of educational services. Entry into this Agreement by a school district in receivership also constitutes the entry into an agreement with another local government, public body, or entity, for the provision of services, joint exercise of powers, or the administration of functions and responsibilities. Nothing in this Agreement shall be construed to diminish or restrict the authority of an emergency manager under the Local Government and School District Fiscal Accountability Act, 2011 PA 4, MCL 141.1501 to 141.1531.

Section 9.03. Public School Functions. The powers, duties, rights, obligations, functions, and responsibilities of the Authority under this Agreement are intended to encourage the means of education and be governmental and public school functions within the system of free public elementary and secondary schools maintained and supported by the State Legislature. A school operated by the Authority is a public school under, and shall comply with, Section 2 of Article VIII of the State Constitution of 1963.

Section 9.04. Non-Discrimination. The Authority shall provide for the education of pupils without discrimination as to religion, creed, race, color, sex, or national origin as mandated by Section 2 of Article VIII of the State Constitution of 1963. The Authority also shall comply with the Elliott-Larsen Civil Rights Act, 1976 PA 453, MCL 37.2101 to 37.2804, the Persons with Disabilities Civil Rights Act, 1976 PA 220, MCL 37.1101 to 37.1607, Title IX of the Education Amendments of 1972, and other applicable civil rights laws.

Section 9.05. Public Purpose and Governmental Function. As both the District and the University are bodies corporate and governmental agencies, the powers, duties, rights, obligations, functions, and responsibilities of the Authority constitute essential public purposes and governmental functions.

Section 9.06. State Board of Education. Nothing in this Agreement shall be construed to diminish or restrict the constitutional authority of the State Board of Education under Section 3 of Article VIII of the State Constitution of 1963.
Section 9.07. **Institution of Higher Education.** Nothing in this Agreement shall be construed to diminish or restrict the constitutional authority of the University under Sections 4 and 6 of Article VIII of the State Constitution of 1963 or alter the constitutional authority of the governing body of the University to have general supervision of the University and the control and direction of all expenditures from the University funds.

Section 9.08. **Non-impairment.** Nothing in this Agreement authorizes the impairment of a bond, note, security, or uncontested legal obligation of the District or the University.

Section 9.09. **Legislative Oversight.** Nothing in this Agreement shall be construed to diminish or restrict the constitutional authority of the State Legislature to maintain and support a system of free public elementary and secondary schools as defined by law under Section 2 of Article VIII of the State Constitution of 1963 or to exercise the legislative power of the State vested in the State Senate and the State House of Representatives under Section 1 of Article IV of the State Constitution of 1963. The Authority is subject to oversight hearings regarding the activities of the Authority conducted by a duly constituted and authorized legislative committee and, if requested, an officer of the Authority shall attend the oversight hearing and provide live testimony at the oversight hearing without a subpoena.

Section 9.10. **Notices.** Any and all correspondence or notices required, permitted, or provided for under this Agreement to be delivered to any Party shall be sent to that Party by first class mail. All such written notices shall be sent to each other Party's signatory to this Agreement. All correspondence shall be considered delivered to a Party as of the date that the notice is deposited with sufficient postage with the United States Postal Service. A notice of withdrawal shall be sent via certified mail to the address included with each Party's signature to this Agreement.

Section 9.11. **Entire Agreement.** This Agreement sets forth the entire agreement between the Parties and supersedes any and all prior agreements or understandings between them in any way related to the subject matter of this Agreement. It is further understood and agreed that the terms and conditions of this Agreement are contractual and are not a mere recital and that there are no other agreements, understandings, contracts, or representations between the Parties in any way related to the subject matter of this Agreement, except as expressly stated in this Agreement.

Section 9.12. **Severability of Provisions.** If any provision of this Agreement, or its application to any Person, Party, or circumstance, is invalid or unenforceable, the remainder of this Agreement and the application of that provision to other Persons or circumstances and to the remaining Parties is not affected but will be enforced to the extent permitted by law, it being the intent of the remaining Parties to continue to agree to the substantive provisions of this Agreement and to implement the Agreement.

Section 9.13. **Governing Law.** This Agreement is made and entered into in this State and shall in all respects be interpreted, enforced, and governed under State law without regard to the doctrines of conflict of laws. The language of all parts of this Agreement shall in all cases be construed as a whole according to its fair meaning and not construed strictly for or against any Party.
Section 9.14. Jurisdiction and Venue. In the event of any disputes between the Parties over the meaning, interpretation, or implementation of the terms, covenants, or conditions of this Agreement, the matter under dispute, unless resolved between the Parties, shall be submitted to the courts of the State.

Section 9.15. Amendment. This Agreement may be amended or an alternative form of this Agreement adopted only upon written agreement of all Parties. Any agreement or contract among the Parties that is inconsistent with this Agreement shall be adopted as an amendment to the Agreement and be approved as provided in the Act by the governing bodies of the Parties and by the Governor prior to becoming effective. Any amendment to allow the participation in the Authority by another Public Agency as a Party will be completed in a manner consistent with the Act.

Section 9.16. Effective Date. This Agreement is effective on the Effective Date.

This Agreement is executed by the Parties on the dates indicated below.

THE BOARD OF REGENTS OF EASTERN MICHIGAN UNIVERSITY

Dated: ______________________  By: __________________________________________
Susan Work Martin, Ph.D.,
President
Address: 202 Welch Hall
Ypsilanti, MI 48197

SCHOOL DISTRICT FOR THE CITY OF DETROIT,

Dated: ______________________  By: __________________________________________
Roy S. Roberts, Emergency Manager
Address: 3011 W. Grand Blvd.
Fisher Building, 14th Floor
Detroit, MI 48202-3096
Pursuant to Section 10 of the Urban Cooperation Act of 1967, 1967 (Ex Sess) PA 7, MCL 124.510, I find that this agreement meets the conditions set forth in the Urban Cooperation Act of 1967, is in proper form, and is compatible with the laws of the State of Michigan.

Dated: __________________________  

RICHARD D. SNYDER  
Governor
RECOMMENDATION

ACTION REQUESTED
It is recommended that the Board of Regents approve the appointment of Mike Morris and James Stapleton to the Authority Board of the Education Achievement Authority upon the effective date of the Interlocal Agreement.

STAFF SUMMARY
Section 4.01 of the Interlocal Agreement Between the Board of Regents of Eastern Michigan University and the School District for the City of Detroit provides that the governing body of the University shall appoint two persons to the Authority Board of the Education Achievement Authority. The appointments of Mike Morris and James Stapleton are made pursuant to this Section.

FISCAL IMPLICATIONS
None.

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

University Executive Officer
Gloria A. Hage

Date
6-21-11