Board of Regents Meeting Materials, December 15, 2011

Eastern Michigan University

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AGENDA

Call to Order
Roll Call Attendance

Tab A  Open Communications
Tab B  President’s Report
Tab C  RESOLUTION: Eastern Echo
Tab D  RESOLUTION: Men’s Cross Country Team/Coach John Goodridge
Tab E  RESOLUTION: Football Team/Coach Ron English
Tab F  Proposed Minutes of the October 18, 2011 Regular Board Meeting

CONSENT AGENDA

Section 1  Emeritus Faculty Recommendations
Section 2  Emeritus Staff Recommendations
Section 3  Academic Affairs Administrative/Professional Appointments/Transfers
Section 4  Staff Appointments
Section 5  Staff Separations/Retirements
REGULAR AGENDA

Athletic Affairs Committee
Section 6 Report and Minutes

Student Affairs Committee
Section 7 Report and Minutes
Section 8 Policy Revision: Student Involuntary Administrative Withdrawal Policy

Faculty Affairs Committee
Section 9 Report and Minutes

Educational Policies Committee
Section 10 Report and Minutes
Section 11 Charter Schools Board of Director Appointments
Section 12 Deletion of Academic Programs
Section 13 2012 Provost’s New Faculty Research Awards
Section 14 Winter 2012 Undergraduate Research Stimulus Program Awards
Section 15 Winter 2012 Faculty Research and Creative Activity Fellowships
Section 16 Honorary Degree

Finance & Audit Committee
Section 17 Informational Reports and Financial Updates
Section 18 2010-11 Eastern Michigan University Foundation Annual Report

New Business
Section 19 Code of Ethics Amendment
Section 20 Appointment of Education Achievement Authority Board Member
Section 21 Appointment of Eagle Administrative Services Board Members

Chairman’s Comments

Adjournment
RESOLUTION

Recognition of The Eastern Echo

WHEREAS, The Eastern Echo, Eastern Michigan University’s independent student newspaper, earned both national and statewide acclaim for the 2010-2011 academic year, in recognition of its general excellence and outstanding achievement under the leadership of editor-in-chief Josh Coudret; and,

WHEREAS, the Pacemaker – considered to be the Pulitzer Prize of college journalism – was presented to Caleb Zweifler of The Eastern Echo in the comics category by the Associated Collegiate Press at the National College Media Convention in Orlando in October 2011; and,

WHEREAS, The Eastern Echo earned five awards for excellence in the Michigan Collegiate Press Association’s College Newspaper Competition for 2010-2011 in Division I, including: First Place for Investigative Story, Katrease Stafford; First Place for Opinions Column, Krista Gjestland; First Place in the Original Cartoon category, Guillermo Lopez; Second Place in the Original Cartoon category, Caleb Zweifler; and Third Place in the Original Cartoon category, Zac Smith; and,

WHEREAS, The Eastern Echo has benefited greatly from collaboration with students from many disciplines, faculty, staff, professional journalists and the Student Media Board of Directors, resulting in more than 75 Michigan Collegiate Press Association Awards and five national Pacemakers over the past decade.

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

December 15, 2011
RESOLUTION

Recognition of the Men’s Cross Country Team

WHEREAS, the Eastern Michigan University Men’s Cross Country Team won the 2011 Mid-American Conference championship; and,

WHEREAS, the MAC title was Eastern’s 16th men’s cross country championship as well as its second consecutive title, and sixth in the last seven years; and,

WHEREAS, junior Terefe Ejigu finished runner-up in 24:16.0 to earn first-team All-MAC honors; and,

WHEREAS, redshirt freshman Daryl Smith finished 9th in 24:47.3 to earn second-team All-MAC honors; and,

WHEREAS, redshirt sophomore Nick Petro (18th), sophomore Harry Dixon (19th) and senior Austin Hendrix (20th), all finished in the top 20 for the Eagles; and,

WHEREAS, EMU Head Coach John Goodridge was named MAC Men’s Cross Country Coach of the Year for the seventh time.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates the Men’s Cross Country team for its outstanding success in the 2011 season and commends them for the honor and distinction they have brought to themselves as well as Eastern Michigan University.

December 15, 2011
FOOTBALL RESOLUTION FOR REGENTS

Whereas, the Eastern Michigan University Football Team turned in its best season since 1995, and

Whereas, the Eagles turned in their most Mid-American Conference wins since the 2004 season, and

Whereas, the Eagles tied for 8th as the Most Improved Team in the country, and

Whereas, Head Football Coach Ron English was named Mid-American Conference Coach of the Year, and

Whereas, the Eagles were ranked 35th in the nation in total defense, 44th in pass defense, and 50th in both rushing defense and scoring defense, and

Whereas, the offense had the second-most rushing yardage in school history, the 16th best ground attack in the nation and

Whereas, Eastern won the Michigan Mid-American Conference Trophy with wins over both Western Michigan University and Central Michigan University, and

Whereas, the Eagles’ four consecutive home-game victories was the most since the 1987 season, and

Whereas, five EMU student-athletes earned All-Mid-American honors, with Brad Ohrman named to the defensive second team, while Justin Cudworth, Latarrius Thomas and Marlon Pollard were all selected to the defensive third team and Garrett Hoskins was a third-team offensive selection, and

Now, therefore be it resolved that the Eastern Michigan University Board of Regents congratulates Head Football Coach Ron English, his entire coaching staff and student-athletes for their outstanding success in the 2011 season and commends them for the honor and distinction they have brought to themselves as well as Eastern Michigan University.
These are the proposed minutes of the October 18, 2011 Board of Regents meeting.

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

The Board members present were:

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

Regent Floyd Clack and Regent Tom Sidlik were absent.

TAB A

OPEN COMMUNICATIONS

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

Jelani McGadney (Student Body President) – Matters of importance to the Student Body

Michelle Kuhar (Nonprofit Leadership Alliance Student Organization) – Benefits of the Nonprofit Leadership Alliance Program

Katie Holdgreve-Resendez and Amy Barnhart (Campus Life) – New Student Orientation Program

TAB B

PRESIDENT’S REPORT

EASTERN MICHIGAN UNIVERSITY

Board of Regents’ Meeting

October 18, 2011

Supporting Michigan students and their families in these challenging times continues to be a priority for Eastern Michigan University. I am pleased to present, for Board of Regents approval, a request for a 6.9 percent increase in the financial aid budget for 2012-2013. This will increase our financial support of students from the $33.7 million currently, to just over $36 million. This continues the trend we began four years ago as
the state’s economic climate became increasingly challenging for students and their families. Over five years, we will have increased our financial aid budget by 68 percent (including the 6.9 percent proposed for FY13). We continue to evaluate our enrollment strategies for FTIACs, transfers, international and graduate students as we begin university-wide strategic planning for the future to ensure Eastern serves the citizens of Michigan who need a college degree for their future career in our state.

The increase in our financial aid commitment to students represents the latest evidence of our determined effort to support Michigan students and their families. We also have worked hard to keep costs down. Over the past three years, Eastern’s overall increase in tuition averaged just 2.5 percent -- $20 more per credit hour than three years ago -- the lowest increase of any university in Michigan. During the same three-year period, state funding support to Eastern has declined by $14 million, from $78.6 million three years ago to $64.6 million this year, representing an 18-percent decrease in funding.

Our efforts to be responsive to the needs of the people of our state are recognized by government leaders in Lansing. We are hopeful it will result in support of our 2012-2013 Capital Outlay Request, which we are recommending for Board of Regents approval this afternoon. The estimated cost to renovate Strong Hall is $40 million. If the Capital Outlay Request is approved, Eastern would be responsible for 25 percent or $10 million.

Strong Hall was constructed in 1957 and has not received any significant improvements or renovations since then. Combined with the self-funded $90 million addition and renovation of the Science Complex, the renovation of Strong Hall would result in first-class science facilities on Eastern’s campus.

We are pleased to introduce some of our students who will have the opportunity to learn in these fine new facilities. Seventeen freshman students joined Eastern this fall under our Presidential Scholars program, which provides a full four-year scholarship for these gifted students. They will be introduced shortly and we welcome them to this meeting and to the University.

We are pleased to host three finalists this week for the Provost position. The three finalists were selected from a group of more than 50 applicants by the search committee chaired by Dean Tom Venner of the College of Arts & Sciences. Open forums and meetings with faculty, students and other campus groups are taking place.

Efforts to expand our global partnerships continue to achieve results. Last week, we hosted a four-person delegation from Zhejiang University of Media and Communications in China. Two new agreements were signed providing exchange opportunities for students and faculty between the two institutions. Zhejiang University was founded 33 years ago and is one of the premier Chinese universities for broadcast journalism and media arts.
We are pleased to announce that Eastern’s College of Business has earned its eighth consecutive ranking on the Princeton Review’s annual list of the Best Business Schools. The ranking is based on a survey of students. In the report, Eastern’s College of Business was highlighted for “offering an affordable, flexible, and very student-oriented MBA program.”

Our continuing efforts to support our local community are reflected in several recent events:

This morning, we celebrated the dedication of our Autism Collaborative Center and Children’s Institute in the Fletcher Building. These acclaimed and growing programs are widely recognized for their work supporting children and families in the region, and also provide opportunities for Eastern students pursuing careers in early childhood education and special education.

We hosted the 2nd annual "College Begins at Head Start” program on campus. More than 300 pre-school children visited campus with their parents to encourage high school completion and college attendance.

Last week, we were joined by Regent Michael Hawks in dedication ceremonies of our new Eagle Flight Centre aviation training facility at the Capitol Region International Airport in Lansing. The Lansing program is modeled after Eastern’s highly regarded program that has been operating out of Willow Run Airport in Ypsilanti for five years.

Women’s basketball student athlete and senior guard Tavelyn James has been chosen to play for the United States women's team at the Pan-American Games, which begin this Friday in Mexico. James is joining the 12-member team made up of the best women collegiate players in the country. She is the first Eastern player to compete in the event, and also the first student-athlete from a Mid-American Conference institution to be selected for the team's roster.

The football team is off to its best start since 1995 with a 4-3 overall record and 2-1 Mid-American Conference (MAC) record. We had a big victory last weekend in Mt. Pleasant over Central Michigan. Our Homecoming game will be held this Saturday, October 22nd. Kickoff is set for 1 p.m. versus Western Michigan.

Homecoming festivities kicked off last night. Tonight includes a lecture and book signing by rapper, actor and activist Common. Thursday features “Green & White Day;” a Block Party on the Student Center patio supported by local businesses and Mojo of radio station 99.5; and the Pep Rally at 8 p.m. at University Park, complete with the marching band, cheer squad and other special guests. Friday is residence hall decorating and Salsa Night, and on Saturday pre-game festivities for alumni and others begin at 11 a.m. at the Stadium.
I am pleased to announce that former Eastern standout basketball player George Gervin, who later went on to a hall of fame career in the NBA, will be returning to Eastern to be our winter commencement speaker on December 18. Named one of the NBA’s 50 Greatest Players, Gervin now leads the George Gervin Youth Center, which provides vocational training, remedial education, mentoring, tutoring, job placement and supportive services for more than 1,400 of San Antonio's at-risk and disadvantaged youth and their families.

This concludes my formal remarks. The full President’s Report, with additional information, is available on the University’s website.

Thank you, Chairman Wilbanks.

Susan Martin

TAB C

INTRODUCTION OF PRESIDENTIAL SCHOLARS

Dr. Rebecca Sipe from the Honors College proudly introduced the 2011-12 Presidential Scholars: Caitlin Baumer, Drake Carr, Antonios Marios Chionos, Sara Dedona, Joseph Eilerman, Stephanie Frank, Ashley Hagadon, Heather Hashman, Alexandra Hofmann, Megan Hoorn, Darren McCormick, Shayla McDermott, Soquel Rey, Lydia Seale, Lauren Thelen, Ryan Todd, Genna Touchette.

TAB D

RESOLUTION: DR. LINDA LEWIS-WHITE

Regent Parker moved and Regent Stapleton seconded to recommend the Board approve the Resolution recognizing Dr. Linda Lewis-White for being named the 2011 National Academic Advising Association’s (NACADA) Outstanding Advisor for Faculty Academic Advising Award. Dr. Lewis has served as the lead advisor in the Department of Teacher Education.

Motion Carried
Regent Fitzsimmons moved and Regent Hawks seconded that the proposed minutes be approved as submitted.

Motion Carried

Consent Agenda
Regent Morris moved and Regent Fitzsimmons seconded that the items on the Consent Agenda be approved (sections 1-6).

Section 1
Emeritus Faculty Status
Recommended that the Board of Regents grant Emeritus Faculty status to two (2) former faculty members: Dr. Karen Sinclair and Dr. Fathi Sokkar.

Section 2
Emeritus Staff Recommendations
Recommended that the Board of Regents grant Emeritus Staff status to two (2) former staff members: Amelia Chan and Rebecca Figura.

Section 3
Academic Affairs Administrative/Professional Appointments/Transfers
Recommended that the Board of Regents approve four (4) Administrative/Professional transfers.

Section 4
Academic Retirements/Separations
Recommended that the Board of Regents approve twenty-three (23) retirements and separations for the reporting period August 1, 2011 through September 30, 2011.
Section 5

Staff Appointments

Recommended that the Board of Regents approve ten (10) staff appointments for the reporting period September 1, 2011 through September 30, 2011.

Section 6

Staff Separations/Retirements

Recommended that the Board of Regents approve eight (8) separations and retirements for the reporting period September 1, 2011 through September 30, 2011.

Motion Carried

Section 7

MONTHLY REPORT AND MINUTES - STUDENT AFFAIRS COMMITTEE

Regent Fitzsimmons moved and Regent Morris seconded that the Student Affairs Committee Agenda for October 18, 2011 and the Minutes of September 20, 2011 be received and placed on file.

Motion Carried

Section 8

MONTHLY REPORT AND MINUTES – FACULTY AFFAIRS COMMITTEE

Regent Parker moved and Regent Stapleton seconded that the Faculty Affairs Committee Agenda for October 18, 2011 and the Minutes of September 20, 2011 be received and placed on file.

Motion Carried
Sections 9 and 10

MONTHLY REPORT AND MINUTES – EDUCATIONAL POLICIES COMMITTEE

COMMENCEMENT SPEAKER

Regent Parker moved and Regent Morris seconded that the Educational Policies Committee Agenda for October 18, 2011 and the Minutes of the September 20, 2011 meeting be received and placed on file; and the Board approve George Gervin, Professional Athlete and Founder of the George Gervin Youth Center, as Commencement Speaker at the Sunday, December 18, 2011 commencement ceremony. In addition, it was recommended that the Board award an honorary Doctor of Education degree to Mr. Gervin.

Motion Carried

Section 11

MONTHLY REPORT AND MINUTES - FINANCE AND AUDIT COMMITTEE

Regent Stapleton moved and Regent Hawks seconded that the Board of Regents receive and place on file the Minutes from the September 20, 2011 Finance and Audit Committee meeting, the Agenda for the October 18, 2011 meeting and the Informational Reports and Financial Updates.

Motion Carried

Section 12

CONSOLIDATED FINANCIAL STATEMENTS AND SUPPLEMENTARY INFORMATION AS OF JUNE 30, 2011

Regent Stapleton moved and Regent Parker seconded that the Board of Regents approve, receive and place on file the University’s audited fiscal year 2010-11 financial statements and auditor’s report.

Motion Carried
Section 13

FISCAL YEAR 2012-13 STATE CAPITAL OUTLAY REQUEST

Regent Stapleton moved and Regent Parker seconded that the Board of Regents approve the University’s FY 2012-13 Capital Outlay Request to the State of Michigan.

Motion Carried

Section 14

2012-2013 GENERAL FUND SCHOLARSHIPS, AWARDS AND GRANTS REQUEST

Regent Stapleton moved and Regent Morris seconded that the Board of Regents approve the 2012-2013 General Fund Scholarships, Awards and Grants proposal for $36,040,000.

Motion Carried

Section 15

AUTHORIZES THE PRESIDENT, ON BEHALF OF THE BOARD OF REGENTS, TO SUBMIT THE FY2012-2013 STATE APPROPRIATIONS REQUEST

Regent Stapleton moved and Regent Hawks seconded that the Board of Regents authorize the President, in conjunction with the Executive Committee of the Board of Regents, to submit the Fiscal Year 2012-13 State of Michigan Appropriations Request.

Motion Carried

Chairman Wilbanks called for any further business to be brought before the Board. There being none, the meeting was adjourned at 4:46 p.m.

Respectfully submitted,

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

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Faculty Status to five (5) former faculty members: Dr. Polly (Pauline) W. Buchanan, Associate Professor in the School of Technology Studies, who retired August 30, 2011; Dr. Sally McCracken, Professor in the Department of Communication, Media and Theatre Arts, who will retire January 4, 2012; Dr. Louise Patrick, Professor in the Department of Music and Dance, who retired August 30, 2011; Dr. Martha W. Tack, Professor in the Department of Leadership and Counseling, who retired October 27, 2011; Dr. Bette L. Warren, Professor in the Department of Mathematics, who will retire January 6, 2012.

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.
EASTERN MICHIGAN UNIVERSITY
EMERITUS FACULTY STATUS RECOMMENDATION
December 15, 2011

Dr. Polly (Pauline) W. Buchanan

Associate Professor, School of Technology Studies from 1980-2011
(31 years)

Doctoral  University of Michigan
Masters  Michigan State University
Baccalaureate  Purdue University

Dr. Sally McCracken

Professor, Department of Communication, Media, and Theatre Arts from 1968-2012
(44 years)

Doctoral  Wayne State University
Masters  Bowling Green State University
Baccalaureate  Muskingum College University

Dr. Louise Patrick

Professor, Department of Music and Dance from 1990-2011
(20 years)

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

Dr. Martha W. Tack

Professor, Department of Leadership and Counseling from 1990-2011
(20 years)

Doctoral  University of Alabama
Masters  University of Alabama
Baccalaureate  Troy State University

Dr. Bette L. Warren

Professor, Department of Mathematics from 1984-2012
(27 years)

Doctoral  Indiana University
Masters  Washington University
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Polly (Pauline) W. Buchanan

Current Status/Rank at EMU: Associate Professor, Hotel & Restaurant Mgt.

Date of Hire at EMU: Aug 1980 Retirement Date: Aug 30, 2011

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

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

Home Address: 

Home Telephone E-Mail Address: 

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: Foods & Nutrition, Purdue University, 1963
Masters: Institutional Management, MSU, 1980

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.

10/12/11

Recommended by (please print) Date

Department Head 10/12/11 Date

Provost Date Date Submitted to Board of Regents

December 15, 2011

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

8/3/04
TO: Nicki Banush  
Academic Affairs

FROM: Susan Gregory  
Program Coordinator – Hotel and Restaurant Mgmt

DATE: October 12, 2011

SUBJECT: Emeritus Faculty Status Recommendation

Please allow Dr. Polly Buchanan Emeritus Faculty Status. Dr. Buchanan became a faculty member in 1980 in Hotel and Restaurant Management Program -Human and Environmental Consumer Sciences in the College of Health and Human Services.

Dr. Buchanan has worked as Associate Professor, Asst. Dean – CHHS, Interim Dean – CHHS, Associate Dean – College of Technology. She continues to be an important voice for the Hotel and Restaurant Management Program. She is on our Advisory Board and teaches two classes a year as an adjunct professor. She also represents the Hotel and Restaurant Management Program on the Michigan Restaurant Association Education Committee.

Emeritus Status will allow her to continue to use her e-mail account, access to Halle Library and continuation of educational professional benefits from various industry associations. She is not requesting office space.

Thank you
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

Communication, Media & Theatre Arts

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

Name of Faculty Member:  Dr. Sally McCracken

Current Status/Rank at EMU:  Professor

Date of Hire at EMU:  09/01/1968  Retirement Date:  01/04/2012

Number of Years at EMU:  44  (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:  Muskingum College  1964

Masters:  Bowling Green State Univ.  1965

Doctoral:  Wayne State University  1968

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. Kathleen Stacey  11/28/11

Recommended by (please print)  Date

Department Head  11-28-11

Date  Dean  11-28-11

Provost  12/15/11

Date Submitted to Board of Regents

Please forward this completed form to:  Nicki Banush

Academic Affairs, 106 Welch Hall

8/3/04
It is with a great deal of pleasure that we recommend Dr. Sally McCracken for emeritus faculty status at Eastern Michigan University. Professor McCracken has been an invaluable asset to the EMU community for more than forty years. She is a distinguished professor of communication, and a remarkable servant to the entire University community.

During her tenure at Eastern Michigan University, Professor McCracken was instrumental in curricular developments including designing and implementing numerous new courses, such as *Listening Behavior, Communication in Negotiation, Assertive Communication,* and *Communication and Conflict Resolution.*

Dr. McCracken is an exceptional classroom teacher who engaged her students with insightful, research-grounded information that was also spiced with her wonderful sense of humor. Similarly, Sally has been an integral part of the College of Technology's Staff and Command program as an instructor and program advocate.

In addition to being an exceptional teacher, Dr. McCracken has been an outstanding colleague who served her students, the department and the University community with distinction. As a faculty member, she served six years as president of EMU-AAUP and four years as chair of the Faculty Council. In 1998, she was the recipient of the Ronald W. Collins Distinguished Faculty Award for Service.

Sally McCracken is a staunch advocate for numerous EMU programs and events – athletics, theatre, student residence halls, and the Undergraduate research Symposium. Students and colleagues alike treasure her enthusiasm and support.

In all, Dr. Sally Rose McCracken is a brilliant classroom teacher; caring colleague and friend; and a dedicated University servant.

Eastern Michigan University and the Department of Communication, Media & Theatre Arts are fortunate to have had a faculty member as dedicated, caring and dynamic as Sally McCracken, and we proudly recommend her for emeritus faculty status.

Dr. Kathleen Stacey
Professor of Communication

Dr. Agnieszka Axenczuk
Professor of Theatre
Re: A Real Loss for CMTA and EMU....!!!

From: Rhonda Longworth
To: Christopher Gardiner, Sally Lucas

Thanks Rhonda...I think we are "OK"! CMTA has just completed the Sally McCracken emeritus recommendation materials, as well a separation PAF with original letter of resignation.

We are having these materials delivered to the dean's office as I send this note.

The emeritus materials should go to Sally Lucas, and PAF to Wanda.

Thanks to all, Dennis~

Dennis Beagen, Head
Communication, Media & Theatre Arts
124 Quirk
Ypsilanti, MI 48197
734-487-3131

----- Original Message ----- 
From: "Rhonda Longworth"
To: "Dennis Beagen"
Cc: "Christopher Gardiner", "Sally Lucas"
Sent: Monday, November 28, 2011 2:28:02 PM
Subject: Re: A Real Loss for CMTA and EMU....!!!

Today or early tomorrow is best and is preferred - we are supposed to have them upstairs in final form by no later than midday Wed. But they don't actually go out in the mail until Friday AM so I know they are coming for sure I could call Vicki and beg if you need until Th. to get the final recommendations here. I know she'll give me until then as long as I ask sometime today or very early tomorrow.

Rhonda

On 11/28/2011 1:24 PM, Dennis Beagen wrote:
> Hi Chris...thanks for the "heads up". I am near completed with CMTA's recommendation for Sally. We were told that today was the deadline from Nicki...so we have put some "god-speed" into this.
> 
> We'll have it done, Dennis~
>
> Dennis Beagen, Head
> Communication, Media & Theatre Arts
> 124 Quirk
> Ypsilanti, MI 48197
> 734-487-3131
> 
> 
> ----- Original Message ----- 
> From: "Christopher Gardiner"
> To: "Rhonda Longworth"
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Louise Patrick

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 1990  Retirement Date: 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: B. Music Ed/Univ of Michigan/1971

Masters: M. Music/Michigan State Univ/1976


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.

Marilyn Saker  9/22/11
Recommended by  Date

Department Head  10/12/11  Date

Provost  Date  Date Submitted to Board of Regents

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

8/3/04
Date: September 22, 2011

To: Nicki Banush
    Academic Affairs

From: Marilyn Saker, Ph.D.
    Professor of Music Theory

Subject: Louise Patrick, Emeritus Faculty Status Nominee

It gives me great pleasure to recommend Louise Patrick for Emeritus Faculty Status. I had many opportunities to work closely with Dr. Patrick during her tenure at Eastern Michigan University and can state, without hesitation, that she was an exemplary educator and a first-rate colleague. After witnessing nearly two decades of Louise’s professional contributions to EMU’s Department of Music and Dance, I can attest that her contributions were, at all times, of the highest caliber.

Dr. Patrick’s time at EMU provides evidence of an effective educator who excelled at communicating to students of all levels and backgrounds. She had a wonderful rapport with her students and consistently received high ratings on student evaluations. Her ability to understand students was remarkable, and I attribute this to the depth and breadth of her knowledge in music education. She was a truly caring, always respectful professor, with a well-rounded background.

Colleagues appreciated Dr. Patrick’s superb organizational skills and were continually impressed by her unending capacity for hard work. She willingly undertook service duties above-and-beyond her assigned course load and served as a Coordinator for our Music Education program. It is notable that Louise singlehandedly reconfigured our series of required music courses for Elementary Education majors—a truly daunting task—and served as the Chair of a Search Committee. I worked with Louise on our department’s Personnel and Instruction Committees, and can verify that she was a team player and a true visionary. She was always open to input from her colleagues and continually worked to improve our academic setting.

Dr. Patrick’s contributions to the university extended well beyond the Department of Music and Dance. Throughout her time at EMU, she represented the department on the College of Education’s Basic Programs Committee as well as serving on the Advanced Programs Committee. She was the department’s NCATE coordinator for both undergraduate and graduate music degrees and represented the department for the State of Michigan Department of Education reaccreditation process. Twice during her time at EMU, she represented the department on the State of Michigan Music Test Committee. Louise’s ongoing efforts proved that she was exceptionally self-motivated and continually worked to improve our department, our university, and our state.

I find it particularly noteworthy that Dr. Patrick’s interaction with faculty and students was always on a professional level. She remained positive and supportive throughout an ever-changing academic climate, and evidence of her dedication to her profession can still be observed in our department. Louise Patrick is one of the best music educators I have ever known. I have witnessed her selfless commitment to students and colleagues alike and confirm that she is a consummate professional.
Highlights from Louise Patrick’s tenure at Eastern Michigan University:

- 1990–96: Represented the Department of Music and Dance on the College of Education (COE) Basic Programs Committee and, on occasion, the Advanced Programs Committee.

- 1997–2010: Represented the Department of Music and Dance on the COE Basic Programs Committee and, when needed, presented changes to the Advanced Programs Committee.

- 2009–2010: Worked with COE to reconfigure required music courses for Elementary Education majors. Combined the two-course sequence, MUSC 104 and MUSC 320 (each at 2 credits) to MUSC 220 at 3 credits. Created title for the COE initiative that eliminated MUSC 104: “Liaison to COE for Music Methods Restructuring Group.” Redesigned MUSC 320 and completed all paperwork to become MUSC 220, a General Education course satisfying requirements for the Humanities Strand.

- 2006–2010: Represented Department of Music and Dance as NCATE coordinator for both undergraduate and graduate music education degrees (initial and advanced programs in music education accreditation). Guided faculty in creating assessments/rubrics, compiled and analyzed all data, and authored both reports for COE. Notice of “continued national accreditation” of both programs by NCATE received June 30, 2011.

- 2007: Represented EMU and the Department of Music and Dance, along with David Woike, at the State of Michigan Department of Education, music education program re-accreditation. Bonnie Rockefellow, MDE curriculum specialist, was head of this process.

- Twice during her tenure, Dr. Patrick represented EMU and the Department of Music and Dance on the State of Michigan Music Test committee—once in the early 1990's when she was a member of the original group that created, piloted and approved the first MTTC (JX) test for music certification, and then in early 2000's when she participated in the creation of the newest test, (JQ), which added a listening component and other features missing from the first test. Each venture required approximately a two-year investment of trips to Lansing to meet with other music educators, MDE personnel and NES-MTTC (the testing company).

- Search Committee membership, which included Dr. Patrick chairing the Music Education search in 2004–05.

- 2008–10: Member of the Human Subjects Review Committee.

- 2006–10: Member of the CAS College Committee of Methods Instructors for Secondary Certification students.

- Acted as the Department of Music and Dance liaison for two major workshop events:
  - (1) 1992–95: Kindermusik International offered summer certification workshops at EMU. Dr. Patrick worked with both the clinicians and Continuing Education (everything from credits, housing, etc.).
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Martha W. Tack

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 08/01/1990 Retirement Date: 10/27/2011

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:

E-Mail Address: Home Telephone:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: Troy State University

Masters: University of Alabama

Doctoral: University of Alabama

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.

Ella Burton 10/4/11
Recommended by (please print) Date

Jaclynn C. Tracy 10/4/11
Department Head Date

Provost 11/3/11

Date Submitted to Board of Regents

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

8/3/04
Dr. Martha Wingard Tack

In August of 1990, Dr. Tack joined the Educational Leadership faculty as Professor and Department Head in the Department of Leadership and Counseling, College of Education at Eastern Michigan University. She currently serves as a full-time tenured professor in the Educational Leadership Program in the College of Education. In addition to her work as a faculty member, she served in several administrative capacities such as Interim Associate Dean of the College of Education, Head of the Department of Leadership and Counseling and Assistant to the President.

Dr. Tack's service to the Eastern Michigan University and the College of Education includes membership on the College of Education Administrative Staff Council, the College of Education Alumni Governing Board, the College of Education Council, the College Dean’s Search Committee, Chairperson of the Departmental Advisory Council, the Doctoral Coordinating Committee, Learning Technologies Advisory Committee, the university Merit Pay Committee, the university Graduate Council, and the vice-chairperson of the Academic Development Council. Of honorable mention, Dr. Tack was one of the champions for the first doctoral program at EMU. While working as Department Head in the Leadership and Counseling Department, she worked tirelessly to put the Educational Leadership Doctorate Program in a position of prominence. She accepted many other responsibilities of service too numerous to mention.

Prior to Dr. Tack joining EMU, she was a member of the higher education faculty at Bowling Green State University. She was there from 1981 to 1990. While there she again had many responsibilities in addition to the duties of a professor. Her administrative positions included Director of Graduate Student Orientation, Coordinator of Graduate Studies, Department of Educational Administration and Supervision; Deputy Chair of the Department of Educational Administration and Supervision, and Director of Interdisciplinary Higher Education Administration Doctoral Program. In addition she served on twenty-four service committees as well as several faculty and dean searches.

Dr. Tack first began her career in higher education when she joined the faculty at the University of Alabama. She served the University of Alabama from 1973 to 1981 where in addition to her work on the faculty, her administrative responsibilities included Dean of the College of Education, Assistant-to-the-Dean, College of Education, Assistant Dean for Planning and Policy, Acting Director of Women’s Studies Program, and Assistant Dean for Personnel, Policy, and Off-Campus Programs. Dr. Tack served on twenty-five active service committees during her tenure at The University of Alabama. Of note, is her service on the following: Executive Advisory Council to the Dean of the College of Education, Institute for Women Executives Advisory Committee, Project Growth Scholars Advisory Committee, Institute of Higher Education Research and Services.

Dr. Tack posted as a front runner and advocate for women and women’s issues. She was one of five women selected for the Outstanding Woman Faculty Member at the University of Alabama. She was the Alabama State Coordinator, American Council on Education’s National Identification Program for the Advancement of Women in Higher Education Administration.
While at Bowling Green State University, she was elected to the Business and Professional Women’s Foundation Board of Trustees. She was one of five public trustees elected to this national board. She received several awards during her professional career including an Honorary Doctorate from the University of Findley where she was also honored as the Commencement Speaker. She received the Phi Delta Kappa Research Award; was a Named Gift Recipient by the Alabama Division of Association of American University Women (AAUW); and a Named Gift Recipient by the Tuscaloosa Branch of the AAUW. Dr. Tack was one of ten named to the National Resource Board of Intercollegiate Association for Women Students. Additionally, she received a teaching fellowship award from the University of Alabama.

Dr. Tack directed nearly thirty-seven dissertations, with three of those winning special awards. One dissertation won the 1989 Edgar L. Morpher Dissertation Award of the National Council of Professors of Educational Administration (NCPEA); another winning dissertation was for the 1980 Ruth Strang Research Award of the National Association of Women Deans, Administrators and Counselors, (NAWDAC); and the 1981 M. Ray Loree Research Award of the College of Education at The University of Alabama, Tuscaloosa was awarded for a dissertation she directed.

Dr. Tack has had a noteworthy research agenda that placed emphasis on the improvement of post-secondary education with an expressed interest in women in higher education. Worthy of mention are three books published, more than 20 journal articles published, along with documented proceedings, editorship, national paper presentations, workshop materials, unpublished papers and indices and other bibliographic texts, all of which are too numerous to list.
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member:  Bette L. Warren
Current Status/Rank at EMU:  Professor of Mathematics
Date of Hire at EMU:  September, 1984  Retirement Date:  January 6, 2012
Number of Years at EMU:  27  (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 Partner:  Birthday:  (day/month/year)
Degree(s)/Institutions/Year:  Baccalaureate:  A.B. 1971 Washington University in St. Louis
Masters:  
Doctoral:  Ph. D. 1976 Indiana University

Please Attach a Brief Statement of Support and a current Academic Vita 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.

Christopher Gardiner  November 28, 2011
Recommended by  (please print)  Date

Department Head  Date  Dean  Date
Provost  Date Submitted to Board of Regents  December 15, 2011

Please forward this completed form to:  Nicki Banush
Academic Affairs, 106 Welch Hall
To: Thomas Venner, Dean  
College of Arts and Sciences

From: Chris Gardiner, Department Head  
Department of Mathematics

Date: November 28, 2011

Subject: Emeritus Faculty status for Dr. Bette Warren

I am requesting that Dr. Bette Warren be awarded Emeritus Faculty status. She is retiring in January 2012 after 27 years of distinguished service to the Department of Mathematics, to the university and to the mathematical community, both as a faculty member and as an administrator.

Dr Warren earned a Bachelor of Arts degree in mathematics from Washington University in St. Louis in 1971, and a PhD in mathematics from Indiana University in 1976. She spent eight years at SUNY Binghamton, and came to Eastern Michigan University as an Assistant Professor in 1984. She was promoted to Associate Professor in 1988, and to Full Professor in 1993. Dr. Warren served in several leadership roles as a faculty member, including three terms as President of the EMU Faculty Council. She served as Head of the Department of Mathematics from 2001 through 2007, and as Associate Vice President of Academic Programming from 2007 through 2011.

As a faculty member Dr. Warren supervised numerous undergraduate and graduate research projects and served as director of the Actuarial Science program. She represented the Department of Mathematics on the Undergraduate Symposium Planning Committee for many years, and has continued to support the Symposium as an academic administrator. In 1995 she was awarded the Distinguished Faculty Award for Service to the University.

During her service on the Eastern Michigan University Faculty Council (now Faculty Senate), Dr. Warren authored successful proposals to wire faculty offices and to establish a regular computer refresh program, and was the first Faculty Council President to serve as an ex-officio member of the Board of the Eastern Michigan University Foundation.

Dr. Warren has also assumed several leadership positions in the Mathematical Association of America, including a year as Chair of the Michigan Section, and a three-year term on the national Board of Governors, from 2007 through 2010.
EMERITUS STAFF STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to four (4) staff members: Carol Erickson, Library Associate in the University Library, who retired on January 14, 2011; John C. Fountain, Vice President University Relations and Secretary to the Board of Regents, who retired in 1985; Sherry L. Miller, Secretary to the School of Engineering Technology, who retired on August 31, 2011; Lavonda Robinette, Senior Corporate Relations Manager in the University Advising and Career Development Center, who retired on September 6, 2011.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
President

11/29/2011
EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: Carol Erickson

Status at EMU: Library Associate, CS-06 (AP10 and above)

Date of Hire at EMU: July 11, 1988 Retirement Date: January 14, 2011

Number of Years at EMU: 23 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: E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: B.S., Sociology & Comm., Eastern Michigan Univ., 1988
Masters:
Doctoral:

Please Attach a Brief Statement of Support to this Form - See attached

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

Karen Rogers-Collins
Recommended by (please print)

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

Provost Date Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush
Academic Affairs, 106 Welch Hall
Emeritus Recommendation
for
Carol Erickson
Statement of Support

Carol Erickson has been a loyal and dependable employee and has served the Eastern Michigan University campus faithfully for 23 years. Carol’s commitment and dedication to the University has been exemplary.

Carol began her career at EMU as a part-time CS-03 in the Library’s cataloging area on July 11, 1988. In Nov. 1999 she was promoted to a CS-04, and in 1991 promoted to a CS-05. All these positions were within the cataloging area. In December 2000, Carol was promoted to a CS-06 in the Library’s Periodicals area where she remained until retirement on January 14, 2011.

Carol has been known in the Library as an enthusiastic, cooperative employee willing to explore new projects and learn new skills. She was always looking for better and more efficient ways of doing work, especially if it made it easier for library patrons. Carol was great for coming up with new ideas, such as a “reading room” for current periodicals. She had a wonderful working relationship with everyone in the Library and campus community. Her patience in assisting patrons and training student assistants was an outstanding quality which was acknowledged by all those she worked with.

Carol was extremely knowledgeable and flexible in the ever changing area of Periodicals, not only with the work but with personnel as well. She was excellent in solving issues within the department.

Carol’s dedication and loyalty to the faculty, staff and EMU community has been evident to all those she has so faithfully served over her many years with E.M.U. The Dean concurs with the coordinator of Technical Services and the Electronic Resources and Serials Librarian in highly recommending Carol Erickson be awarded Emeritus Staff Status.
The Department of Intercollegiate Athletics recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: John C. Fountain

Current Status at EMU: Retired

Date of Hire at EMU: 1966 Retirement Date: 1985

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

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

Home Address:

Home Telephone: E-Mail Address: __________________________

Name of Spouse: __________________________

Degree(s)/Institutions/Year: Baccalaureate: Adrian College -B.S., 1957

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: __________________________ Date: 11/22/11

Department Head/Supervisor: __________________________ Date: 11/22/11

Dean and/or Vice President: __________________________ Date: December 15, 2011

Provost: __________________________ Date: 11/29/11

Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall

8/22/06
November 21, 2011

As the Director of Athletics I would like to recommend John C. Fountain as a candidate for Eastern Michigan University Emeritus Staff status.

John was a major part of the University and the athletics program for more than 40 years, 19 as an administrator and more than 40 as the radio play-by-play announcer for all of the EMU athletic games that were broadcast by WEMU-FM. Even though John was a graduate of Adrian College (1957), he became a lifetime member of the Eastern Michigan University community, not only serving as the sports information director, the public information director, a vice president for external affairs, but also as a veteran of University athletic broadcasts.

John and his wife, Marge, established the J. Clarence and Courtney S. Fountain Sportscasters Scholarship Fund at EMU in 1984 to provide tuition grants each semester to a student who indicates a desire to pursue a career in telecommunications and sports broadcasting. In addition, the student receives 20 hours per week on-the-job experience at radio station WEMU-FM during the fall and winter semesters. He started the broadcasting scholarship fund when he retired as vice president at EMU, with an original gift of $10,000. In the many years since, between gifts from his family and what he has raised from others, the fund is currently more than $50,000. Some of the awards John has won during his illustrious career include: selection to the EMU Athletic Hall of Fame, the Mid-American Conference Athletic Hall of Fame and most recently, he was the recipient of the Detroit Sports Broadcasters Ernie Harwell Lifetime Contribution Award in 2011. That award honors an individual in the broadcasting community who has made significant contributions to the broadcasting profession in Greater Detroit and the state of Michigan. Harwell was the first recipient in December 2009. John is an Honorary Lifetime Member of the DSBA and a past president and retired from his broadcasting duties in 2007.

In addition to being named the recipient of the DSBA Earnie Harwell Lifetime Contribution Award (2011) Fountain has also been named to the Eastern Michigan University Athletic Hall of Fame (1996), and the Mid-American Conference Hall of Fame (1996). I can think of no one more deserving of this distinction. Please contact me if additional information is necessary.

Sincerely,

Derrick L. Gragg, Ed.D.
Director of Intercollegiate Athletics
Eastern Michigan University
The offense helped Michigan withstand an early onslaught from Minnesota’s Jamal Abu-Shamala. The sweet-shooting former walk-on scored 18 points in the first half - he had the Gophers’ first 13 points - and finished with a career-high 26.

That was about all the offense the Gophers got. They trailed by as many as 15 points in the second half, where they shot 21.7 percent from the field and allowed Michigan to pull away with a Smith-aided 13-2 run.

Michigan hopes the victory - its first on the road since Jan. 6 at Northwestern - provides momentum for this week's games that could mean the difference between another trip to the National Invitation Tournament or the long-awaited and long shot return to the Big Dance.

"Now we can get back in the race for the Big Ten and get up in the standings," Sims said. "We haven’t really had any big road wins. We knew we had to put everything into this game."

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**Eastern Michigan**

**R5**

9-17, 4-9 Mid-American Conference)

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17-38 in second year at Eastern Michigan.

**1 Mid-American Conference**

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**About Ball State**

The Cardinals have lost two of their last three in the MAC. Senior forward Skip Mills, Ball State’s leading scorer at 13.1 points per game, is likely to come off the bench as he did in the Cardinals’ 61-59 loss to Central Michigan on Thursday. Mills had 13 points and seven rebounds. Newell scored 16 points.

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**Concordia falls in WHAC semifinals, 80-37**

**From Local Report**

GRAND RAPIDS - The Concordia University men's basketball team saw its season end Saturday afternoon with an 80-37 loss to Aquinas in the Wolverine-Hoosier Athletic Conference Tournament semifinals. The Cardinals also lost to Aquinas in the same game last year.

Concordia (18-14) started slow and never recovered. The Cardinals shot just 3 of 18 from the floor in the first half and trailed 37-12 at halftime. They shot 13 of 41 for the game.

The Saints (20-11) also outrebounded Concordia 40-20 for the game.

Anthony Bates scored nine points and Nate Ashcraft eight for Concordia, which was seeded third in the tournament. Johnny Martin scored 20 and Jeff Jayson 15 for Aquinas.

The second-seeded Saints will travel to No. 1 seed Cornerstone for the WHAC championship game on Tuesday. Cornerstone beat Indiana Tech 99-90 on Saturday.
PROUDEST ACCOMPLISHMENT

Being the point-man in dealing with the Mid-American Conference Council of Presidents, University administration, alumni and public in the fight to maintain membership in the MAC, as well as chairing the 1984 Eastern Energy campaign that proved to one and all that EMU did belong in the MAC. As a result, received honorary membership in the E Club and was presented a varsity letter jacket at the annual Football Banquet.
John C. Fountain is president and owner of Fountain Communications, Inc., in Ypsilanti, Michigan, a public relations firm he founded in 1985. Prior to that, Fountain held several positions at Eastern Michigan University for 20 years, retiring in 1985 as vice president for University Relations and secretary to the Board of Regents. He also served as EMU's sports information director (1966-74), acting athletic director (1975-75), director of information services (1975-80), and associate vice president (1980-81). From 1963 to 1966, he was operations manager and chief engineer at WAAM Radio in Ann Arbor, Michigan. Fountain served in the United States Navy as an electronic technician from 1953 to 1955, before earning his bachelor's degree from Adrian College in 1957.

A full-service public relations and publications firm, Fountain Communications, Inc., has a broad range of clients including The University of Michigan, Eastern Michigan University, the Michigan Technology Council, Van Buren Township, The Entrepreneurial Network, and EQ-The Environmental Quality Company.

An active member of the business community, Fountain served as chairman of the board of directors of the Ypsilanti Area Chamber of Commerce in 1993-94 and chairman of that city's Visitors and Convention Bureau Board of Directors in 1992-93. He was the 1994-95 chair of the Washtenaw Education Work Consortium and recently served on a task force to implement an education division within Ypsilanti's Chamber of Commerce to help address the deficiencies of public education in adequately preparing the future workforce. He will serve as chair of that division for the 1996-97 year. Fountain received the Ypsilanti Area Chamber of Commerce's Distinguished Service Award for outstanding contributions to the business community in 1995 and received Eastern Michigan University's 1996 Dr. John W. Porter Distinguished Service Award for his contributions to education. He also received an outstanding service award from the Michigan Technology Council in 1989.

Fountain has maintained a strong affiliation with Eastern Michigan University, broadcasting EMU sports since the 1960s and serving as the voice of EMU football and basketball on WEMU-FM for years. In 1993, he reached a milestone by calling his 300th EMU football game, an achievement unmatched by anyone currently broadcasting college sports in Michigan or the Mid-American Conference. In 1994, he received a Best Live Broadcast of Sports Event award from the Associated Press. He was inducted into the Mid-American Conference Media Hall of Fame this year. Fountain also is a past president of the Detroit Sports Broadcasters Association.

Fountain, born March 23, 1932 in Port Huron, Michigan, currently lives in Brooklyn, Michigan, with his wife, Marjorie A. (Salmon) Fountain. They have four daughters, Kim Goffee, Lynne Gronvall, Julanne Williams and Jacqueline Fountain.
JOHN C. FOUNTAIN
FOUNTAIN COMMUNICATIONS, INC

CHAMBER ACTIVITIES
1980-1995 • Board of Directors of the Ypsilanti Area Chamber of Commerce
1993-94 Served as Chair of the Chamber Board of Directors
1992-93 Served as Chair of the Visitors and Convention Bureau
1975-1985 • Board of Directors of the Visitors and Convention Bureau
1982-85 Chair of the Visitors and Convention Bureau
1981-82 • Treasurer
1975-1985 • Board of Directors of the Visitors and Convention Bureau

1986 • Originated, designed, and implemented advertising-funded Business Talk
1990 • Produce and publish It's Your Business monthly for the Brooklyn-Irish
       Hills Chamber of Commerce.

OTHER VOLUNTEER ACTIVITIES
1994-1995 Chair of the Washtenaw Education Work Consortium
1990-1994 Member of the Board of Directors and member of the Steering Committee of the
       Washtenaw Education Work Consortium
1986-87 Board of Directors of the SOS Crisis Center
1975-77 President, Detroit Sports Broadcasters Association
1975-77 Board of Trustees - First United Methodist Church of Ypsilanti
1975-77 President - Parent Teachers Organization - Carpenter School, Ann Arbor

EMPLOYMENT BACKGROUND
1963-1966 Radio Station WAAM
       Served as Operations Manager and Chief Engineer
1966-1985 Eastern Michigan University
       Served as Sports Information Director (1966-1974), Acting Athletic
       Director (1974-75), Director of Information Services (1975-80), Associate
       Vice President (1980-81), and Vice President for University Relations and
       Secretary to the Board of Regents (1981-1985).
1985-1987 John C. Fountain, Inc.
1988 The Fulkerson Group - Vice President for Creative Services
1989-Present Fountain Communications

AWARDS AND HONORS
• Distinguished Service Award - Ypsilanti Area Chamber of Commerce, 1995
• Best Live Broadcast of a Sports Event - Associated Press, 1994
• Outstanding Service Award - Michigan Technology Council, 1989
• Inducted into Port Huron Sports Hall of Fame, 1987
• Council for the Advancement of College Education (CASE) - Grand Award for Best Internal
  Communications Program in the Nation (1975)
• College Sports Information Directors of America (CoSIDA) Award for Best Football Programs
  in the Nation (Division I) 1967, 1968, 1973
• CoSIDA Award for Best Basketball Brochure in District IV, 1972
• Football Writers Association Award for Best Swimming Brochure in Nation, 1973
• NAIA Award for Best Football Brochure in Nation 1967, 1968, 1969, 1970

EDUCATION BACKGROUND
1957 Adrian College B.S.

ARMED FORCES
1953-1955 U. S. Navy (Electronic Technician)

FAMILY
Born: Port Huron, Michigan, March 23, 1932
Married: Marjorie A. Salmon (2-8-58)
Four daughters: Kim Goffee, Lynne Gronvall, Julanne Williams, Jacqueline Fountain
On September 30th prior to the Red Wings/Maple Leafs game at Joe Louis Arena, George Eichorn, DSBA Executive Director, presents Ken Daniels, DSBA Active Member & Fox Sports Detroit play-by-play voice of the Red Wings, with his 2010-11 DSBA TV Tyson Award for Excellence in Sports Broadcasting. DSBA Treasurer Bill Wischman holds the perpetual TV Tyson Award, which is on display at Hank's Town Cafe.

George Eichorn, DSBA Executive Director, presents John Fountain, DSBA Honorary Lifetime Member, with his DSBA 2010 Ernie Harwell Lifetime Contribution Award at Fox Run in Novi.

On September 30th prior to the Red Wings/Maple Leaf game at Joe Louis Arena, George Eichorn, DSBA Executive Director, presents John Fountain, DSBA Honorary Lifetime Member, with his DSBA 2010 Ernie Harwell Lifetime Contribution Award at Fox Run in Novi.

DSBA Golf Outing "Broadcast Experience" high bid winner Rick Bosack treated his good friend Jeff Gray who in turn treated his daughter Jennifer, grandson Jake, brother-in-law Mark and granddaughter's fiancee Matt to a real "Game Experience" at Comerica Park in late September. They were joined by DSBA Executive Director George Eichorn on the field prior to the Tigers/Indians game.

Fox Sports Detroit television personality John Keating stopped by to say hello.

Being down on the field for batting practice is an experience few fans get to enjoy.
Fountain inducted to MAC Hall of Fame

By TAMIEKA THORNTON
Echo Staff Writer

John Fountain, WEMU-FM (89.1) play-by-play announcer, was inducted into the Mid-American Conference Media Hall of Fame in May.

"To be selected for this great honor, one must have put a great deal amount of time and effort into their profession," Fountain said.

Fountain started broadcasting for WEMU as a play-by-play announcer in 1963. He currently owns Fountain Communications, an Ypsilanti business.

Fountain, who retired from EMU in the mid-1980s as the vice president of University Relations Division, is looked upon as an excellent announcer, by his peers in the broadcasting industry. WEMU News and Public Affairs Director Clark Smith said: "John is professional, fair, and loves what he does."

When Fountain was asked his thoughts on his achievement, he said: "It's always an honor to be chosen by your co-workers for your accomplishments.

"After a while, more and more people will be inducted into the MAC Media Hall of Fame," said Fountain.
FOR IMEDIATE RELEASE

FORMER EMU BROADCASTER JOHN FOUNTAIN HONORED BY DSBA

Served EMU for more than 35 years

DETROIT, Mich. (EMUeagles.com) — John C. Fountain, a former Eastern Michigan University sports broadcaster and long-time University employee, was presented the 2011 Ernie Harwell Lifetime Contribution Award by the Detroit Sports Broadcasters Association (DSBA) Monday, Sept. 26, at Fox Run Retirement Community.

Fountain received the award during an in-studio news broadcast program that aired on Fox Run’s closed circuit TV station. George Eichorn, the Executive Director of DSBA, presented him with the accolade.

“John not only had a long career as the play-by-play voice of Eastern Michigan University but established, and carries on still today, a definite contribution to helping the future society of sports broadcasters and reporters,” said Eichorn. “He is most deserving of this honor.”

The DSBA Ernie Harwell Lifetime Contribution Award honors an individual in the broadcasting community who has made significant contributions to the broadcasting profession in Greater Detroit and the state of Michigan. Harwell was the first recipient in December 2009.

Fountain and his wife, Marge, established the J. Clarence and Courtney S. Fountain Sportscasters Scholarship Fund at Eastern Michigan University in 1984 to provide tuition grants each semester to a student who indicates a desire to pursue a career in telecommunications and sports broadcasting. In addition, the student receives 20 hours per week on-the-job experience at radio station WEMU-FM during the fall and winter semesters.

He started the broadcasting scholarship fund when he retired as vice president at EMU, with an original gift of $10,000. In the many years since, between gifts from his family and what he has raised from others, the fund is currently more than $50,000.

A side note, one of the scholarship recipients is currently broadcasting minor league baseball in Rockford, Illinois, and another, Ryan Wooley, is a sports reporter for WWJ/WXYT in Detroit and the play-by-play voice for for Eagle All-Access.

John has authored two books, “A View From the Board Room” and “Those 1940 Detroit Tigers,” and donates all proceeds of those two books directly to his scholarship fund and the Detroit Sports Broadcasters Association Grant Fund, which awards grants for the purpose of new broadcast equipment purchase at Michigan colleges, universities and high schools.

John is an Honorary Lifetime Member of the DSBA and a past president. John retired from his broadcasting duties in 2007, completing 55 years of calling play-by-play action for the University of Michigan on WAAM radio for three years and the last 44 years handling football, basketball and baseball broadcasts at EMU.

In addition to being named the recipient of the DSBA Ernie Harwell Lifetime Contribution Award (2011) Fountain has also been named to the Eastern Michigan University Athletic Hall of Fame (1996), and the Mid-American Conference Hall of Fame (1996).
November 21, 2011

As the director of athletics I would like to recommend John C. Fountain as a candidate for Eastern Michigan University Emeritus Staff status.

John was a major part of the University and the athletics program for more than 40 years, 19 as an administrator and more than 40 as the radio play-by-play announcer for all of the EMU athletic games that were broadcast by WEMU-FM.

Even though John was a graduate of Adrian College (1957), he became a lifetime member of the Eastern Michigan University community, not only serving as the sports information director, the public information director, a vice president for external affairs, but also as a veteran of University athletic broadcasts.

John and his wife, Marge, established the J. Clarence and Courtney S. Fountain Sportscasters Scholarship Fund at EMU in 1984 to provide tuition grants each semester to a student who indicates a desire to pursue a career in telecommunications and sports broadcasting. In addition, the student receives 20 hours per week on-the-job experience at radio station WEMU-FM during the fall and winter semesters. He started the broadcasting scholarship fund when he retired as vice president at EMU, with an original gift of $10,000. In the many years since, between gifts from his family and what he has raised from others, the fund is currently more than $50,000.

Some of the awards John has won during his illustrious career include: selection to the EMU Athletic Hall of Fame, the Mid-American Conference Athletic Hall of Fame and most recently, he was the recipient of the Detroit Sports Broadcasters Ernie Harwell Lifetime Contribution Award in 2011. That award honors an individual in the broadcasting community who has made significant contributions to the broadcasting profession in Greater Detroit and the state of Michigan. Harwell was the first recipient in December 2009. John is an Honorary Lifetime Member of the DSBA and a past president and retired from his broadcasting duties in 2007.

In addition to being named the recipient of the DSBA Earnie Harwell Lifetime Contribution Award (2011) Fountain has also been named to the Eastern Michigan University Athletic Hall of Fame (1996), and the Mid-American Conference Hall of Fame (1996).
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: Sherry L. Miller

Current Status at EMU: Active

Date of Hire at EMU: 10/11/1979 Retirement Date: 08/31/2011

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

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

Home Address: 

Home Telephone: E-Mail Address: 

Name of Spouse: 

Degree(s)/Institutions/Year: Baccalaureate: 

Masters: 

Doctoral: 

Please Attach a Brief Statement of Support to this Form

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

Date

Recommended by (please print)

Date

Department Head and/or Supervisor

Date

Dean and/or Vice President

Date

Provost

Date

Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall

8/22/06
Date: August 29, 2011
To: Dean Boone
From: Bob Lahidji, Director of SET
Subject: Emeritus Nomination

It is with great pleasure that I support Ms. Sherry Miller’s nomination for emeritus status. In the past seven years Ms. Miller worked for me as administrative Secretary. I found her to be conscientious, a great organizer in her work, and a great mentor to the students working in the front office. It should be noted that Ms. Miller served Eastern Michigan University for thirty two years in different positions. On behalf of the School of Engineering Technology, I would like to thank Ms. Miller for her hard work and dedication. Your support of this request is greatly appreciated.

cc. Sherry Miller
The Department of [Department Name] recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: Lavonda Robinette

Current Status at EMU: retired

Date of Hire at EMU: 8/21/95 Retirement Date: 9/16/11

Number of Years at EMU: 16 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: E-Mail Address: 

Name of Spouse: 

Degree(s)/Institutions/Year: Baccalaureate: Bachelor of Science/EMU/2001

Masters: Master of Arts/EMU/2003

Doctoral: Doctor of Philosophy/Univ. of Toledo/anticipated 2011 (Emphasis on Administration & Policy Analysis)

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.

Date / Signature

Department Head and/or Supervisor

Date / Signature

Dean and/or Vice President

Date / Signature

Provost

Date / Signature

Date Submitted to Board of Regents

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

8/22/06
November 3, 2011

Dr. Rhonda Kinney Longworth
Office of the Provost
Academic Affairs Division
Eastern Michigan University
Ypsilanti, MI 48197

Dear Dr. Longworth:

Eastern Michigan University has found a life-long friend in Lavonda Robinette and it is with great pride that we recommend her for emeritus status. Ms. Robinette started with the University in 1995 in the Records and Registration department and spent the bulk of her years working with employers and students in the University Advising & Career Development Center (formerly the Career Services Center).

Lavonda was instrumental in maintaining and growing the University’s Michigan Collegiate Job Fair and served as the director of the fair for 10 years. At the time she took the helm, EMU was in a partnership with Wayne State University and was only responsible for recruiting employers for the fair (generally 100-200) while WSU took responsibility for recruiting students/candidates from all 4-year institutions in the State. Shortly after taking the helm, WSU pulled out of the partnership and Lavonda became responsible for the recruiting of both employers AND candidates. The fact that she was able to do both aspects of this job fair twice a year – and maintain a healthy fair during poor economic times and then begin to grow it again - is a true tribute to what a dedicated and hard-working person Lavonda was for EMU. Her willingness to go above and beyond for the sake of the institution and our graduates will always be remembered and appreciated.

Beyond the department, Lavonda was a constant supporter and advocate for EMU. It was not uncommon for her to inquire of waitpersons where they were going to school, what they were planning to go into and how she might help them make connections to attend EMU (or re-enroll, etc.). She and her family attend every EMU home football game and she has been both a donor and supporter in getting the Autism Collaborative Center off the ground. Lavonda has proven herself to be TRUEMU and ‘green’ through and through.

We wish her all the best in this next chapter of her life and call ourselves lucky to have called her a colleague during her years at Eastern Michigan University.

Respectfully submitted,

Sarah Kersey Otto
Director, Career Development & Outreach
University Advising & Career Development Center

200 McKenny Hall, Ypsilanti, Michigan, 48197  ♦  734-487-0400  ♦  emich.edu/uacdc

Student Success Network
Division of Academic Affairs
ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL
APPOINTMENTS/TRANSFERS

ACTION REQUESTED

It is recommended that the Board of Regents approve (1) Administrative/Professional appointment at the rank and effective date shown on the attached listing. It is also recommended that Dr. Schatzel be awarded tenure in conjunction with this appointment.

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  12/2/2011

Date
### ADMINISTRATIVE PROFESSIONAL HIRING REPORT

<table>
<thead>
<tr>
<th>Name</th>
<th>Effective Date</th>
<th>Salary</th>
<th>Rank</th>
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<tr>
<td>Schatzel, Kim</td>
<td>1/3/2012</td>
<td>$275,000</td>
<td>Provost and Vice President (includes tenure at the rank of Professor in Marketing)</td>
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</tbody>
</table>
RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

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

STAFF SUMMARY

Of the 13 appointments, 5 are females (38 percent) and 8 are males (62 percent). Demographics of the total group indicate 8 Caucasians (62 percent), 2 African Americans (15 percent), 1 Hispanic (8 percent), and 2 Not Reported (15 percent).

FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Job Title</th>
<th>E Class</th>
<th>Grade</th>
<th>Org Title</th>
<th>Current Hire Date</th>
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<th>Appt%</th>
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<tr>
<td>Quiroz</td>
<td>Robert</td>
<td>Associate Director for Charter Schools</td>
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<td>PSSP2</td>
<td>Charter Schools</td>
<td>7/5/2011</td>
<td>7/5/2011</td>
<td>66,000.00</td>
<td>100</td>
<td>HI</td>
<td>M</td>
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<tr>
<td>Griffith</td>
<td>Belinda</td>
<td>Sr Secretary</td>
<td>CS</td>
<td>05</td>
<td>World Languages</td>
<td>9/21/2011</td>
<td>9/23/2011</td>
<td>33,102.00</td>
<td>100</td>
<td>BL</td>
<td>F</td>
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<tr>
<td>Gower</td>
<td>Kyle</td>
<td>Custodian</td>
<td>FM</td>
<td>06</td>
<td>Housing Admin</td>
<td>9/26/2011</td>
<td>9/23/2011</td>
<td>27,060.80</td>
<td>100</td>
<td>WH</td>
<td>M</td>
</tr>
<tr>
<td>Hirst</td>
<td>Cory</td>
<td>Fast Food Worker</td>
<td>FM</td>
<td>95</td>
<td>The Commons</td>
<td>9/27/2011</td>
<td>10/3/2011</td>
<td>22,422.40</td>
<td>100</td>
<td>WH</td>
<td>M</td>
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<tr>
<td>Patterson</td>
<td>Amber</td>
<td>Fast Food Worker</td>
<td>FM</td>
<td>95</td>
<td>Satellite Admin</td>
<td>10/10/2011</td>
<td>10/13/2011</td>
<td>21,777.60</td>
<td>100</td>
<td>NX</td>
<td>F</td>
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<tr>
<td>Gregory</td>
<td>Donald</td>
<td>Fire Protection Service Tech</td>
<td>FM</td>
<td>22</td>
<td>General Maint and Repr</td>
<td>10/24/2011</td>
<td>10/18/2011</td>
<td>57,907.20</td>
<td>100</td>
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<td>M</td>
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<tr>
<td>Walters</td>
<td>Kenneth</td>
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<td>FM</td>
<td>06</td>
<td>Custodial Services</td>
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<td>WH</td>
<td>M</td>
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<tr>
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<td>Christopher</td>
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<td>FM</td>
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<td>HVAC Heating Ventilation AC</td>
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<td>FM</td>
<td>95</td>
<td>Eastern Eateries</td>
<td>9/25/2011</td>
<td>10/31/2011</td>
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<td>NX</td>
<td>M</td>
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<tr>
<td>Mostrom</td>
<td>Kristen</td>
<td>Asst Athletic Trainer</td>
<td>PT</td>
<td>07</td>
<td>I A Training Room</td>
<td>9/26/2011</td>
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<tr>
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<td>06</td>
<td>Honors College</td>
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<td>10/17/2011</td>
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<td>F</td>
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<td>Kabat</td>
<td>Nancy</td>
<td>Accountant II</td>
<td>PT</td>
<td>07</td>
<td>Controller</td>
<td>10/24/2011</td>
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<tr>
<td>O'Dell</td>
<td>Gregory</td>
<td>Executive Director Public Safety</td>
<td>AP</td>
<td>MGIL3</td>
<td>Public Safety/Parking</td>
<td>12/1/2011</td>
<td>12/1/2011</td>
<td>149,000.00</td>
<td>100</td>
<td>WH</td>
<td>M</td>
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</tbody>
</table>
RECOMMENDATION

STAFF SEPARATIONS/RETIREMENTS

ACTIONS REQUESTED

It is recommended that the Board of Regents approve 8 separations and retirements for the reporting period October 01st, 2011-October 31st, 2011.

STAFF SUMMARY

Of the 8 separations and retirements there are 4 females (50 percent) and 4 males (50 percent). Demographics of the total group indicate 6 Caucasians (75 percent), 1 African American (12.5 percent), and 1 Not Reported (12.5 percent).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

[Signature]
Executive Officer

[Date]

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Job Title</th>
<th>E Class</th>
<th>Grade</th>
<th>Org Title</th>
<th>Current Hire Date</th>
<th>Termination Date</th>
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<tr>
<td>Wilcox</td>
<td>Tamara</td>
<td>Dance Accompanist/Composer</td>
<td>PT</td>
<td>09</td>
<td>Music and Dance</td>
<td>10/16/2000</td>
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<td>Langham</td>
<td>Crystal</td>
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<td>AH</td>
<td>CDEA1</td>
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<td>Noah</td>
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<td>PT</td>
<td>08</td>
<td>Campus Life</td>
<td>7/14/2004</td>
<td>10/13/2011</td>
<td>WH</td>
<td>M</td>
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<td>Lawrence</td>
<td>Fast Food Worker</td>
<td>FM</td>
<td>95</td>
<td>Eastern Eateries</td>
<td>9/25/2011</td>
<td>10/20/2011</td>
<td>NX</td>
<td>M</td>
<td>TERM PERSONAL</td>
</tr>
</tbody>
</table>
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
Working agenda for December 15, 2011 and the September 20, 2011 minutes to be received and placed on file.

STAFF SUMMARY
The minutes for the September 20, 2011 meeting
Student-Athlete APR/Graduation Rates
Fall Sport Program Review
NCAA Pathways Program
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: December 15, 2011
BOARD OF REGENTS
ATHLETIC AFFAIRS COMMITTEE
Thursday, December 15, 2011
201 Welch Hall
1 p.m.

AGENDA

A. Approval of the September 20, 2011 Minutes
B. Fall Sport Program Review
C. Dr. Melody Reifel-Werner, NCAA Pathways Program
E. Good News from Athletics
MEMBERS:
Regents:    James Stapleton, Mike Morris, Floyd Clack and Chair, Mike Hawks
Athletics: Dr. Derrick Gragg, Director of Intercollegiate Athletics

The Athletic Affairs Committee meeting was called to order at 1:01pm, by Regent Mike Hawks

**Athletic Goals 2011-12**
Dr. Gragg presented the 2011-12 Goals for Athletics, which are based on pre-set criteria devised by the Athletic Affairs Committee in 2005-06. This year’s goals include:
- Implementing NCAA certification improvement plans
- Integrity and commitment to NCAA rules and Regulations
- Academic Success of Student-Athletes
- Competitiveness within the MAC
- Fiscal Integrity and Fundraising
- Increasing Actual Attendance for Football and Basketball Games

Dr. Gragg praised the fantastic graduate rate for student-athletes; he appreciates all that Erin Burdis, Ann Pierson, all the coaches and staff, who have worked so hard to achieve this good standing.

**Nutrition Station Review & Expansion Proposal**
Dr. Gragg provided an overview of the current nutrition station pilot program in which four (4) of the athletic teams participated including football, women’s basketball, women’s soccer and women’s volleyball. He explained the financial impact of expanding the program to all of the student-athletes. The cost for daily nutritional supplements is approximately $3.00 per student-athlete per day, five (5) days a week.

**Athletic Facility Improvement Updates**
John Donegan and Scott Storrar provided an update of the most current athletic facility renovations and improvements. John acknowledged the hard work of the physical plant, coaches, athletic management and marketing, who pulled it all together. Locker rooms were in bad need of repair, new signage, replacement of the Rynearson concession booth after the fire. Block bricks are being donated for around the stadium from an alumni and the labor is being donated by the Journey Men’s Program. Now, that the Art Department has moved from Bowen, the SASS offices will be relocated upstairs. We have multi sponsorship of a boat house on Ford Lake thanks to Lakeside Park, MNR, and Ypsilanti Township for allowing use of the property. Dr. Gragg thanked John Lumm, Todd Ohmer and Mike Malach for all their hard work on the budget.

**EMU Sport Program and MAC Updates**
Rowing – The Mid-American Conference does not sponsor women’s rowing; thus, we are seeking conference affiliation for the Women’s Rowing program and plan to explore this more seriously in the coming months.
Conference re-alignments - Syracuse University and the University of Pittsburgh are leaving the Big East Conference after being accepted as full members into the Atlantic Coast Conference (ACC); The Big East will be down to seven football schools, including Texas Christian University (TCU), which joins the conference next year. Texas A & M has received conditional membership into the Southeastern Conference (SEC).
The Famous Idaho Potato Bowl was unveiled today as the new name for the Humanitarian Bowl which features a top selection from the Western Athletic Conference (WAC) and the Mid-American Conference (MAC). The nation's longest-running outdoor cold-weather Bowl, played since 1997, will take place on Saturday, Dec. 17, 2011 at 3:30 p.m. MST at Bronco Stadium in Boise, Idaho and televised on ESPN.

Good News from Athletics
Volleyball has gotten off to a 12-2 start this season to follow up last year’s 24-11 season after only winning 5 games the year prior. The team opens the MAC season on Friday at Western Michigan University.

Football began the season 2-0 for the first time since 1989. We visit Penn State this weekend before coming back to Rynearson for our home MAC opener versus Akron on October 1st. We are looking to be 3-0 at home to begin the season for the first time since 1995, the last year the football program had a winning season finishing 6-5.

Head Wrestling Coach Derek DelPorto, who earned All-America honors as a student athlete and later coached his Alma Mater to a regional championship, will be one of seven individuals honored Sept. 24 by induction into the Slippery Rock University Athletic Hall of Fame. DelPorto, a member of SRU’s Class of 1999, compiled the third highest win total in Rock wrestling history with a 116-38 career record.

Upcoming Athletic Events
September 26th, 5-7 p.m. Annual New Student-Athlete reception at the University House where student-athletes get to interact with the university leadership. I want to thank Dr. Martin for hosting this event. Volleyball’s home opener for the MAC season is the evening of October 1st versus Ohio University.

Athletic Affairs Committee adjourned at 1:37pm

Karen A. Hansen
Administrative Secretary
Intercollegiate Athletics

kah
Minutes, September 20, 2011.doc
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
Working agenda for December 15, 2011 and the September 20, 2011 minutes to be received and placed on file.

STAFF SUMMARY
The minutes for the September 20, 2011 meeting
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Fall Sport Program Review
NCAA Pathways Program
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: December 15, 2011
AGENDA

A. Approval of the September 20, 2011 Minutes
B. Fall Sport Program Review
C. Dr. Melody Reifel-Werner, NCAA Pathways Program
E. Good News from Athletics
Eastern Michigan University  
Board of Regents  
ATHLETIC AFFAIRS COMMITTEE  
Minutes of September 20, 2011

MEMBERS:  
Regents: James Stapleton, Mike Morris, Floyd Clack and Chair, Mike Hawks  
Athletics: Dr. Derrick Gragg, Director of Intercollegiate Athletics

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Rowing – The Mid-American Conference does not sponsor women’s rowing; thus, we are seeking conference affiliation for the Women’s Rowing program and plan to explore this more seriously in the coming months.
Conference re-alignments - Syracuse University and the University of Pittsburgh are leaving the Big East Conference after being accepted as full members into the Atlantic Coast Conference (ACC); The Big East will be down to seven football schools, including Texas Christian University (TCU), which joins the conference next year. Texas A & M has received conditional membership into the Southeastern Conference (SEC).

The Famous Idaho Potato Bowl was unveiled today as the new name for the Humanitarian Bowl which features a top selection from the Western Athletic Conference (WAC) and the Mid-American Conference (MAC). The nation's longest-running outdoor cold-weather Bowl, played since 1997, will take place on Saturday, Dec. 17, 2011 at 3:30 p.m. MST at Bronco Stadium in Boise, Idaho and televised on ESPN.

**Good News from Athletics**

**Volleyball** has gotten off to a 12-2 start this season to follow up last year’s 24-11 season after only winning 5 games the year prior. The team opens the MAC season on Friday at Western Michigan University.

**Football** began the season 2-0 for the first time since 1989. We visit Penn State this weekend before coming back to Rynearson for our home MAC opener versus Akron on October 1st. We are looking to be 3-0 at home to begin the season for the first time since 1995, the last year the football program had a winning season finishing 6-5.

**Head Wrestling Coach Derek DelPorto**, who earned All-America honors as a student athlete and later coached his Alma Mater to a regional championship, will be one of seven individuals honored Sept. 24 by induction into the Slippery Rock University Athletic Hall of Fame. DelPorto, a member of SRU’s Class of 1999, compiled the third highest win total in Rock wrestling history with a 116-38 career record.

**Upcoming Athletic Events**

September 26th, 5-7 p.m. Annual New Student-Athlete reception at the University House where student-athletes get to interact with the university leadership. I want to thank Dr. Martin for hosting this event. Volleyball’s home opener for the MAC season is the evening of October 1st versus Ohio University.

Athletic Affairs Committee adjourned at 1:37pm

Karen A. Hansen  
Administrative Secretary  
Intercollegiate Athletics
RECOMMENDATION

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for December 15, 2011 and the Minutes of October 18, 2011 be received and placed on file.

STAFF SUMMARY

At the October 18, 2011 meeting the Committee received updates on enrollment/housing occupancy and Dining Services enhancements. The National Collegiate Health Association Data Report and a report on the evolution of the Student Intervention Team were also presented.

The December 15, 2011 agenda includes an enrollment report, recommended changes to the Student Involuntary Administrative Withdrawal policy and a report on student loan debt.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

______________________________
University Executive Officer            Date
Thursday, December 15, 2011
2:00 p.m.                                    Room 201
                                                Welch Hall

1. Approval of October 18, 2011 Meeting Minutes                Regent Fitzsimmons
2. Enrollment Update                    Bernice Lindke
3. Policy Revision: Student Involuntary Administrative Withdrawal Bernice Lindke
4. Student Loan Debt               Cynthia Van Pelt
5. Announcements
MEMBERS PRESENT

Regents: Beth Fitzsimmons, Floyd Clack
Administration: Melissa Ginotti, Bernice Lindke
Students: Allison Barkel, Jeffrey Chicoine, Brittany Galloway, Jamie Linn, Jelani McGadney, Aijalon McLittle III, Thanh (Jimmy) Nguyen, Samantha Stamper, Shanita Williams

GUESTS

Students: Heather Anderson, Jimmy Arnold, Allison Jay, Erica Mouch, David Suggs, Gina Worful
Guests: Rebecca Figura

Regent Fitzsimmons convened the meeting at 2:10 p.m. Minutes of the September 20, 2011 meeting were approved as presented.

Enrollment and Housing Occupancy Update
Vice President Lindke reported that the fall 2012 recruitment season has just started and weekly admissions reports will begin being published in November. A more detailed report will be made at the December 15, 2011 Student Affairs Committee meeting. In the meantime, she indicated that more than 1100 students and guests attended the October 15 Explore Eastern and that a Return to Learn is scheduled November 9. Final fall housing contracts as of September 30 are 2998 compared to 2,844 last year. September 30 apartment occupancy is 438 units compared with 451 last year. It was noted that the September 30 date is used in order to reflect contract cancellations and withdrawals that occur in the first weeks of a semester.

National College Health Assessment (NCHA) II Data Report
Eric Ward, program coordinator in The Wellness Center, and Graduate Assistant David Suggs, presented the National College Health Assessment Data Report. The NCHA is a nationally recognized survey of health assessment by the American College Health Association. More than 355,000 students completed the survey at 300 plus colleges and universities. The voluntary and anonymous survey was emailed to 7000 randomly selected EMU undergraduate students with a 9.6% response rate. This was a 24% increase over the 2008 response rate. The average age of EMU respondents was 27 years.

The survey covers topics including: health; health education and safety; alcohol, tobacco and other drugs; sexual behavior and contraception; weight, nutrition and exercise; mental and physical health; impediments to academic performance; and demographic characteristics. The information is used by The Wellness Center staff and others to plan programs, including cross-divisional collaborations; allocate resources; develop intervention/prevention strategies and share information with constituents.

Regent Fitzsimmons thanked Mr. Ward and Mr. Suggs for their report which was received and placed on file.

Evolution of the Student Intervention Team
The committee received a report from Ellen Gold, executive director of Student Well-Being, and Jesús Hernández, director of Student Conduct and Community Standards, related to campus behavioral intervention at EMU. The report highlighted the evolution of the Student Intervention Team (SIT). The SIT and the Behavioral Evaluation Team will be combined to provide a proactive single team model whose purpose is to gather information to assess situations, connect students to campus or community resources, recommend appropriate intervention strategies or disciplinary sanctions and provide consultation, education and support to faculty and staff. The Student Intervention Team will bring proposed revisions to the Student Involuntary Administrative Withdrawal Policy to the December Student Affairs Committee meeting for approval.

Regent Fitzsimmons thanked Ms. Gold and Mr. Hernández for their report which was received and placed on file.

**Dining Services Update**

Larry Gates, director of Dining Services, presented a PowerPoint showing the many upgrades, both to physical space and in menus, which have been made to Dining Services venues over the past three years. Dining Services has received extremely positive feedback about the upgrades from students, faculty and staff.

Regent Fitzsimmons thanked Mr. Gates for his report which was received and placed on file.

**Announcements**

Vice President Lindke recognized Rebecca Figura who was in the audience. Ms. Figura was granted emeritus staff status at today’s Educational Policies Committee. She served as director of Housing and retired from EMU in August after 20 years of service.

The meeting adjourned at 2:55 p.m.

Respectfully submitted,

Teri L. Papp
Student Affairs Committee Recording Secretary
RECOMMENDATION

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

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The meeting adjourned at 2:55 p.m.

Respectfully submitted,

Teri L. Papp
Student Affairs Committee Recording Secretary
RECOMMENDATION

POLICY REVISION: STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL POLICY

ACTION REQUESTED

It is recommended that the Board of Regents approve revisions to the Student Involuntary Administrative Withdrawal Policy. See attached information.

STAFF SUMMARY

The Student Involuntary Administrative Withdrawal Policy has been revised to reflect the recent consolidation of the Behavioral Evaluation Team and Student Intervention Team into a proactive single team model. The Behavioral Evaluation Team will be replaced by the Student Intervention Team as noted in the policy revisions.

Other changes have been made to reflect current administrative structure and titles.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

_________________________________       ____________________
University Executive Officer    Date
UNIVERSITY POLICY STATEMENT
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL POLICY

UNIVERSITY POLICY STATEMENT

It is the policy of Eastern Michigan University (EMU) to establish a Student Involuntary Administrative Withdrawal Policy for the purpose of maintaining a campus environment that is conducive to learning, protects the University’s educational purposes, maintains reasonable order on campus, and protects the rights and safety of all members of the University community. The University may order the involuntary withdrawal of a student from the University or from University Housing on-campus housing in accordance with University policy, as described below.

UNIVERSITY PRACTICE

The Student Involuntary Administrative Withdrawal Policy, below, outlines the procedures to be utilized in seeking the involuntary withdrawal of a student.

Section I: Scope of Policy

The policy will cover behaviors described in Section II: Standards for Withdrawal, Items “a” through “e”, that occur on University premises and/or at University-sponsored activities but may also address off-campus behavior if the University determines that the behavior, or the continued presence of the student, impairs, obstructs, interferes with or adversely affects the mission, processes or functions of the University.

For purposes of this policy a student is defined as follows:

- Any person enrolled for courses through or at EMU, both full-time and part-time, and those any person who attends educational institutions other than EMU but who resides in EMU residence halls.
- Any person who is not officially enrolled for a particular term but whose EMU record indicates a continuing relationship with the University, or
- Any person who has been accepted into EMU but have not yet enrolled for courses.

Section II: Standards for Withdrawal

In accordance with University policy, and applicable federal and state laws prohibiting discrimination based on disability, a student may be involuntarily withdrawn from the University and/or University Housing on-campus housing, either temporarily or permanently, if it is determined that a student suffers...
from a mental disorder as defined by the current American Psychiatric Association Diagnostic and Statistical Manual, and as a result of the disorder:

a. Engages, or threatens to engage, in behavior which poses a danger of causing physical harm to self or others, and/or
b. Engages, or threatens to engage, in behavior which would cause significant property damage, which directly and substantially impedes the lawful activities of other members of the University, and/or
c. Demonstrates an inability to satisfy personal needs (e.g., nourishment, shelter) such that there is a reasonable possibility that serious physical harm or death might occur within a short period of time, and/or
d. Commits a violation of the University’s Student Conduct Code and lacks the capacity to comprehend and participate in the University’s disciplinary process, and/or
e. Commits a violation of the University’s Student Conduct Code and did not understand the nature or wrongfulness of the conduct at the time of the offense.

Section III: Premises Underlying This Policy

An involuntary administrative withdrawal:

a. Is not a substitute for appropriate disciplinary action under the Student Conduct Code.
b. Should not be used to dismiss socially or emotionally “eccentric” students who do not otherwise meet the standards for withdrawal specified in this section.
c. Should only be initiated after reasonable attempts to secure voluntary cooperation for a psychological evaluation or withdrawal have been exhausted or if the student refuses to agree to or doesn’t adhere to reasonable conditions established for his/her continued presence on campus and/or in University Housing on-campus housing.

Section IV: Procedures Under this Policy

Commencement of the Process

This process may be initiated by the Director of Student Conduct and Community Standards (SCCS) when:

a. Any member of the University community who reasonably believes that a student may meet one of the involuntary withdrawal standards in Section II contacts the Director of Student Conduct and Community Standards with his/her concerns about the student; and/or
b. The student is referred to Student Conduct and Community Standards for a possible conduct code violation and the conduct is such that it may meet one or more of the involuntary withdrawal standards.

Informal Review by Student Conduct and Community Standards

The Director of Student Conduct and Community Standards will conduct a preliminary, informal review and will schedule a meeting with the student. At the end of this informal review, the Director may do one or more of the following:
a. Determine that the student does not meet the standard for involuntary withdrawal and terminate this process. If warranted, the student’s conduct will be handled by Student Conduct and Community Standards under the regular disciplinary process.

b. Require the student to schedule an evaluation by a qualified, licensed mental health professional outside the University within five calendar days. The student will be responsible for any costs associated with the evaluation.

c. Refer the student to the Behavioral Evaluation Team/Student Intervention Team (SIT) for an assessment and recommendation under this policy. Any pending disciplinary action against the student will be postponed until the Behavioral Evaluation Team/Student Intervention Team completes this process.

d. Allow a student who meets the conditions for an involuntary withdrawal to voluntarily withdraw from the University and waive the right to further procedures under this policy. If future reenrollment at the University is an option, the Director will provide the conditions necessary for consideration of reenrollment to the student in writing (see “Conditions for Reenrollment” section of this policy).

Referral to the Behavioral Evaluation Team/Student Intervention Team

After completing the informal review as described in the above section, the Director of Student Conduct and Community Standards may refer a student to a hearing with the University’s Behavioral Evaluation Team/Student Intervention Team for assessment and recommendations. The team will include:

- One member at large appointed for a two-year term by the Vice President for Student Affairs and Enrollment Management
- The Director of Counseling Services/Counseling and Psychological Services, or his/her designee
- The Director of Housing/Residence Life, or his/her designee

The chair of the Student Intervention Team will be appointed to a two year term by the Vice President for Student Affairs and Enrollment Management.

The role of the Behavioral Evaluation Team/Student Intervention Team is to evaluate the student and make a determination as to whether the student should be involuntarily withdrawn from the University and/or University Housing on-campus housing or whether the student can remain in school and/or continue to live in University Housing on-campus housing under specified conditions. The recommendation by the Behavioral Evaluation Team/Student Intervention Team will require the concurrence of any two of the three team members.

The Director of Student Conduct and Community Standards will arrange for the Behavioral Evaluation Team/Student Intervention Team to meet with the student and will notify the student in writing of his/her referral to a hearing and inform the student of the time, date and location of the hearing. If the Director of Student Conduct and Community Standards has ordered a psychological assessment, the Behavioral Evaluation Team/Student Intervention Team will not be convened until the evaluation has been completed and the written psychological assessment has been submitted to the University.
Notice of the hearing will be considered adequate if it is sent to the student’s last known address registered with the University or is hand delivered to the student at least three business days in advance of the meeting time.

**Behavioral Evaluation TeamStudent Intervention Team Hearing**

The Behavioral Evaluation TeamStudent Intervention Team will conduct a hearing with the student in order to determine an appropriate course of action under this policy. The following guidelines will govern the hearing:

a. The student will have the right to be present throughout the entire hearing, unless the student becomes disruptive.

b. The hearing will be conducted even if the student fails to attend the hearing or if the student is removed during the hearing for disruptive behavior.

c. A family member and/or a qualified mental health professional may accompany the student to the hearing. Legal counsel will not be permitted at this hearing. The student will be expected to speak on his/her own behalf whenever possible.

d. The student will have the right to review all case information before the hearing with the exception of personal or confidential notes of University officials regarding the case. The information will be made available to the student in the Student Conduct and Community Standards office during normal business hours at least 2 days before the scheduled hearing.

e. The hearing shall be conversational and non-adversarial, whenever possible. Formal rules of evidence will not apply, except that the Chair may exclude evidence that is not relevant or is cumulative.

f. The student has the right to question all witnesses at the hearing and comment on all documents presented.

g. The hearing will be closed to the public, and all testimony and evidence will be considered confidential.

h. The hearing will be tape recorded by the University. Tapes will remain the property of the University and will serve as the official record of the proceedings. The University will retain the tape recording for a period of two years after a final determination has been issued and all appeals have been exhausted under this policy. After the expiration of this two-year period, the University may erase or discard the tape recording.

**Disposition of the Case**

Upon completion of the Behavioral Evaluation TeamStudent Intervention Team hearing, the Team will submit its written findings to the Director of Student Conduct and Community Standards within three business days. This document will include the recommendation of the Team, the reason(s) for the recommendation, and:

1. If the Team recommends an involuntary withdrawal, whether the student is eligible to be reconsidered for reenrollment, including the conditions the student must meet and any length of time that must pass before the student can apply for reenrollment, OR

2. If the Team does not order an involuntary withdrawal, any conditions that the student must meet in order to remain enrolled in school and/or remain in University Housing on-campus housing.
The Director of Student Conduct and Community Standards will notify the student in writing within three business days after receiving the Team’s written findings and will inform the student of his/her right to appeal the Team’s recommendation. If the student chooses not to appeal or if, after the appeal, the recommendation is still to allow the student to remain enrolled in school and/or remain in University Housing, the student will meet with the Director of Student Conduct and Community Standards, within five calendar days, to formalize the recommendation into a behavioral contract between the University and the Student.

**APPEAL PROCESS**

A student may appeal any of the following decisions rendered under this policy:

- An involuntary withdrawal from the University and/or from University Housing on-campus housing recommended by the Behavioral Evaluation TeamStudent Intervention Team.
- The conditions recommended by the Behavioral Evaluation TeamStudent Intervention Team in order for the student to remain enrolled and/or continue living in University Housing on-campus housing.
- A denial of the student’s request for reenrollment by the Behavioral Evaluation TeamStudent Intervention Team.
- An involuntary withdrawal implemented in accordance with the “Student’s Failure to Comply” section of this policy.

The student must submit a written appeal to the Vice President for Student Affairs and Enrollment Management office within seven calendar days of the date of the decision being appealed. After reviewing the student’s case and after meeting with the student, the Vice President or his/her designee will render a written decision as it relates to the student’s appeal within five calendar days. This decision will be final.

A student who voluntarily withdraws or is involuntarily withdrawn under this policy may be subject to conditions for reenrollment. These will be provided to the student in writing and may include, but are not limited to the following:

- Submission of a psychological assessment by a qualified mental health professional, indicating readiness to return to school.
- Continued counseling or therapy.
- Continued medication.
- Restriction against on-campus housing.
- Successful completion of college courses at another college or university.
- Review by the Behavioral Evaluation TeamStudent Intervention Team.

A student seeking reenrollment must do so by notifying the Director of Student Conduct and Community Standards of his/her desire to reenroll and must provide the office with documentation of adherence to all required conditions for reenrollment. The Director of Student Conduct and Community Standards will refer the request to the Behavioral Evaluation TeamStudent Intervention Team.

Reenrollment is not guaranteed. After reviewing the case and meeting with the student, the Behavioral Evaluation TeamStudent Intervention Team will make a decision on the student’s request.
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

for reenrollment, designate stipulate any further conditions for reenrollment and notify the student in writing within five calendar days after meeting with the student.

**Student’s Failure to Comply**

A student may be involuntarily withdrawn and/or disciplined under the conduct code if he/she:

1. Fails to attend any required meeting(s) under this policy, and/or
2. Fails to timely schedule and/or appear at a psychological assessment requested by the Director of Student Conduct and Community Standards, and/or
3. Fails to adhere to any conditions placed on him/her in order for him/her to remain enrolled in the University and/or remain in University Housing on-campus housing.

**Section V: Emergency Interim Withdrawal**

An emergency interim withdrawal may be implemented immediately by the Director of Student Conduct and Community Standards, after approval of the Vice President for Student Affairs and Enrollment Management or his/her designee, if the Director reasonably believes that the student may be suffering from a mental disorder and there is reason to believe that the student’s behavior poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

A student may be notified of the emergency interim suspension either orally or in writing. It takes effect the day it is issued by the Director of Student Conduct and Community Standards.

A student withdrawn on an emergency interim basis will be given the opportunity to meet with the Vice President for Student Affairs and Enrollment Management or his/her designee within forty-eight (48) hours from the effective date of the emergency interim withdrawal to discuss the following issues only:

1. The reliability of the information concerning the student’s behavior, and/or
2. Whether the student’s continued presence on campus poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

At the conclusion of this meeting, the Vice President or his/her designee may either uphold or cancel the interim emergency withdrawal. Regardless of whether the emergency interim withdrawal is upheld or cancelled, the Vice President or his/her designee will direct the Director of Student Conduct and Community Standards to continue with the involuntary administrative withdrawal process as outlined in this policy. However, if the interim emergency withdrawal is to remain in effect, the Director of Student Conduct and Community Standards will make every effort to expedite the process in an effort to minimize any possible negative impact on the student.
Section VI: Transcripts and Refunds

**Transcripts**

A student who, under this policy, is allowed to voluntarily withdraw or who is involuntarily withdrawn will be given a “W” grade for each course in which he/she is currently enrolled. An administrative hold will be placed on the student’s academic record to prevent any unauthorized reenrollment by the student.

**Refunds**

A student who, under this policy, is allowed to voluntarily withdraw or who is involuntarily withdrawn may request a refund of tuition, fees, housing payments and any other amounts. Refunds will be made in accordance with applicable University policies and procedures.

**RESPONSIBILITY FOR IMPLEMENTATION**

The Vice President for Student Affairs and Enrollment Management is responsible for the overall implementation, administration and interpretation of the policy and may appoint a designee to oversee appeals brought forth under this policy. The Director of Student Conduct and Community Standards is responsible for the daily administration of the policy.

**SCOPE OF POLICY COVERAGE**

This policy applies to all students as defined in Section I of the Student Involuntary Administrative Withdrawal Policy.
UNIVERSITY POLICY STATEMENT
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL POLICY

UNIVERSITY POLICY STATEMENT

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disorder as defined by the current American Psychiatric Association Diagnostic and Statistical Manual, and as a result of the disorder:

a. Engages, or threatens to engage, in behavior which poses a danger of causing physical harm to self or others, and/or
b. Engages, or threatens to engage, in behavior which would cause significant property damage, which directly and substantially impedes the lawful activities of other members of the University, and/or
c. Demonstrates an inability to satisfy personal needs (e.g., nourishment, shelter) such that there is a reasonable possibility that serious physical harm or death might occur within a short period of time, and/or
d. Commits a violation of the University’s Student Conduct Code and lacks the capacity to comprehend and participate in the University’s disciplinary process, and/or
e. Commits a violation of the University’s Student Conduct Code and did not understand the nature or wrongfulness of the conduct at the time of the offense.

**Section III: Premises Underlying This Policy**

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*Informal Review by Student Conduct and Community Standards*

The Director of Student Conduct and Community Standards will conduct a preliminary, informal review and will schedule a meeting with the student. At the end of this informal review, the Director may do one or more of the following:
a. Determine that the student does not meet the standard for involuntary withdrawal and terminate this process. If warranted, the student’s conduct will be handled by Student Conduct and Community Standards under the regular disciplinary process.
b. Require the student to schedule an evaluation by a qualified, licensed mental health professional outside the University within five calendar days. The student will be responsible for any costs associated with the evaluation.
c. Refer the student to the Student Intervention Team (SIT) for an assessment and recommendation under this policy. Any pending disciplinary action against the student will be postponed until the Student Intervention Team completes this process.
d. Allow a student who meets the conditions for an involuntary withdrawal to voluntarily withdraw from the University and waive the right to further procedures under this policy. If future reenrollment at the University is an option, the Director will provide the conditions necessary for consideration of reenrollment to the student in writing (see “Conditions for Reenrollment” section of this policy).

Referral to the Student Intervention Team

After completing the informal review as described in the above section, the Director of Student Conduct and Community Standards may refer a student to a hearing with the University’s Student Intervention Team for assessment and recommendations. The team will include:

- One member at large appointed for a two-year term by the Vice President for Student Affairs and Enrollment Management
- The Director of Counseling and Psychological Services, or his/her designee
- The Director of Residence Life, or his/her designee

The chair of the Student Intervention Team will be appointed to a two year term by the Vice President for Student Affairs and Enrollment Management.

The role of the Student Intervention Team is to evaluate the student and make a determination as to whether the student should be involuntarily withdrawn from the University and/or on-campus housing or whether the student can remain in school and/or continue to live in on-campus housing under specified conditions. The recommendation by the Student Intervention Team will require the concurrence of any two of the three team members.

The Director of Student Conduct and Community Standards will arrange for the Student Intervention Team to meet with the student and will notify the student in writing of his/her referral to a hearing and inform the student of the time, date and location of the hearing. If the Director of Student Conduct and Community Standards has ordered a psychological assessment, the Student Intervention Team will not be convened until the evaluation has been completed and the written psychological assessment has been submitted to the University.

Notice of the hearing will be considered adequate if it is sent to the student’s last known address registered with the University or is hand delivered to the student at least three business days in advance of the meeting time.
**Student Intervention Team Hearing**

The Student Intervention Team will conduct a hearing with the student in order to determine an appropriate course of action under this policy. The following guidelines will govern the hearing:

a. The student will have the right to be present throughout the entire hearing, unless the student becomes disruptive.

b. The hearing will be conducted even if the student fails to attend the hearing or if the student is removed during the hearing for disruptive behavior.

c. A family member and/or a qualified mental health professional may accompany the student to the hearing. Legal counsel will not be permitted at this hearing. The student will be expected to speak on his/her own behalf whenever possible.

d. The student will have the right to review all case information before the hearing with the exception of personal or confidential notes of University officials regarding the case. The information will be made available to the student in the Student Conduct and Community Standards office during normal business hours at least 2 days before the scheduled hearing.

e. The hearing shall be conversational and non-adversarial, whenever possible. Formal rules of evidence will not apply, except that the Chair may exclude evidence that is not relevant or is cumulative.

f. The student has the right to question all witnesses at the hearing and comment on all documents presented.

g. The hearing will be closed to the public, and all testimony and evidence will be considered confidential.

h. The hearing will be tape recorded by the University. Tapes will remain the property of the University and will serve as the official record of the proceedings. The University will retain the tape recording for a period of two years after a final determination has been issued and all appeals have been exhausted under this policy. After the expiration of this two-year period, the University may erase or discard the tape recording.

**Disposition of the Case**

Upon completion of the Student Intervention Team hearing, the Team will submit its written findings to the Director of Student Conduct and Community Standards within three business days. This document will include the recommendation of the Team, the reason(s) for the recommendation, and:

1. If the Team recommends an involuntary withdrawal, whether the student is eligible to be considered for reenrollment, including the conditions the student must meet and any length of time that must pass before the student can apply for reenrollment, OR

2. If the Team does not order an involuntary withdrawal, any conditions that the student must meet in order to remain enrolled in school and/or remain in on-campus housing.

The Director of Student Conduct and Community Standards will notify the student in writing within three business days after receiving the Team’s written findings and will inform the student of his/her right to appeal the Team’s recommendation. If the student chooses not to appeal or if, after the appeal, the recommendation is still to allow the student to remain enrolled in school and/or remain in on-campus housing, the student will meet with the Director of Student Conduct and Community Standards, within
fifth calendar days, to formalize the recommendation into a behavioral contract between the University and the Student.

**APPEAL PROCESS**

A student may appeal any of the following decisions rendered under this policy:

a. An involuntary withdrawal from the University and/or from on-campus housing recommended by the Student Intervention Team.

b. The conditions recommended by the Student Intervention Team in order for the student to remain enrolled and/or continue living in on-campus housing.

c. A denial of the student’s request for reenrollment by the Student Intervention Team.

d. An involuntary withdrawal implemented in accordance with the “Student’s Failure to Comply” section of this policy.

The student must submit a written appeal to the Vice President for Student Affairs and Enrollment Management office within seven calendar days of the date of the decision being appealed. After reviewing the student’s case and after meeting with the student, the Vice President or his/her designee will render a written decision as it relates to the student’s appeal within five calendar days. This decision will be final.

A student who voluntarily withdraws or is involuntarily withdrawn under this policy may be subject to conditions for reenrollment. These will be provided to the student in writing and may include, but are not limited to the following:

a. Submission of a psychological assessment by a qualified mental health professional, indicating readiness to return to school.

b. Continued counseling or therapy.

c. Continued medication.

d. Restriction against on-campus housing.

e. Successful completion of college courses at another college or university.

f. Review by the Student Intervention Team.

A student seeking reenrollment must do so by notifying the Director of Student Conduct and Community Standards of his/her desire to reenroll and must provide the office with documentation of adherence to all required conditions for reenrollment. The Director of Student Conduct and Community Standards will refer the request to the Student Intervention Team.

Reenrollment is not guaranteed. After reviewing the case and meeting with the student, the Student Intervention Team will make a decision on the student’s request for reenrollment, stipulate any further conditions for reenrollment and notify the student in writing within five calendar days after meeting with the student.

**Student’s Failure to Comply**

A student may be involuntarily withdrawn and/or disciplined under the conduct code if he/she:
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<td>STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL</td>
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1. Fails to attend any required meeting(s) under this policy, and/or
2. Fails to timely schedule and/or appear at a psychological assessment requested by the Director of Student Conduct and Community Standards, and/or
3. Fails to adhere to any conditions placed on him/her in order for him/her to remain enrolled in the University and/or remain in on-campus housing.

**Section V: Emergency Interim Withdrawal**

An emergency interim withdrawal may be implemented immediately by the Director of Student Conduct and Community Standards, after approval of the Vice President for Student Affairs and Enrollment Management or his/her designee, if the Director reasonably believes that the student may be suffering from a mental disorder and there is reason to believe that the student’s behavior poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

A student may be notified of the emergency interim suspension either orally or in writing. It takes effect the day it is issued by the Director of Student Conduct and Community Standards.

A student withdrawn on an emergency interim basis will be given the opportunity to meet with the Vice President for Student Affairs and Enrollment Management or his/her designee within forty-eight (48) hours from the effective date of the emergency interim withdrawal to discuss the following issues only:

1. The reliability of the information concerning the student’s behavior, and/or
2. Whether the student’s continued presence on campus poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

At the conclusion of this meeting, the Vice President or his/her designee may either uphold or cancel the interim emergency withdrawal. Regardless of whether the emergency interim withdrawal is upheld or cancelled, the Vice President or his/her designee will direct the Director of Student Conduct and Community Standards to continue with the involuntary administrative withdrawal process as outlined in this policy. However, if the interim emergency withdrawal is to remain in effect, the Director of Student Conduct and Community Standards will make every effort to expedite the process in an effort to minimize any possible negative impact on the student.

**Section VI: Transcripts and Refunds**

**Transcripts**

A student who, under this policy, is allowed to voluntarily withdraw or is involuntarily withdrawn will be given a “W” grade for each course in which he/she is currently enrolled. An administrative hold will be placed on the student’s academic record to prevent any unauthorized reenrollment by the student.
Refunds

A student who, under this policy, is allowed to voluntarily withdraw or is involuntarily withdrawn may request a refund of tuition, fees, housing payments and any other amounts. Refunds will be made in accordance with applicable University policies and procedures.

RESPONSIBILITY FOR IMPLEMENTATION

The Vice President for Student Affairs and Enrollment Management is responsible for the overall implementation, administration and interpretation of the policy and may appoint a designee to oversee appeals brought forth under this policy. The Director of Student Conduct and Community Standards is responsible for the daily administration of the policy.

SCOPE OF POLICY COVERAGE

This policy applies to all students as defined in Section I of the Student Involuntary Administrative Withdrawal Policy.

Authority for Creation or Revision

Minutes of the Board of Regents, June 17, 2003; para. .6133M.
Minutes of the Board of Regents, March 21, 2006; para. 6590M.
RECOMMENDATION

POLICY REVISION: STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL POLICY

ACTION REQUESTED

It is recommended that the Board of Regents approve revisions to the Student Involuntary Administrative Withdrawal Policy. See attached information.

STAFF SUMMARY

The Student Involuntary Administrative Withdrawal Policy has been revised to reflect the recent consolidation of the Behavioral Evaluation Team and Student Intervention Team into a proactive single team model. The Behavioral Evaluation Team will be replaced by the Student Intervention Team as noted in the policy revisions.

Other changes have been made to reflect current administrative structure and titles.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

_________________________________       ____________________
University Executive Officer    Date
UNIVERSITY POLICY STATEMENT
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL POLICY

UNIVERSITY POLICY STATEMENT

It is the policy of Eastern Michigan University (EMU) to establish a Student Involuntary Administrative Withdrawal Policy for the purpose of maintaining a campus environment that is conducive to learning, protects the University’s educational purposes, maintains reasonable order on campus, and protects the rights and safety of all members of the University community. The University may order the involuntary withdrawal of a student from the University or from University Housing in accordance with University policy, as described below.

UNIVERSITY PRACTICE

The Student Involuntary Administrative Withdrawal Policy, below, outlines the procedures to be utilized in seeking the involuntary withdrawal of a student.

Section I: Scope of Policy

The policy will cover behaviors described in Section II: Standards for Withdrawal, Items “a” through “e”, that occur on University premises and/or at University-sponsored activities but may also address off-campus behavior if the University determines that the behavior, or the continued presence of the student, impairs, obstructs, interferes with or adversely affects the mission, processes or functions of the University.

For purposes of this policy a student is defined as follows:

- Any person enrolled for courses through or at EMU, both full-time and part-time, and any person who attends educational institutions other than EMU but who resides in EMU residence halls.
- Any person who is not officially enrolled for a particular term but whose EMU record indicates a continuing relationship with the University, or
- Any person who has been accepted into EMU but have not yet enrolled for courses.

Section II: Standards for Withdrawal

In accordance with University policy, and applicable federal and state laws prohibiting discrimination based on disability, a student may be involuntarily withdrawn from the University and/or University Housing, either temporarily or permanently, if it is determined that a student suffers
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

from a mental disorder as defined by the current American Psychiatric Association Diagnostic and Statistical Manual, and as a result of the disorder:

a. Engages, or threatens to engage, in behavior which poses a danger of causing physical harm to self or others, and/or
b. Engages, or threatens to engage, in behavior which would cause significant property damage, which directly and substantially impedes the lawful activities of other members of the University, and/or
c. Demonstrates an inability to satisfy personal needs (e.g., nourishment, shelter) such that there is a reasonable possibility that serious physical harm or death might occur within a short period of time, and/or
d. Commits a violation of the University’s Student Conduct Code and lacks the capacity to comprehend and participate in the University’s disciplinary process, and/or
e. Commits a violation of the University’s Student Conduct Code and did not understand the nature or wrongfulness of the conduct at the time of the offense.

Section III: Premises Underlying This Policy

An involuntary administrative withdrawal:

a. Is not a substitute for appropriate disciplinary action under the Student Conduct Code.
b. Should not be used to dismiss socially or emotionally “eccentric” students who do not otherwise meet the standards for withdrawal specified in this section.
c. Should only be initiated after reasonable attempts to secure voluntary cooperation for a psychological evaluation or withdrawal have been exhausted or if the student refuses to agree to or doesn’t adhere to reasonable conditions established for his/her continued presence on campus and/or in on-campus housing.

Section IV: Procedures Under this Policy

Commencement of the Process

This process may be initiated by the Director of Student Conduct and Community Standards (SCCS) when:

a. Any member of the University community who reasonably believes that a student may meet one of the involuntary withdrawal standards in Section II contacts the Director of Student Conduct and Community Standards with his/her concerns about the student; and/or
b. The student is referred to Student Conduct and Community Standards for a possible conduct code violation and the conduct is such that it may meet one or more of the involuntary withdrawal standards.

Informal Review by Student Conduct and Community Standards

The Director of Student Conduct and Community Standards will conduct a preliminary, informal review and will schedule a meeting with the student. At the end of this informal review, the Director may do one or more of the following:
a. Determine that the student does not meet the standard for involuntary withdrawal and terminate this process. If warranted, the student’s conduct will be handled by Student Conduct and Community Standards under the regular disciplinary process.

b. Require the student to schedule an evaluation by a qualified, licensed mental health professional outside the University within five calendar days. The student will be responsible for any costs associated with the evaluation.

c. Refer the student to the Behavioral Evaluation TeamStudent Intervention Team (SIT) for an assessment and recommendation under this policy. Any pending disciplinary action against the student will be postponed until the Behavioral Evaluation TeamStudent Intervention Team completes this process.

d. Allow a student who meets the conditions for an involuntary withdrawal to voluntarily withdraw from the University and waive the right to further procedures under this policy. If future reenrollment at the University is an option, the Director will provide the conditions necessary for consideration of reenrollment to the student in writing (see “Conditions for Reenrollment” section of this policy).

Referral to the Behavioral Evaluation TeamStudent Intervention Team

After completing the informal review as described in the above section, the Director of Student Conduct and Community Standards may refer a student to a hearing with the University’s Behavioral Evaluation TeamStudent Intervention Team for assessment and recommendations. The team will include the:

- One member at large appointed for a two-year term by the Vice President for Student Affairs and Enrollment Management
- The Director of Counseling ServicesCounseling and Psychological Services, or his/her designee
- The Director of HousingResidence Life, or his/her designee

The chair of the Student Intervention Team will be appointed to a two year term by the Vice President for Student Affairs and Enrollment Management.

The role of the Behavioral Evaluation TeamStudent Intervention Team is to evaluate the student and make a determination as to whether the student should be involuntarily withdrawn from the University and/or University Housingon-campus housing or whether the student can remain in school and/or continue to live in University Housingon-campus housing under specified conditions. The recommendation by the Behavioral Evaluation TeamStudent Intervention Team will require the concurrence of any two of the three team members.

The Director of Student Conduct and Community Standards will arrange for the Behavioral Evaluation TeamStudent Intervention Team to meet with the student and will notify the student in writing of his/her referral to a hearing and inform the student of the time, date and location of the hearing. If the Director of Student Conduct and Community Standards has ordered a psychological assessment, the Behavioral Evaluation TeamStudent Intervention Team will not be convened until the evaluation has been completed and the written psychological assessment has been submitted to the University.
Notice of the hearing will be considered adequate if it is sent to the student’s last known address registered with the University or is hand delivered to the student at least three business days in advance of the meeting time.

**Behavioral Evaluation Team Student Intervention Team Hearing**

The Behavioral Evaluation Team Student Intervention Team will conduct a hearing with the student in order to determine an appropriate course of action under this policy. The following guidelines will govern the hearing:

a. The student will have the right to be present throughout the entire hearing, unless the student becomes disruptive.

b. The hearing will be conducted even if the student fails to attend the hearing or if the student is removed during the hearing for disruptive behavior.

c. A family member and/or a qualified mental health professional may accompany the student to the hearing. Legal counsel will not be permitted at this hearing. The student will be expected to speak on his/her own behalf whenever possible.

d. The student will have the right to review all case information before the hearing with the exception of personal or confidential notes of University officials regarding the case. The information will be made available to the student in the Student Conduct and Community Standards office during normal business hours at least 2 days before the scheduled hearing.

e. The hearing shall be conversational and non-adversarial, whenever possible. Formal rules of evidence will not apply, except that the Chair may exclude evidence that is not relevant or is cumulative.

f. The student has the right to question all witnesses at the hearing and comment on all documents presented.

g. The hearing will be closed to the public, and all testimony and evidence will be considered confidential.

h. The hearing will be tape recorded by the University. Tapes will remain the property of the University and will serve as the official record of the proceedings. The University will retain the tape recording for a period of two years after a final determination has been issued and all appeals have been exhausted under this policy. After the expiration of this two-year period, the University may erase or discard the tape recording.

**Disposition of the Case**

Upon completion of the Behavioral Evaluation Team Student Intervention Team hearing, the Team will submit its written findings to the Director of Student Conduct and Community Standards within three business days. This document will include the recommendation of the Team, the reason(s) for the recommendation, and:

1. If the Team recommends an involuntary withdrawal, whether the student is eligible to be reconsidered for reenrollment, including the conditions the student must meet to be considered and any length of time that must pass before the student can apply for reenrollment, OR

2. If the Team does not order an involuntary withdrawal, any conditions that the student must meet in order to remain enrolled in school and/or remain in University Housing on-campus housing.
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

The Director of Student Conduct and Community Standards will notify the student in writing within three business days after receiving the Team’s written findings and will inform the student of his/her right to appeal the Team’s recommendation. If the student chooses not to appeal or if, after the appeal, the recommendation is still to allow the student to remain enrolled in school and/or remain in University Housing, the student will meet with the Director of Student Conduct and Community Standards, within five calendar days, to formalize the recommendation into a behavioral contract between the University and the Student.

APPEAL PROCESS

A student may appeal any of the following decisions rendered under this policy:

a. An involuntary withdrawal from the University and/or from University Housing recommended by the Behavioral Evaluation Team.

b. The conditions recommended by the Behavioral Evaluation Team in order for the student to remain enrolled and/or continue living in University Housing.

c. A denial of the student’s request for reenrollment by the Behavioral Evaluation Team.

d. An involuntary withdrawal implemented in accordance with the “Student’s Failure to Comply” section of this policy.

The student must submit a written appeal to the Vice President for Student Affairs and Enrollment Management office within seven calendar days of the date of the decision being appealed. After reviewing the student’s case and after meeting with the student, the Vice President or his/her designee will render a written decision as it relates to the student’s appeal within five calendar days. This decision will be final.

A student who voluntarily withdraws or is involuntarily withdrawn under this policy may be subject to conditions for reenrollment. These will be provided to the student in writing and may include, but are not limited to the following:

a. Submission of a psychological assessment by a qualified mental health professional, indicating readiness to return to school.

b. Continued counseling or therapy.

c. Continued medication.

d. Restriction against on-campus housing.

e. Successful completion of college courses at another college or university.

f. Review by the Behavioral Evaluation Team.

A student seeking reenrollment must do so by notifying the Director of Student Conduct and Community Standards of his/her desire to reenroll and must provide the office with documentation of adherence to all required conditions for reenrollment. The Director of Student Conduct and Community Standards will refer the request to the Behavioral Evaluation Team.

Reenrollment is not guaranteed. After reviewing the case and meeting with the student, the Behavioral Evaluation Team will make a decision on the student’s request.
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

| for reenrollment, designate stipulate any further conditions for reenrollment and notify the student in writing within five calendar days after meeting with the student.

**Student’s Failure to Comply**

A student may be involuntarily withdrawn and/or disciplined under the conduct code if he/she:

1. Fails to attend any required meeting(s) under this policy, and/or
2. Fails to timely schedule and/or appear at a psychological assessment requested by the Director of Student Conduct and Community Standards, and/or
3. Fails to adhere to any conditions placed on him/her in order for him/her to remain enrolled in the University and/or remain in University Housing on-campus housing.

**Section V: Emergency Interim Withdrawal**

An emergency interim withdrawal may be implemented immediately by the Director of Student Conduct and Community Standards, after approval of the Vice President for Student Affairs and Enrollment Management or his/her designee, if the Director reasonably believes that the student may be suffering from a mental disorder and there is reason to believe that the student’s behavior poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

A student may be notified of the emergency interim suspension either orally or in writing. It takes effect the day it is issued by the Director of Student Conduct and Community Standards.

A student withdrawn on an emergency interim basis will be given the opportunity to meet with the Vice President for Student Affairs and Enrollment Management or his/her designee within forty-eight (48) hours from the effective date of the emergency interim withdrawal to discuss the following issues only:

1. The reliability of the information concerning the student’s behavior, and/or
2. Whether the student’s continued presence on campus poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

At the conclusion of this meeting, the Vice President or his/her designee may either uphold or cancel the interim emergency withdrawal. Regardless of whether the emergency interim withdrawal is upheld or cancelled, the Vice President or his/her designee will direct the Director of Student Conduct and Community Standards to continue with the involuntary administrative withdrawal process as outlined in this policy. However, if the interim emergency withdrawal is to remain in effect, the Director of Student Conduct and Community Standards will make every effort to expedite the process in an effort to minimize any possible negative impact on the student.
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

Section VI: Transcripts and Refunds

Transcripts

A student who, under this policy, is allowed to voluntarily withdraw or who is involuntarily withdrawn will be given a "W" grade for each course in which he/she is currently enrolled. An administrative hold will be placed on the student’s academic record to prevent any unauthorized reenrollment by the student.

Refunds

A student who, under this policy, is allowed to voluntarily withdraw or who is involuntarily withdrawn may request a refund of tuition, fees, housing payments and any other amounts. Refunds will be made in accordance with applicable University policies and procedures.

RESPONSIBILITY FOR IMPLEMENTATION

The Vice President for Student Affairs and Enrollment Management is responsible for the overall implementation, administration and interpretation of the policy and may appoint a designee to oversee appeals brought forth under this policy. The Director of Student Conduct and Community Standards is responsible for the daily administration of the policy.

SCOPE OF POLICY COVERAGE

This policy applies to all students as defined in Section I of the Student Involuntary Administrative Withdrawal Policy.

Authority for Creation or Revision

Minutes of the Board of Regents, June 17, 2003; para. .6133M.
Minutes of the Board of Regents, March 21, 2006; para. 6590M.
UNIVERSITY POLICY STATEMENT

STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL POLICY

UNIVERSITY POLICY STATEMENT

It is the policy of Eastern Michigan University (EMU) to establish a Student Involuntary Administrative Withdrawal Policy for the purpose of maintaining a campus environment that is conducive to learning, protects the University’s educational purposes, maintains reasonable order on campus, and protects the rights and safety of all members of the University community. The University may order the involuntary withdrawal of a student from the University or from on-campus housing in accordance with University policy, as described below.

UNIVERSITY PRACTICE

The Student Involuntary Administrative Withdrawal Policy, below, outlines the procedures to be utilized in seeking the involuntary withdrawal of a student.

Section I: Scope of Policy

The policy will cover behaviors described in Section II: Standards for Withdrawal, Items “a” through “e”, that occur on University premises and/or at University-sponsored activities but may also address off-campus behavior if the University determines that the behavior, or the continued presence of the student, impairs, obstructs, interferes with or adversely affects the mission, processes or functions of the University.

For purposes of this policy a student is defined as follows:

- Any person enrolled for courses through or at EMU, both full-time and part-time, and any person who attends educational institutions other than EMU but who resides in EMU residence halls.
- Any person who is not officially enrolled for a particular term but whose EMU record indicates a continuing relationship with the University, or
- Any person who has been accepted into EMU but has not yet enrolled for courses.

Section II: Standards for Withdrawal

In accordance with University policy, and applicable federal and state laws prohibiting discrimination based on disability, a student may be involuntarily withdrawn from the University and/or on-campus housing, either temporarily or permanently, if it is determined that a student suffers from a mental
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

disorder as defined by the current American Psychiatric Association Diagnostic and Statistical Manual, and as a result of the disorder:

a. Engages, or threatens to engage, in behavior which poses a danger of causing physical harm to self or others, and/or
b. Engages, or threatens to engage, in behavior which would cause significant property damage, which directly and substantially impedes the lawful activities of other members of the University, and/or
c. Demonstrates an inability to satisfy personal needs (e.g., nourishment, shelter) such that there is a reasonable possibility that serious physical harm or death might occur within a short period of time, and/or
d. Commits a violation of the University’s Student Conduct Code and lacks the capacity to comprehend and participate in the University’s disciplinary process, and/or
e. Commits a violation of the University’s Student Conduct Code and did not understand the nature or wrongfulness of the conduct at the time of the offense.

Section III: Premises Underlying This Policy

An involuntary administrative withdrawal:

a. Is not a substitute for appropriate disciplinary action under the Student Conduct Code.
b. Should not be used to dismiss socially or emotionally “eccentric” students who do not otherwise meet the standards for withdrawal specified in this section.
c. Should only be initiated after reasonable attempts to secure voluntary cooperation for a psychological evaluation or withdrawal have been exhausted or if the student refuses to agree to or doesn’t adhere to reasonable conditions established for his/her continued presence on campus and/or in on-campus housing.

Section IV: Procedures Under this Policy

Commencement of the Process

This process may be initiated by the Director of Student Conduct and Community Standards (SCCS) when:

a. Any member of the University community who reasonably believes that a student may meet one of the involuntary withdrawal standards in Section II contacts the Director of Student Conduct and Community Standards with his/her concerns about the student; and/or
b. The student is referred to Student Conduct and Community Standards for a possible conduct code violation and the conduct is such that it may meet one or more of the involuntary withdrawal standards.

Informal Review by Student Conduct and Community Standards

The Director of Student Conduct and Community Standards will conduct a preliminary, informal review and will schedule a meeting with the student. At the end of this informal review, the Director may do one or more of the following:
a. Determine that the student does not meet the standard for involuntary withdrawal and terminate this process. If warranted, the student’s conduct will be handled by Student Conduct and Community Standards under the regular disciplinary process.

b. Require the student to schedule an evaluation by a qualified, licensed mental health professional outside the University within five calendar days. The student will be responsible for any costs associated with the evaluation.

c. Refer the student to the Student Intervention Team (SIT) for an assessment and recommendation under this policy. Any pending disciplinary action against the student will be postponed until the Student Intervention Team completes this process.

d. Allow a student who meets the conditions for an involuntary withdrawal to voluntarily withdraw from the University and waive the right to further procedures under this policy. If future reenrollment at the University is an option, the Director will provide the conditions necessary for consideration of reenrollment to the student in writing (see “Conditions for Reenrollment” section of this policy).

**Referral to the Student Intervention Team**

After completing the informal review as described in the above section, the Director of Student Conduct and Community Standards may refer a student to a hearing with the University’s Student Intervention Team for assessment and recommendations. The team will include:

- One member at large appointed for a two-year term by the Vice President for Student Affairs and Enrollment Management
- The Director of Counseling and Psychological Services, or his/her designee
- The Director of Residence Life, or his/her designee

The chair of the Student Intervention Team will be appointed to a two year term by the Vice President for Student Affairs and Enrollment Management.

The role of the Student Intervention Team is to evaluate the student and make a determination as to whether the student should be involuntarily withdrawn from the University and/or on-campus housing or whether the student can remain in school and/or continue to live in on-campus housing under specified conditions. The recommendation by the Student Intervention Team will require the concurrence of any two of the three team members.

The Director of Student Conduct and Community Standards will arrange for the Student Intervention Team to meet with the student and will notify the student in writing of his/her referral to a hearing and inform the student of the time, date and location of the hearing. If the Director of Student Conduct and Community Standards has ordered a psychological assessment, the Student Intervention Team will not be convened until the evaluation has been completed and the written psychological assessment has been submitted to the University.

Notice of the hearing will be considered adequate if it is sent to the student’s last known address registered with the University or is hand delivered to the student at least three business days in advance of the meeting time.
Student Intervention Team Hearing

The Student Intervention Team will conduct a hearing with the student in order to determine an appropriate course of action under this policy. The following guidelines will govern the hearing:

a. The student will have the right to be present throughout the entire hearing, unless the student becomes disruptive.

b. The hearing will be conducted even if the student fails to attend the hearing or if the student is removed during the hearing for disruptive behavior.

c. A family member and/or a qualified mental health professional may accompany the student to the hearing. Legal counsel will not be permitted at this hearing. The student will be expected to speak on his/her own behalf whenever possible.

d. The student will have the right to review all case information before the hearing with the exception of personal or confidential notes of University officials regarding the case. The information will be made available to the student in the Student Conduct and Community Standards office during normal business hours at least 2 days before the scheduled hearing.

e. The hearing shall be conversational and non-adversarial, whenever possible. Formal rules of evidence will not apply, except that the Chair may exclude evidence that is not relevant or is cumulative.

f. The student has the right to question all witnesses at the hearing and comment on all documents presented.

g. The hearing will be closed to the public, and all testimony and evidence will be considered confidential.

h. The hearing will be tape recorded by the University. Tapes will remain the property of the University and will serve as the official record of the proceedings. The University will retain the tape recording for a period of two years after a final determination has been issued and all appeals have been exhausted under this policy. After the expiration of this two-year period, the University may erase or discard the tape recording.

Disposition of the Case

Upon completion of the Student Intervention Team hearing, the Team will submit its written findings to the Director of Student Conduct and Community Standards within three business days. This document will include the recommendation of the Team, the reason(s) for the recommendation, and:

1. If the Team recommends an involuntary withdrawal, whether the student is eligible to be considered for reenrollment, including the conditions the student must meet and any length of time that must pass before the student can apply for reenrollment, OR
2. If the Team does not order an involuntary withdrawal, any conditions that the student must meet in order to remain enrolled in school and/or remain in on-campus housing.

The Director of Student Conduct and Community Standards will notify the student in writing within three business days after receiving the Team’s written findings and will inform the student of his/her right to appeal the Team’s recommendation. If the student chooses not to appeal or if, after the appeal, the recommendation is still to allow the student to remain enrolled in school and/or remain in on-campus housing, the student will meet with the Director of Student Conduct and Community Standards, within
five calendar days, to formalize the recommendation into a behavioral contract between the University and the Student.

**APPEAL PROCESS**

A student may appeal any of the following decisions rendered under this policy:

a. An involuntary withdrawal from the University and/or from on-campus housing recommended by the Student Intervention Team.

b. The conditions recommended by the Student Intervention Team in order for the student to remain enrolled and/or continue living in on-campus housing.

c. A denial of the student's request for reenrollment by the Student Intervention Team.

d. An involuntary withdrawal implemented in accordance with the “Student’s Failure to Comply” section of this policy.

The student must submit a written appeal to the Vice President for Student Affairs and Enrollment Management office within seven calendar days of the date of the decision being appealed. After reviewing the student’s case and after meeting with the student, the Vice President or his/her designee will render a written decision as it relates to the student’s appeal within five calendar days. This decision will be final.

A student who voluntarily withdraws or is involuntarily withdrawn under this policy may be subject to conditions for reenrollment. These will be provided to the student in writing and may include, but are not limited to the following:

- a. Submission of a psychological assessment by a qualified mental health professional, indicating readiness to return to school.
- b. Continued counseling or therapy.
- c. Continued medication.
- d. Restriction against on-campus housing.
- e. Successful completion of college courses at another college or university.
- f. Review by the Student Intervention Team.

A student seeking reenrollment must do so by notifying the Director of Student Conduct and Community Standards of his/her desire to reenroll and must provide the office with documentation of adherence to all required conditions for reenrollment. The Director of Student Conduct and Community Standards will refer the request to the Student Intervention Team.

Reenrollment is not guaranteed. After reviewing the case and meeting with the student, the Student Intervention Team will make a decision on the student's request for reenrollment, stipulate any further conditions for reenrollment and notify the student in writing within five calendar days after meeting with the student.

**Student’s Failure to Comply**

A student may be involuntarily withdrawn and/or disciplined under the conduct code if he/she:
STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

1. Fails to attend any required meeting(s) under this policy, and/or
2. Fails to timely schedule and/or appear at a psychological assessment requested by the Director of Student Conduct and Community Standards, and/or
3. Fails to adhere to any conditions placed on him/her in order for him/her to remain enrolled in the University and/or remain in on-campus housing.

Section V: Emergency Interim Withdrawal

An emergency interim withdrawal may be implemented immediately by the Director of Student Conduct and Community Standards, after approval of the Vice President for Student Affairs and Enrollment Management or his/her designee, if the Director reasonably believes that the student may be suffering from a mental disorder and there is reason to believe that the student’s behavior poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

A student may be notified of the emergency interim suspension either orally or in writing. It takes effect the day it is issued by the Director of Student Conduct and Community Standards.

A student withdrawn on an emergency interim basis will be given the opportunity to meet with the Vice President for Student Affairs and Enrollment Management or his/her designee within forty-eight (48) hours from the effective date of the emergency interim withdrawal to discuss the following issues only:

1. The reliability of the information concerning the student’s behavior, and/or
2. Whether the student’s continued presence on campus poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

At the conclusion of this meeting, the Vice President or his/her designee may either uphold or cancel the interim emergency withdrawal. Regardless of whether the emergency interim withdrawal is upheld or cancelled, the Vice President or his/her designee will direct the Director of Student Conduct and Community Standards to continue with the involuntary administrative withdrawal process as outlined in this policy. However, if the interim emergency withdrawal is to remain in effect, the Director of Student Conduct and Community Standards will make every effort to expedite the process in an effort to minimize any possible negative impact on the student.

Section VI: Transcripts and Refunds

Transcripts

A student who, under this policy, is allowed to voluntarily withdraw or is involuntarily withdrawn will be given a “W” grade for each course in which he/she is currently enrolled. An administrative hold will be placed on the student’s academic record to prevent any unauthorized reenrollment by the student.
Refunds

A student who, under this policy, is allowed to voluntarily withdraw or is involuntarily withdrawn may request a refund of tuition, fees, housing payments and any other amounts. Refunds will be made in accordance with applicable University policies and procedures.

RESPONSIBILITY FOR IMPLEMENTATION

The Vice President for Student Affairs and Enrollment Management is responsible for the overall implementation, administration and interpretation of the policy and may appoint a designee to oversee appeals brought forth under this policy. The Director of Student Conduct and Community Standards is responsible for the daily administration of the policy.

SCOPE OF POLICY COVERAGE

This policy applies to all students as defined in Section I of the Student Involuntary Administrative Withdrawal Policy.

Authority for Creation or Revision

Minutes of the Board of Regents, June 17, 2003; para. .6133M.
Minutes of the Board of Regents, March 21, 2006; para. 6590M.
RECOMMENDATION

MONTHLY REPORT
FACULTY AFFAIRS COMMITTEE

ACTION REQUESTED

It is requested that the Faculty Affairs Committee Agenda for December 15, 2011 be received and placed on file and the Minutes of the October 18, 2011 meeting be received and placed on file.

STAFF SUMMARY

The topic for the December 15, 2011 Faculty Affairs Committee meeting is a discussion on Dissemination of Scholarship.

FISCAL IMPLICATIONS

There is no fiscal impact.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

11/29/11

Date
Regular Agenda

Monthly Report and Minutes (Regent Parker, Chair)

Status Report

Discussion: “Dissemination of Scholarship”
Attendees (seated at tables): R. Baier, R. Bullard, J. Carroll, M. Evett, F. Fedel, Regent Fitzsimmons, Susan Gray, L. Klopfer, Regent Morris, Regent Parker (Chair), M. Rahman, K. Rusiniak, D. Selman, B. Regent Sidlik (Vice Chair), S. Webber


Regent Parker opened the meeting at 1:00 pm. Interim Associate Provost James Carroll welcomed everyone to the meeting and introduced the discussion topic – Faculty Development.

Discussion: “Faculty Development”

Handouts: eFellows in Brief, Bruce K. Nelson Faculty Development Center report, EMU Faculty Development Center Overall Functions and Programs 2004-2011

Dr. Carroll opened with this broad definition of the Faculty Development Center (FDC) – the activities an institution uses to renew its faculty in their multiple roles as teachers, scholars, advisors, and leaders. He explained that the Faculty Development Center and eFellows are two examples of faculty development at EMU.

Matt Evett, faculty senate president, began the discussion with a brief explanation of how faculty become university professors. He explained that after all the years of education and research, once faculty become professors, most haven’t had formal training in how to teach and write grant proposals. In addition to support for teaching and research in the first years of teaching, ongoing support is needed for the changing technology at the university. As a result of a multi-year faculty senate study, the Faculty Development was created. Dr. Evett introduced Lisa Klopfer, interim director of the Faculty Development Center.

Dr. Klopfer shared a brief outline of the FDC explaining its role not only in faculty development but also in increased student engagement and enhancing the classroom experience. She continued by reviewing the handout “EMU Faculty Development Center Overall Functions and Programs 2004-2011”, which illustrates the huge range of activities and workshops. During the 2010-2011 academic year, there were 746 participants at 70 events, and 719 individuals signed-in to use the FDC lab. Dr. Klopfer added that many, if not most, use the lab without signing-in. In her estimate, Dr. Klopfer feels that 200-300 individuals use the FDC each academic year.

Dr. Klopfer continued with the explanation of Scholarship of Teaching and Learning (SOTL), which is the research of teaching and the effect of teaching on learning. EMU was a pioneer in SOTL through Professors Jeffrey Bernstein and Sarah Ginsberg, who lead the way in exploring the nature of research about higher-ed education. For the past three years SOTL has held seminars for faculty on what is the scholarship of teaching and learning, how to do the research and from those projects faculty applied those questions in their classes to better teach difficult concepts and measure their success.
Regent Fitzgerald asked how do you measure and when do you know if a person has learned enough to be effective with new technology. Dr. Klopfer said it is often difficult to determine the effective, useful technology from the fads. The FDC approaches the selection of which technology to teach by waiting for a demand from faculty on what they want to learn. She also reviews the ECAR and NSSE reports for potential upcoming technology needs.

Dr. Evett continued the discussion with the introduction of Randal Baier, library professor, to discuss the eFellows program. Mr. Baier explained that eFellows is a collaboration of faculty, Extended Programs and Educational Outreach (EPEO), students and the Department of Information Technology to help advance the use of technology on campus and in the classrooms. Annual funding is currently $40,000, and awards are distributed twice yearly. Awards include funding for faculty-faculty and faculty-student collaboration, course design, technology implementation in General Education, technology materials and focused expertise. Mr. Baier shared the success of the student response system (clickers) technology. The clickers offer immediate feedback to the instructor and also allow all students, even reluctant ones, to respond in class. Another eFellows project is the Autism Collaborative Center’s iPads for Autism project. Because autistic children respond to the iPads, the industry has responded by developing many autism applications. Mobile computing is the primary driving force in eFellows awards. Current projects include operating the planetarium with an iPad, recording lectures for immediate student availability on their electronic devices, and student created lab equipment instructional digital recordings.

Regent Parker asked how do faculty access the Faculty Development Center, and how does the FDC help the faculty to successfully utilize the available technology. Dr. Klopfer explained that the FDC reaches out to the instructional staff in various ways including a newsletter and, targeted and general emails. She also relies on communications with the department heads and school directors.

Dr. Klopfer introduced Steven Webber, assistant professor in the School of Engineering Technology. Mr. Webber is a newer faculty member and shared his FDC new faculty orientation experience.

Regent Parker asked Dr. Evett if time is set aside for faculty to use the Faculty Development Center. Dr. Evett replied that EMU does not do this. Regent Parker continued that this should be something to consider for the future.

Regent Fitzsimmons inquired about the clickers and how they are used. Mr. Baier explained that students are required to purchase the clickers in association with their textbooks. A clicker allows an instructor to get immediate feedback from the class, and it is anonymous to the other students.

Donna Selman expressed concerns about the reliance on technology at the expense of student engagement and critical thinking in the classroom.

Sarah Ginsberg explained that the Scholarship of Teaching and Learning enables the objective evaluation of classroom technologies, showing if specific technologies enhance the teaching experience.

Regent Parker thanked the contributors and those in attendance and adjourned the meeting at 1:58 p.m.

Respectfully submitted,

Robertta Goffeney, Administrative Secretary
Academic Affairs
MONTHLY REPORT
EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for December 15, 2011 and the Minutes of the October 18, 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.

University Executive Officer

Date
Minutes  (Regent Sidlik)

Monthly Report  (James Carroll, Rhonda Longworth, David Woike)
   A. University Objective #3 Program Sustainability
   B. University Objective #4 New Programs that Received Regents Support
   C. University Objectives #1 Retention and Graduation Rates
   D. Headcount and Enrollment Data

Consent Agenda Items
Emeritus Faculty Recommendations (Rhonda Longworth)
Emeritus Staff Recommendations (Rhonda Longworth)
Academic Affairs Administrative/Professional Appointments/Transfers (David Woike)

Regular Agenda Items
Charter Schools Board of Director Appointments (Malverne Winborne)
Program Deletions (Rhonda Longworth)
2012 Provost’s New Faculty Research Awards (James Carroll III)
Winter 2012 Undergraduate Research Stimulus Program Awards (James Carroll III)
Winter 2012 Faculty Research and Creative Activity Fellowships (James Carroll III)
Honorary Degree (Rhonda Longworth)

Special Discussion Topic
Advising (Chris Foreman and Calvin McFarland)
Regent Sidlik convened the meeting at 2:13 p.m.

Report and Minutes (Section 9)

Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming, requested that the Educational Policies Committee Agenda for October 18, 2011 and the Minutes of the September 20, 2011 meeting be received and placed on file.

Dr. Longworth explained that a correction was made to the original draft of the September 20, 2011 minutes to reflect more detail requested by Regent Sidlik. Dr. Longworth explained that this is a new request by Regent Sidlik to keep Regents up to date on University goals and metrics as they applied to academics.

Program Sustainability Review was identified as one of the goals. James Carroll briefed the committee on the current status of this goal. The Division of Academic Affairs is reviewing 17 programs for the possibility of elimination, consolidation or continuation. Input on these programs has been gathered by the faculty, department heads/school directors and the college councils. The recommendations will then go to the Deans’ Offices and then to the Provost’s Office by November 1, 2011.

Dr. Carroll further explained that a second effort underway focuses on Strategic Growth Initiatives for new programs. All departments and schools were asked to submit simple, one-page white paper descriptions with proposals for enhanced or new programs. Fifty-five proposals were received, and they are currently being sorted and reviewed. The top proposals will be selected and those departments and faculty will be asked to make a more fully developed proposal for final consideration. Regent Sidlik emphasized the goal of this initiative was to increase students and faculty at EMU.

Regent Parker asked if the 17 programs being reviewed for elimination are being measured against set criteria. Dr. Longworth explained that yes, they are, according to the contractual process. Regent Parker asked if the 55 growth proposals are being evaluated for sustainability. Dr. Carroll explained that the growth proposals vary extensively, including interdisciplinary possibilities. Dr. Carroll stated that the target date for selecting the growth initiative programs is the end of the fall 2011 semester. Dr. Longworth added that some curricular programs such as the Physician’s Assistant program are already moving forward. Regent Sidlik asked that Dr. Longworth provide the committee in future meetings a status update for all the new programs approved by the Regents in the past year.

Dr. Longworth continued with the report on the metrics requested by the Regents. Dr. Longworth shared the graduation, retention and probation rates at EMU as presented on the handout, “Monthly Report-Educational Policies Committee, October 18, 2011”. She continued with the headcount data by reviewing the handout, “Supporting County Data”. Regent Parker asked Dr. Longworth to look more into the new Oakland University extension campus in Macomb County. Regent Sidlik expressed his concerns with the loss in enrollment. Dr. Longworth explained that a significant amount of the total decline in enrollment occurred in the graduate school. She stated that several areas are working together to increase graduate student enrollment for Winter 2012.
Dr. Longworth moved on to the next item, personnel, by introducing the following handouts, “Personnel Actions/Impact on Budget” and “Breakout-Supporting Individual Data”. The October data revealed a net salary savings against budget of $497,670.75 to date.

**Commencement Speaker and Honorary Degree (Section 10)**

Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming, recommended that the Board of Regents approve George Gervin, Professional Athlete and Founder of the George Gervin Youth Center, as Commencement Speaker at the Sunday, December 18, 2011 commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Education to Mr. Gervin.

**Emeritus Faculty Status (Section 1)**

Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming, recommended that the Board of Regents grant Emeritus Faculty Status to two (2) former faculty members: Dr. Karen P. Sinclair, Professor of Anthropology, Department of Sociology, Anthropology, and Criminology; and Dr. Fathi Sokkar, Professor of Operations and Supply Chain Management, Department of Computer Information Systems.

**Emeritus Staff Status (Section 2)**

Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming, recommended that the Board of Regents grant Emeritus Staff Status to two (2) former staff members: Amelia S. Chan, Assistant Dean, Undergraduate Programs, College of Business; and Rebecca J. Figura, Director of Housing, Division of Student Affairs and Enrollment Management.

**Academic Affairs Administrative/Professional Appointments/Transfers (Section 3)**

Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve four (4) Administrative/Professional transfers at the rank and effective date shown on the listing provided to the Board.

**Academic Separations/Retirements (Section 4)**

Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve twenty-three (23) retirements and separations for the reporting period August 1, 2011 through September 30, 2011.

**Committee Assignments and Follow-Up**

Rhonda Longworth:
- Progress Update for all new programs approved by the Regents in past year
- Oakland University-Macomb campus

Regent Sidlik thanked those in attendance, and adjourned the meeting at 2:41 p.m.

Respectfully submitted,

Robertta Goffney, Administrative Secretary
Academic Affairs
It is recommended that the Board of Regents appoint Daisy Davis and Jeffery Hill to three-year terms on the Board of Directors of Great Lakes Academy and Madelia Buford to a three-year term on the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence.

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.

Great Lakes Academy
Daisy Davis is retired from General Motors Corporation in Pontiac where she was employed for 38 years in finance/payroll/audit. Davis earned a Bachelor of Science degree in business administration from Johnson C. Smith University in Charlotte, North Carolina in 1973. In addition, she earned a Master in Business Administration degree from the University of Phoenix in 2006. She is a member of the American Business and Professional Women, Zeta Phi Beta Sorority and the NAACP.

Jeffery Hill is the chief financial officer for The Youth Connection, Inc., in Bloomfield Hills. Prior to this position, he was the CFO for Habitat for Humanity Detroit. Hill earned a Bachelor of Business Administration degree from the University of Michigan-Dearborn and a Master of Science in Finance degree from Walsh College in Troy. He is a member of the American Institute of Certified Public Accountants, Michigan Association of Certified Public Accountants and a lifetime member of the National Association of Black Accountants, Detroit Chapter.

Dr. Joseph F. Pollack Academic Center of Excellence (PACE)
Madelia Buford is employed at the Auto Club Group of Michigan (AAA) as a leadership consultant. She worked at the Sears Holding Company in Troy from 1998-2006. Buford earned a Bachelor of Arts degree in communication from Oakland University and a Master of Education degree in instructional technology from Wayne State University in 2000. She is an adjunct faculty member at the University of Phoenix in Sterling Heights, working on her doctorate from the same institution. She is seeking reappointment to the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence.
FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

__________________________________________  ____________
University Executive Officer                          Date

11/29/2011
DAISY L. DAVIS

Resume

Work Experience
January 2009 to Present - Retired
June 1973 – December 2008
General Motors Corporation
Audit Administrator
Supervisor - Accounts Payable, Payroll, Audit and Vehicle Sales, Service and Marketing Departments
Senior Financial Analyst - Cost Department, Budget and Forecast Department, Pricing Department, Payroll Department, Accounts Receivable and Accounts Payable Departments.
May 1972 – August 1972 - Copy Desk Editor for the Charlotte News & Observer Newspaper in Charlotte, North Carolina

Education
Bachelor of Science Degree - Business Administration, Concentration: Accounting
2004 - 2006 University of Phoenix Detroit, MI
Master's of Business Administration

Hobbies
Reading, Traveling and working with community service organizations

Religion
Baptist, a Member of Saint Stephen Missionary Baptist Church located in Pontiac, Michigan

Organization Memberships

Marital Status:

Personal

References - Upon Request
Madelia Buford

Objective & Summary

Enthusiastic, charismatic, and results-oriented leadership consultant with a great background in providing leadership and managing the implementation of organizational, leadership and learning development strategies; establishing learning and development systems and processes that work in partnership with training and development providers, business units, leaders and staff who require training and development support.

Summary Qualifications

- Human Resource Leadership
- Multi-Level Project Management
- Executive Development Programs
- Diversity Initiatives
- Organizational Development
- Budget Management
- Web-Computer-Based, Distance Learning Instruction
- Strong Relationship Building, Influencing and Customer Service Skills
- Excellent Presentation, Interpersonal, Verbal, Written Communication, and Listening Skills

Work Experience

2008--  
PACE Academy (Eastern Michigan University Chartered School)  
Vice President, Board Member  
Southfield, Michigan

2006 –  
The Auto Club Group of Michigan (AAA)  
Leadership Consultant  
Dearborn, Michigan

2006 –  
University of Phoenix  
Adjunct Faculty  
Sterling Heights, Michigan

1998 – 2006  
Sears Holding Company (formerly Kmart Corporation)  
Troy, Michigan

2001-2006  
Leadership Development Manager/HR Management

1999-2001  
Interactive Distance Learning and Communication (IDLC) Manager

1999-2001  
Instructional Design Shared Services Manager

1998-1999  
Computer-based Training (CBT) Project Manager

1988 – 1998  
Electronic Data Systems  
Troy, Michigan

1988-1998  
Computer-based Training (CBT)/Instructional Designer Project Manager

Leadership & Employee Development

- Designed processes to support the interviewing, selection, and development programs for executive management; employed a consistent process for all divisions within the organization.

- Administered competency assessments to executive management, analyzed results, and championed development programs that supported gap analysis determined from assessments. Financial assessment resulted in 40% increase in learning within 12 months.

- Designed and delivered programs of HR related training (e.g. performance appraisals/recruitment and selection/ managing poor performance/ customer care/employment law (Title VII)) to leaders and employees, as appropriate.

- Designed calibration process to use with performance reviews and determine bench strength for succession planning and diversity management. Successfully implemented this process to field management.

- Assisted senior management in driving organizational change with regards to culture, work processes, communication, and structure. Participated in organizing and implementing leadership programs focusing on high-potential employees. Co-facilitated with CEO. 90% of high potentials were promoted with 12 months.

- Defined core competencies and their behaviorally anchored ratings (BARS) and rolled out to organization.
Curricula Development / Instructional Design / E-Learning

- Established an e-learning unit (using computer-based training and distance learning technologies) in large organization by utilizing external resources while building internal infrastructure and capabilities. Within 2 years, built core curricula to support multiple business units and internally supported 60% of design and development efforts, including utilization of LMS.
- Conducted organizational scans and needs analysis to develop sound understanding of the organization's goals, vision, mission, internal/external barriers, cultural issues, systems, and processes. Recommended/designated and developed appropriate learning options (e.g., competency models, learning systems, learning maps), and managed logistics for rollouts. Designed and implemented learning curricula for key business functions in corporate and field organizations. Worked with university to design MBA Essentials and Executive MBA programs for executive management.
- Designed learning curricula across business units that maximized use of blended learning solutions (traditional classroom, web-based, self-paced, and distance learning mediums).
- Used standardized assessment tools to research and conduct program evaluations. Monitored, assessed, and evaluated programs and their impact on the organization to ensure programs provide value. Evaluated generic "off-the-shelf" programs for instructional soundness and fit with identified business goal.
- Managed multiple and multi-level projects using various project management tools.
- Developed requests for proposals, evaluated vendor bids, made vendor selections, and negotiated contracts for outsourced projects. Act as primary contact in vendor relationships including coordinating vendor payment and resolving scope issues.
- Developed and provided quarterly reporting on training and development metrics, including number of courses, participant profiles and evaluation results, to business line clients.
- Ensured evaluations were conducted on all training and development programs in line with the approved evaluation strategy.

Team Leadership

- Over 10 years of effectively leading teams consisting of project managers, instructional designers, trainers and writers. Contracted temporary employees, as needed.
- Established individual development plans with employees to facilitate succession planning and career aspirations.
- Established and communicated organizational goals to ensure team's awareness, involvement, and accountability in organizational strategy and tactics to achieve goals.

Education

University of Phoenix
Ph.D. Industrial/Organizational Psychology
Sterling Heights, Michigan
Candidate June 2014

Wayne State University
M.Ed. Instructional Technology, College of Education
Detroit, Michigan
June 2000

Oakland University
B.A. Communication
Rochester Hills, Michigan

Michigan Computer Institute
Certificate of Completion
Southfield, Michigan
JEFFERY L. HILL, CPA, MSF

Objective: To obtain an executive/managerial position in a dynamic, growth-oriented organization that allows me to utilize my finance, accounting, auditing and other business skill sets.

CURRENT EXPERIENCE

CHIEF FINANCIAL OFFICER

The Youth Connection, Inc.  
October 2009 – Present  
Bloomfield Hills, Michigan, 48226

Duties
• Prepare all financial reports.
• Prepare and monitor all cash requirements.
• Establish and monitor accounting control procedures.
• Support CEO with operational aspects of the business.

Previous Experience

CHIEF FINANCIAL OFFICER

Habitat for Humanity Detroit  
February 2008 – August 2009  
Detroit, Michigan, 48226

Duties
• Prepare and monitor multi-million dollar annual budget for six departments.
• Prepare financial reports for Board of Directors and Finance Committee.
• Perform Human Resource duties.
• Evaluate and support budgetary and financial needs of management and staff.
• Establish and monitor accounting control procedures.
• Establish and maintain adequate cash-flow monitoring procedures.

Accomplishments
• Established operating procedures for monthly reporting of operational results.
• Successfully brought costs under budget in FY2005 and FY2006.
• Established banking relationship that resulted in acquisition of a $175,000 line of credit.
• Developed timesheet system to record and track employee bi-weekly work activity.
• Established methodology and procedures to allocate indirect costs to various grants.

CHIEF FINANCIAL OFFICER

Mayor’s Time  
2005 – 2008  
Detroit, Michigan, 48226

Duties
• Prepare and monitor $1.5 - $2 million annual budget.
• Prepare financial reports for Board of Directors, Finance Committee, and Grantors.
• Evaluate and support budgetary and financial needs of management and staff.
• Establish and monitor accounting control procedures.
• Establish and maintain adequate banking and cash-flow monitoring procedures.

Accomplishments
• Audited operations in various departments over the last eleven years, including Department of Environment-Finance, Sheriff Department, Treasury, Community Justice, Economic Development,
Airport, Department of Public Services, Health & Community Services, and Management & Budget which includes the accounting, purchasing, risk management and budget functions.

- Provided analysis of the County's Care Management Organization program before it was implemented and identified over $500,000 in overcharges in subsequent audits.
- Obtained the Certified Government Financial Managers designation.

Adjunct Accounting Instructor 1992 - 1999
OAKLAND COMMUNITY COLLEGE AUBURN HILLS, MI 48326
Taught beginning and fundamentals of accounting.

Accounting Manager 1989 - 1994
CRANBROOK EDUCATIONAL COMMUNITY EBOORFIELD HAVLS, MI 48303

- Duties
  - Provide accounting support services to three divisions: Cranbrook Schools, Institute of Art, and Art Academy.
  - Provide cash management and sales tax assistance to various fundraising units.
  - Coordinate budget preparation, monitor expenditures, and revise monthly budget projections for Cranbrook schools.
  - Process, issue, and administer teachers' annual contracts.

Accomplishments
- Established an accounting system for a new marketing unit.
- Developed and implemented School Bookstore inventory and operational procedures.
- Developed and implemented School Bookstore inventory and operational procedures for all divisions.

Accounting Manager 1988 - 1989
WKBO, Inc. Southfield, Michigan, 48034

- Duties
  - Oversee all financial operations, including billing/accounts receivables, accounts payable, payroll processing, as well as general ledger activities.
  - Prepare and submit electronic monthly reports to the home office.
  - Supervise 6 staff members.

Internal Audit Supervisor 1986 - 1988
The Budd Company Troy, Michigan, 48084

- Duties
  - Audit various company operations across the United States.
  - Conduct intensive inventory audits and recommend improvements to control policies.
  - Prepare audit reports for use by management.

In-Charge Auditor 1984 - 1986
Arthur Young & Company DETROIT, MICHIGAN 48226

- Duties
  - Perform external audits in industries such as manufacturing, steel, education, and non-profits.
  - Perform 2-3 staff audits.
  - Evaluate client's accounting and administrative controls, prepare financial reports in accordance with GAAP, and research accounting issues and financial matters.

EDUCATION
- Masters of Science in Finance
  WALSCH COLLEGE TROY, MI
- Bachelor of Business Administration
  UNIVERSITY OF MICHIGAN DEARBORN DEARBORN, MI
- Associate of Business Administration
  OAKLAND COMMUNITY COLLEGE AUBURN HILLS, MI

COMPUTER SKILLS

AFFILIATIONS
- American Institute of Certified Public Accountants, AICPA, Minority Initiatives Committee, Bar Member, Michigan Association of CPAs, and the National Association of Black Accountants-Detroit Chapter, Lifetime member.
RECOMMENDATION

DELETION OF ACADEMIC PROGRAMS

ACTION REQUESTED
It is recommended that the Board of Regents approve the deletion of two existing degree programs: the Master of Arts in State and Local History, and the Masters of Liberal Studies in Social Science and American Culture.

SUMMARY
The Master of Arts in State and Local History is being recommended for phase-out effective winter, 2012, due to insufficient interest in the program.

The Masters of Liberal Studies in Social Science and American Culture is also being recommended for phase-out effective winter, 2012, due to structural weaknesses that make it desirable to replace it with a new program in American Studies.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
President

Date 11/29/11
The attached request from the Department of History and Philosophy and the College of Arts and Sciences to phase-out M.A. in State and Local History, is approved, effective WINTER 2012.

If you have any questions, please contact Christine Deacons, Director of Catalog and Program Maintenance (487-4456, cdeacons@emich.edu).

Attachment: Program Phase-out Approval

cc: (Attachment Withdrawn, except as noted)
Provost and Vice-President of Academic Affairs
Tom Venner, Dean, CAS
Matt Evett, President, Faculty Senate
Sarah Kersey Otto, Interim Director, Academic Advising Center (with attachments)
Clarece Jackson, Program Assistant, Continuing Education
Ramona Milligan, Coordinator, Registration (with attachments)
Maryann Shichtman, Divisional Coordinator, Admissions (with attachments)
Ron Delph, History and Philosophy
Original, Catalog Folder
REQUEST FOR PROGRAM PHASE OUT

EASTERN MICHIGAN UNIVERSITY
DIVISION OF ACADEMIC AFFAIRS

DEPARTMENT: HISTORY AND PHILOSOPHY  COLLEGE: CAS
DEPARTMENT CONTACT: RON DELPH  PHONE: 487-1018
CONTACT EMAIL: RDELPH@EMICH.EDU

A. Program Information

Master of Arts in State and Local History SLH

1. Program Title and Code: ______________________________________

Note: If both a major and minor are to be phased out, please indicate both on the line above.

2. Phase Out Effective Date: Term __________________ Year __________

B. Rationale for Phase Out (Check all that apply):

1. Insufficient Student Interest ___
2. Insufficient Faculty ____________
3. Replacement by New Program _____
4. Other (Explain):

This program has seen shrinking and non-existent enrollment.

5. (If Necessary) Attach Phase Out Plan

C. Action of the Department/College

1. Department

   Vote of department faculty: For 15 Against 0 Abstentions 0
   (Enter the number of votes cast in each category.)

   Kate Mehuron
   Department Head Signature 10/10/2011

2. College

   College Dean Signature

   Date

D. Approval

   Associate Vice-President for Academic Programming Signature

   Date

Miller, Program Phase Out
Sept. 05
SUBJECT: Masters of Liberal Studies in Social Science and American Culture (SSAC) (program phase-out)

DATE: November 3, 2011

The attached request from the Department of History and Philosophy and the College of Arts and Sciences to phase-out Masters of Liberal Studies in Social Science and American Culture, is approved, effective WINTER 2012.

If you have any questions, please contact Christine Deacons, Director of Catalog and Program Maintenance (487-4456, cdeacons@emich.edu).

Attachment: Program Phase-out Approval

cc: (Attachment Withdrawn, except as noted)
Provost and Vice-President of Academic Affairs
Tom Venner, Dean, CAS
Matt Evett, President, Faculty Senate
Sarah Kersey Otto, Interim Director, Academic Advising Center (with attachments)
Clarece Jackson, Program Assistant, Continuing Education
Ramona Milligan, Coordinator, Registration (with attachments)
Maryann Shichtman, Divisional Coordinator, Admissions (with attachments)
Ron Delph, History and Philosophy
Original, Catalog Folder
REQUEST FOR PROGRAM PHASE OUT

A. Program Information

Masters of Liberal Studies in Social Science and American Culture SSAC

1. Program Title and Code: ________________________

Note: If both a major and minor are to be phased out, please indicate both on the line above.

2. Phase Out Effective Date: Term: __________ Year: ________

B. Rationale for Phase Out (Check all that apply):

1. Insufficient Student Interest
2. Insufficient Faculty
3. Replacement by New Program
4. Other (Explain):
   This program has several structural weaknesses which make it desirable to replace it with a new program in American Studies.

5. (If Necessary) Attach Phase Out Plan

C. Action of the Department/College

1. Department

   Vote of department faculty: For __________ Against __________ Abstentions __________
   (Enter the number of votes cast in each category.)

   Kate Mehuron
   Department Head Signature 10/10/2011

2. College

   College Dean Signature

   Date

D. Approval

   Associate Vice-President for Academic Programming Signature

   Date
REPORT

REPORT: 2012 PROVOST'S NEW FACULTY RESEARCH AWARDS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on the 2012 Provost's New Faculty Research Awards.

STAFF SUMMARY

The Provost's Research Award for New Faculty offers competitive awards of up to $5,000 to faculty in their first or second year of employment to carry out carefully designed research or creative projects. The program is designed to help new faculty establish a research agenda that will make them more competitive for external funding. Awards must be expended during the 2012 calendar year.

The Interim Associate Provost and Associate Vice President for Research has awarded a total of $64,478 to fourteen (14) new Eastern Michigan University faculty for research and creative projects under the Provost's Research Award for New Faculty program for 2012.

FISCAL IMPLICATIONS

The cost of Provost's Research Awards for New Faculty will be absorbed in the 2012-2013 faculty salary budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
1. Amanda Allen (English Language & Literature). “The Sweetness Debate: Neglected Female Junior Novels (1942-1967) and the Gendering of Young Adult Fiction”
2. Laurie C. Blondy (Nursing). “Identifying Constructs of the Synthesis Process”
3. Minnie Bluhm (Health Sciences). “Why They Do It: Oncologists’ Rationales for Administering Chemotherapy to Dying Patients”
4. Nancy Villa Bryk (Geography & Geology). “Acknowledging Women’s Contributions in Sites of Famous Men”
5. Sherry M. Bumpus (Nursing). “Evaluation of Bridging the Discharge Gap Effectively (BRIDGE)”
6. Ramona Caponegro (English Language & Literature). “The Prisoner and the Grande Dame: Leo Frank, Anne Carol Moore, and the Children’s Library that Connected Their Stories”
7. Stephanie Casey (Mathematics). “STEM - Achievement Improvement in Mathematics among Michigan English Language Learners: AIM-ELL”
10. Raul A. Leon (Leadership & Counseling). “Study Abroad: Engaging Males and Students of Color”
11. Abbey Marterella (Health Sciences). “Theorizing Lifestyle: Exploring Health and Wellness Needs of Adults with Serious Mental Illness”
14. Zuzana Tomaš (World Languages). “STEM - Achievement Improvement in Mathematics among Michigan English Language Learners: AIM-ELL”
REPORT

REPORT: WINTER 2012 UNDERGRADUATE RESEARCH STIMULUS PROGRAM AWARDS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on the winter 2012 Undergraduate Research Stimulus Program Awards.

STAFF SUMMARY

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

The Interim Associate Provost and Associate Vice President for Research has awarded a total of $16,000 to eight (8) undergraduate students and $3,000 six (6) Eastern Michigan University faculty for research and creative projects under the Undergraduate Research Stimulus Program for winter 2012.

FISCAL IMPLICATIONS

The cost of Undergraduate Research Stimulus Program awards will be funded from the University’s indirect cost recovery.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
Undergraduate Research Stimulus Program Award
Winter 2012 Winners


8. Kayleigh A. Watson (majoring in Biology). “Examination of the Function of the Sgs1 Protein at Fragile Site Two in Yeast DNA.” Faculty mentor: Anne Casper (Department of Biology).
REPORT

REPORT: Winter 2012 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS (Second Round)

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on the second 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 Vice President. Brief summaries of the approved projects are contained on the attached page. Seven faculty will be supported.

FISCAL IMPLICATIONS

The cost of Faculty Research and Creative Activity Fellowships will be funded from the University's indirect cost recovery.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
WINTER 2012 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS


Honorary Degree

ACTION REQUESTED

It is recommended that the Board of Regents approve Joyce Gervin, wife of George Gervin, Professional Athlete and Founder of the George Gervin Youth Center, for the awarding of an honorary baccalaureate degree.

SUMMARY

Mrs. Gervin’s biography follows on the next page.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and it is recommended for Board approval.
Joyce Gervin grew up in Detroit, attending Eastern Michigan University, where she majored in Social Work, and met her future husband, professional basketball player George "Iceman" Gervin. She has been involved with a number of volunteer organizations throughout the years and most recently served on the Board of the Winston School in San Antonio, which specializes in the education of children with learning differences. She has also served as Vice President of Score-N-Shoot, Inc., an organization which was founded by Joyce and her husband to provide programs of instructional design, guidance and counseling to student athletes in the San Antonio area. The programs include a series of performance-based assessments to determine an individual’s strengths and to provide assistance in developing guidelines to follow to assist in achieving career goals. She also served on the Board of the United States Agency for African Relief (USAFAR).
RECOMMENDATION
FINANCE AND AUDIT COMMITTEE

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the minutes from the October 18, 2011 Finance and Audit Committee meeting, the Working Agenda for the December 15, 2011 meeting and the Informational Reports and Financial Updates.

STAFF SUMMARY

October 18th, 2011
Agenda items discussed at the October 18, 2011 Finance and Audit Committee included financial updates on general fund revenue and expenses through October 15, 2011, auxiliary fund operating budget through September 30, 2011, grants and contracts through August 31, 2011 fundraising collected through September 30, 2011, and cash and investments through September 30, 2011. In addition, an update on Information Technology initiatives was reported. The Committee also reviewed recommendations to the Board for:

- Consolidated Financial Statements and Supplementary Information as of June 30, 2011
- Fiscal Year 2012-13 State Capital Outlay Request
- Fiscal Year 2012-13 General Fund Scholarships, Awards, and Grants Request
- Authorizes the President on Behalf of the Board of Regents to submit the FY2012-13 State Appropriations Request

December 15th, 2011 Meeting Agenda
Agenda items will include an Informational Report and Financial Updates as of October 31, 2011. The Committee also will review a recommendation to the Board for:

- Fiscal Year 2010-11 Eastern Michigan University Foundation’s Annual Report

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

[Signature]
University Executive Officer

Date: 12/15/11
The meeting was called to order at 3:00 PM.

Section 11 Recommendation  
Monthly Reports – Finance and Audit Committee,  
Informational Reports and Financial Updates

A motion was made and seconded to accept the minutes from the previous Board of Regents meeting on September 20, 2011.

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

Total General Fund Revenue (Slide 1)  
The FY12 total general fund revenue budget is $283.1M. Through October 15, 2011, actual general fund revenue is $102.1M.

Total General Fund Expenses (Slide 2)  
The FY12 total general fund expense budget is $283.1M. Through October 15, 2011, actual general fund expenses are $77.0M.

Total Auxiliaries Fund Operating Budget (Slide 3)  
The FY12 total auxiliaries fund operating budget is $40.7M. Through September 30, 2011, revenues are $5.2M, while expenses are $4.7M. This is a $0.5M surplus, which is expected as the fall housing and dining revenue has not been fully received as of September 30.

Grants and Contracts (Slide 4)  
Through August 2011, $2.3M grants and contracts have been awarded. $2.0M had been awarded through August 2010. The total awards for FY11 were $12.3M.

Fundraising (Cash and Gifts-in-kind) (Slide 5)  
As of September 30, 2011, $5.9M has been received compared to $0.6M for the same time frame last year. This is partially due to two large donations. All but $35k of the $5.9M fundraising received is cash. The FY12 fundraising goal is $9.5M. The FY11 fundraising total was $5.1M.

Fundraising (Capital Campaign) (Slide 6)  
As of September 30, 2011, $48.5M of the $50M goal has been received. The breakdown is $37.8M in Cash and gift-in-kind, $8.8M in revocable bequests, and $1.9M in pledges.

Cash and Investments (Slide 7)  
As of September 30, 2011, Eastern has $80.7M in cash and investments. This is broken down into - $26.4M or 33% in cash & short-term investments, $14.9M or 18% in intermediate-term investments, and $39.4M or 49% in long-term investments. In addition, the long-term pool is dispersed into - $27.7M or 70% in fixed income, $9.8M or 25% in domestic equities, and $1.9M or 5% in international equities. This is all consistent with the University’s investment policy.
Information Technology (Slide 8)

- IT Office in Pray-Harrold
  - The IT staff has successfully moved back into Pray-Harrold.

- Project Management System
  - Training of IT staff on the new Project Management toolkit (FlightPlan) is complete.

- Voice over Internet (VoIP)
  - Installation in Pray-Harrold is complete. Halle and Porter is schedule for FY12.

- Network Infrastructure Upgrades
  - Installation of the new switch equipment in Physical Plant and Mark Jefferson (phase 2 renovation) are now complete.

- Print Release Stations
  - Initial set of student-accessible Print Release Stations have been installed in the Eateries and Crossroads. Installation took place in McKenny and Porter in Sept. All remaining will be operational in October and November.

- JustOne Program
  - Limit administrative employees to one computer device purchased by the University. This would include desktop, laptop, or tablet computer devices funded by the University’s General Fund. The program is intended to reduce the University’s expenditure for “administrative” computers.

Section 12: Recommendation

Consolidated Financial Statement and Supplementary Information as of June 30, 2011

It is recommended that the Board of Regents receive and place on file the University’s audited fiscal year 2010-11 financial statements and auditor’s report.

Section 13: Recommendation

Fiscal Year 2012-13 State Capital Outlay Request

It is recommended that the Board of Regents approve the University’s FY2012-13 Capital Outlay Request to the State of Michigan. The renovation of Strong Hall continues to be identified as the University’s top capital project priority.

Section 14: Recommendation

Fiscal Year 2012-13 General Fund Scholarships, Awards, and Grants Request

It is recommended that the Board of Regents approve the 2012-2013 General Fund Scholarships, Awards, and Grants proposal for $36,040,000.

Section 15: Recommendation

Authorizes the President on Behalf of the Board of Regents to submit the FY2012-13 State Appropriations Request

It is recommended that the Board of Regents authorize the President in conjunction with the Executive Committee of the Board of Regents to submit the Fiscal Year 2012-13 State of Michigan Appropriations Request.

Meeting was adjourned at 3:30 p.m.
FINANCE AND AUDIT COMMITTEE

REGULAR AGENDA

Section: Recommendation: Informational Reports and Financial Updates

- Minutes from October 18, 2011
- December 15, 2011 Finance and Audit Committee Agenda

Section: Recommendation: Fiscal Year 2010-11 Eastern Michigan University Foundation's Annual Report
**GRANTS AND CONTRACTS**
**FY 2012 PROGRESS REPORT**
**December 15, 2011**

**TABLE I: PROPOSALS**

<table>
<thead>
<tr>
<th>FY2012 Activity through 10/31</th>
<th>FY2011 Activity through 10/31</th>
<th>FY2010 Activity through 10/31</th>
<th>FY2012 vs. FY2011 Actual to Date Var.</th>
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<td>Dollar Value</td>
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**TABLE II: AWARDS**

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<th>FY2012 Activity through 10/31</th>
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*Grants reported jointly with the EmU Foundation:
- Japan Foundation: $2,000
- New Urban Learning: $66,135
- Project Management Institute Ed. Foundation: $15,000

Community Foundation of Southeastern Michigan: $7,979
Michigan Japanese Bilingual Education Foundation: $51,802

Total: $142,913
### Project Title  |  Fundraiser Agency  |  Project Director  |  EMU Unit  |  Fold Party In-kind  |  EMU In-kind  |  EMU Cash  |  Sponsor  |  Total  
--- | --- | --- | --- | --- | --- | --- | --- | ---  
UMI: SESSA Health and Risk Education Year 5  |  University of Michigan  |  Kathleen Conley  |  School of Health Promotion & Human Performance  |  $9,391  |  $66,596  |  $55,527  
EMU: Nurse Faculty Loan Program- Renewal 2011-2012  |  Health Resources & Services Administration  |  Virginia Las  |  School of Nursing  |  $1,483  |  $12,794  |  $2,810  
Connecting Students to the Community: EMU GEAR-UP Partnership to Promote College Readiness and Success, Year 6 of 6  |  U.S. Department of Education  |  Russell Otwell  |  History & Philosophy  |  $306,720  |  $170,473  |  $672,653  |  1,146,446  
Observing Census Enumeration of Non-U.S. Census Bureaus English Speaking Households in the 2010 U.S. Census. Supplement  |  Kristene Anasch  |  Sociology, Anthropology & Criminology  |  $186  |  $860  |  $885  
The Dream of Reality Inclusion - Awareness Capacity Building  |  Department of Defense  |  Gerald Lawler  |  School of Technology Studies  |  $98,479  |  $99,439  
Washtenaw County Juvenile Court  |  Washtenaw County Government  |  Jennifer Kimmell-Prater  |  School of Social Work  |  $4,560  |  $139,417  |  $141,477  
Evening Keefe Schools for LGBT Students  |  Community Foundation for Southeastern Michigan  |  Dennis Patrick  |  Communication & Theatre Arts  |  $7,720  |  $91,719  |  $98,752  
The Great Lakes Climate Change Science and Education System Network (GLCCSSEN), 2011-2012 (Supplement)  |  National Science Foundation  |  Sandra Rutherford  |  Geography & Geology  |  $287,895  |  $287,895  
Upward Bound - MDE-Summer Field Program - 2001-2002  |  Michigan Department of Education  |  Julie Kasdan  |  Upward Bound Program  |  $5,744  |  $5,744  

Page 1 of 3
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<td>Exu National Writing Project-Literacy National Writing Project Design Collaborative</td>
<td>William Tasker</td>
<td>English Languages &amp; Literature</td>
<td>$2,000</td>
<td>$2,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Project Lead The Way_Michigan</td>
<td>Project Management Institute Educational Foundation</td>
<td>John Dugger III</td>
<td>School of Engineering Technology</td>
<td>$15,000</td>
<td>$15,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ideas for a book Series for NCYEL, Continuation for 2012</td>
<td>National Council for Teachers of English</td>
<td>Cody Flesch</td>
<td>English Languages &amp; Literature</td>
<td>$4,680</td>
<td>$12,000</td>
<td>$16,680</td>
<td></td>
<td></td>
</tr>
<tr>
<td>McNair Postbaccalaureate Achievement Program-Year Five Continuation Funding</td>
<td>U.S. Department of Education</td>
<td>Heather Naft</td>
<td>English Languages &amp; Literature</td>
<td>$117,693</td>
<td>$18,624</td>
<td>$136,317</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer Experiences for Middle School Students</td>
<td>Gordan Charter Solutions, Inc.</td>
<td>James Carroll</td>
<td>Physics &amp; Astronomy</td>
<td>$5,000</td>
<td>$5,000</td>
<td></td>
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</tr>
<tr>
<td>Getting on the Right Track—Trackers Program (Michigan 4-2 program)—Competitive Renewal</td>
<td>Michigan Department of Labor and Economic Growth</td>
<td>Mary Zirogiakowski</td>
<td>Holman Success Center</td>
<td>$72,505</td>
<td>$94,813</td>
<td>$167,318</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Charter School Implementation Consultation Support</td>
<td>Michigan Japanese Bilingual</td>
<td>Rosemary Weston</td>
<td>World Languages</td>
<td>$61,802</td>
<td>$81,802</td>
<td>$143,604</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Page 2 of 3
<table>
<thead>
<tr>
<th>Project Title</th>
<th>Funding Agency</th>
<th>Project Director</th>
<th>EMU Unit</th>
<th>3rd Party In-kind</th>
<th>EMU In-kind</th>
<th>EMU Cash</th>
<th>Sponsor</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Collaboration to Support System-Wide Implementation of Best Promising and Evidence-Based Practices in Community Mental Health</td>
<td>Detroit/Wayne County Community Mental Health Agency</td>
<td>Macallister Nair</td>
<td>Office of the Dean of Health &amp; Human Services</td>
<td>$920,000</td>
<td></td>
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<td></td>
<td>$920,000</td>
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<tr>
<td>NLA Comprehensive Internship Integration Study</td>
<td>Nonprofit Leadership Alliance (formerly American Humanities)</td>
<td>Claudia Petrosa</td>
<td>Political Science</td>
<td>$2,434</td>
<td>$2,434</td>
<td></td>
<td></td>
<td>$2,434</td>
</tr>
<tr>
<td>Training Content Area Teachers to Teach English Continuation: 2011-2012</td>
<td>U.S. Department of Education</td>
<td>Alexander Popko</td>
<td>World Languages</td>
<td>$283,613</td>
<td>$283,613</td>
<td></td>
<td></td>
<td>$283,613</td>
</tr>
<tr>
<td>Evaluating The Development and Advanced Competency Based Training Model for Health Professionals</td>
<td>Detroit/Wayne County Community Mental Health Agency</td>
<td>Crystal Miller</td>
<td>Office of the Dean of Health &amp; Human Services</td>
<td>$8,104</td>
<td>$8,104</td>
<td></td>
<td></td>
<td>$8,104</td>
</tr>
<tr>
<td>EMU Alzheimer's Education and Research Program, 2011-2012</td>
<td>Michigan Department of Community Health</td>
<td>Shelly Weaverlyck</td>
<td>Gerontology</td>
<td>$31,547</td>
<td>$68,103</td>
<td>$74,670</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Michigan Level of Functioning Project Year 16, 2011-2012</td>
<td>Michigan Department of Community Health</td>
<td>Yarie Hedges</td>
<td>Psychology</td>
<td>$103,328</td>
<td>$103,328</td>
<td></td>
<td></td>
<td>$103,328</td>
</tr>
</tbody>
</table>

**NUMBER OF AWARDS: 25**

**TOTAL:** $469,233  $461,261  $26,959  $2,992,624  $3,950,899
# Operating Cash and Investments

## Cash
- Eagle Crest Citizen's Account: $185,265 (0.3%)
- Chase Commercial Checking Accounts: $3,966,540 (5.7%)
- Total Cash: $4,150,804 (6.0%)

## Short-term Investments
- Bank of Ann Arbor Trust Account: $265,154 (0.4%)
- Northern Institutional Government Select Money Market Fund: $3,980,000 (4.3%)
- Dreyfus Institutional Preferred Money Market Fund: $3,014,798 (4.3%)
- Vanguard Prime Money Market Fund: $3,024,077 (4.3%)
- Total Short-term Investments: $9,995,230 (13.3%)

## Intermediate Investments
- WESTERN Asset Intermediate: $7,821,387 (10.0%)
- PIMCO Low Duration Institutional: $7,745,711 (10.7%)
- Total Intermediate Investments: $15,567,098 (20.7%)

## Long-term Investments
- U.S. Treasury Strips: $9,295,230 (13.3%)
- Western Asset Inflation: $74,141 (0.1%)
- Vanguard Developed Markets: $2,103,405 (3.0%)
- Vanguard Small Cap Index: $2,295,235 (3.2%)
- Loomis Sayles Bond Fund: $4,247,407 (6.1%)
- JPMorgan Core Bond Fund Select: $4,739,839 (6.8%)
- Vanguard Institutional Index: $5,762,038 (10.0%)
- PIMCO Total Return Bond Fund: $17,045,505 (24.6%)
- Total Long-term Investments: $41,219,767 (59.2%)
- Total Investments: $65,512,105 (100.0%)

## Total Operating Cash And Investments
- $69,093,910

## Loss: Outstanding Check and Reconciliation Items
- $(3,894,941)

## Total Net Operating Cash and Investments
- $65,198,969

### Bond Proceeds Investments

#### Fixed Income
- Cash: $-
- Certificate of Deposit's: $3,307,817
- US Treasury Securities: $327,412
- US Government Bonds: $6,018,019
- Corporate Bonds: $5,046,921
- Comerica 2009 Bond Proceeds Account: $2,386,352
- CD Placements: $3,087,000
- Total Bond Proceeds Investments: $21,966,412

## Total Net Operating Cash, Investments and Bond Proceeds
- $87,734,380
### Long-Term Investments

**Portfolio Composition**

<table>
<thead>
<tr>
<th>Domestic Equities</th>
<th>Account Balance</th>
<th>Target Range</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dollars</strong></td>
<td><strong>Pct. Total</strong></td>
<td><strong>Range</strong></td>
</tr>
<tr>
<td>Vanguard Small Cap Index</td>
<td>$2,205,236</td>
<td>5.3%</td>
</tr>
<tr>
<td>Vanguard Institutional Index</td>
<td>$8,782,900</td>
<td>21.2%</td>
</tr>
<tr>
<td>Total Domestic Equities</td>
<td>$10,988,232</td>
<td>26.6%</td>
</tr>
<tr>
<td><strong>International Equities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vanguard Developed Markets</td>
<td>$2,061,245</td>
<td>5.0%</td>
</tr>
<tr>
<td>Total International Equities</td>
<td>$2,061,245</td>
<td>5.0%</td>
</tr>
<tr>
<td><strong>Fixed Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Treasury Strips</td>
<td>$74,141</td>
<td>0.2%</td>
</tr>
<tr>
<td>Western Asset Inflation</td>
<td>$2,103,408</td>
<td>6.1%</td>
</tr>
<tr>
<td>Loomis Sayles Bond Fund</td>
<td>$4,247,407</td>
<td>10.3%</td>
</tr>
<tr>
<td>JPMorgan Core Bond Fund Select</td>
<td>$4,739,820</td>
<td>11.5%</td>
</tr>
<tr>
<td>PIMCO Total Return Bond Fund</td>
<td>$17,045,506</td>
<td>41.4%</td>
</tr>
<tr>
<td>Total Fixed Income</td>
<td>$28,210,280</td>
<td>68.4%</td>
</tr>
<tr>
<td><strong>Cash Equivalent/Other</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Cash Equivalent</td>
<td>$</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total Long-Term Investments</td>
<td>$41,219,767</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
REPORT: The 2010-2011 Eastern Michigan University Foundation Annual Report

ACTION REQUESTED

It is requested that the Eastern Michigan University Board of Regents receive and place on file the Eastern Michigan University Foundation Annual Report for the year ended June 30, 2011.

STAFF SUMMARY

In accordance with Section C.4. of the Agreement Between Eastern Michigan University and the Eastern Michigan University Foundation, it is our responsibility and privilege to present for your review the annual report of the Eastern Michigan University Foundation for the year ended June 30, 2011. The annual financial audit of the Foundation and its subsidiary was performed by Plante & Moran, PLLC, and they have provided an unqualified financial opinion.

Total endowment assets reported at year-end were $48,305,918. This represents an 18.4 percent increase from the June 30, 2010 market value, which was $40,726,822. Contributions during 2010-2011 were $5,099,213, of which $4,460,558 represented cash gifts. Contributions designated toward endowed scholarships, endowments and planned gifts managed by the Foundation totaled $1,268,975.

During this fiscal year, the endowment portfolio experienced a gross investment return of 24.4 percent vs. the portfolio benchmark of 24.9 percent, which compares quite favorably to endowment portfolio returns at other institutions. The average annual return since inception on September 30, 1992, of 8.3 percent continues to surpass the benchmark of 7.5 percent.

Current expendable gifts and gifts-in-kind distributed to and received directly by Eastern Michigan University for programs and scholarships totaled $3,872,068 for the year ended June 30, 2011. Of that total, $3,179,090 was transferred to EMU by the EMU Foundation; $607,655 represents gifts of property and equipment that were received by EMU directly; and $85,323 represents cash gifts that were received by EMU directly. In addition, funding received from endowed scholarships and endowments totaled $1,383,425.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
## Eastern Michigan University Foundation

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<th>Section</th>
<th>Page</th>
</tr>
</thead>
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<td>1</td>
</tr>
<tr>
<td><strong>Consolidated Financial Statements</strong></td>
<td></td>
</tr>
<tr>
<td>Balance Sheet</td>
<td>2</td>
</tr>
<tr>
<td>Statement of Activities and Changes in Net Assets</td>
<td>3</td>
</tr>
<tr>
<td>Statement of Cash Flows</td>
<td>4</td>
</tr>
<tr>
<td>Notes to Consolidated Financial Statements</td>
<td>5-16</td>
</tr>
</tbody>
</table>
Independent Auditor's Report

To the Board of Trustees
Eastern Michigan University Foundation

We have audited the accompanying consolidated balance sheet of Eastern Michigan University Foundation (the "Foundation") as of June 30, 2011 and the related consolidated statements of activities and changes in net assets and cash flows for the year then ended. These consolidated financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit. The prior year summarized information has been derived from the Foundation's 2010 consolidated financial statements and, in our report dated September 15, 2010, we expressed an unqualified opinion on those consolidated financial statements.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provide a reasonable basis for our opinion.

In our opinion, the 2011 consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of Eastern Michigan University Foundation at June 30, 2011 and the consolidated changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

September 29, 2011
Eastern Michigan University Foundation

Consolidated Balance Sheet
June 30, 2011
(with comparative totals for June 30, 2010)

<table>
<thead>
<tr>
<th>Assets</th>
<th>June 30, 2011</th>
<th>June 30, 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,147,902</td>
<td>$4,203,817</td>
</tr>
<tr>
<td>Investments (Note 4)</td>
<td>45,242,754</td>
<td>36,633,172</td>
</tr>
<tr>
<td>Dividend and interest receivable</td>
<td>46,020</td>
<td>58,643</td>
</tr>
<tr>
<td>Contributions receivable (Note 2)</td>
<td>3,506,263</td>
<td>1,004,220</td>
</tr>
<tr>
<td>Other assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash surrender value of life insurance</td>
<td>276,700</td>
<td>269,996</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>15,489</td>
<td>100,451</td>
</tr>
<tr>
<td>Property and equipment - Net (Note 3)</td>
<td>2,020,223</td>
<td>1,977,217</td>
</tr>
<tr>
<td>Investments held under split-interest agreements (Note 4)</td>
<td>1,105,190</td>
<td>1,051,253</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>$54,360,621</strong></td>
<td><strong>$45,298,769</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$799,886</td>
<td>$854,511</td>
</tr>
<tr>
<td>Split-interest obligations</td>
<td>794,927</td>
<td>783,682</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>8,926</td>
<td>8,635</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>1,603,739</strong></td>
<td><strong>1,646,828</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets (Note 5)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>999,309</td>
<td>836,921</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>16,318,848</td>
<td>10,422,838</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>35,438,725</td>
<td>32,392,182</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>52,756,862</strong></td>
<td><strong>43,651,941</strong></td>
</tr>
</tbody>
</table>

| Total liabilities and net assets                                      | **$54,360,621** | **$45,298,769** |

See Notes to Consolidated Financial Statements.  2
Eastern Michigan University Foundation

Consolidated Statement of Activities and Changes in Net Assets
Year Ended June 30, 2011
(with comparative totals for June 30, 2010)

<table>
<thead>
<tr>
<th>Year Ended</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 30, 2011</td>
<td>$242,409</td>
<td>$3,587,165</td>
<td>$3,046,543</td>
<td>$6,876,117</td>
<td>$5,361,130</td>
</tr>
<tr>
<td>June 30, 2010</td>
<td>$6,876,117</td>
<td>$5,361,130</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Revenue, Gains, and Other Support

<table>
<thead>
<tr>
<th>Description</th>
<th>June 30, 2011</th>
<th>June 30, 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$3,587,165</td>
<td>$5,361,130</td>
</tr>
<tr>
<td>Administrative and management fee</td>
<td>$1,175,000</td>
<td>$2,155,000</td>
</tr>
<tr>
<td>Investment income (Note 4)</td>
<td>$750,687</td>
<td>$831,914</td>
</tr>
<tr>
<td>Net realized and unrealized gains on investments (Note 4)</td>
<td>$66,124</td>
<td>$4,571,161</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>$55,354</td>
<td>$24,169</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>$(6,051,017)</td>
<td>$(6,051,017)</td>
</tr>
</tbody>
</table>

Total revenue, gains, and other support | $22,388 | $12,993,382 |

Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>June 30, 2011</th>
<th>June 30, 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions to EMU:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expendable contributions</td>
<td>$3,179,090</td>
<td>$6,772,940</td>
</tr>
<tr>
<td>Contributions from endowment income</td>
<td>$1,383,425</td>
<td>$1,175,038</td>
</tr>
<tr>
<td>General and administrative - Foundation management</td>
<td>$559,882</td>
<td>$541,074</td>
</tr>
<tr>
<td>Fundraising (Note 9)</td>
<td>$3,056,136</td>
<td>$2,795,332</td>
</tr>
</tbody>
</table>

Total expenses | $8,178,203 | $9,189,384 |

Increase in Net Assets - Before other changes in net assets | $9,243,391 | $3,804,090 |

Funds Transferred from EMU | | |
| Change in Value of Split-Interest Agreements | | |

Increase in Net Assets | $9,104,941 | $2,895,934 |

Net Assets - Beginning of year | $39,955,987 | | |

Net Assets - End of year | $49,059,928 | | |

See Notes to Consolidated Financial Statements.
## Consolidated Statement of Cash Flows

**Year Ended June 30, 2011**

(with comparative totals for June 30, 2010)

<table>
<thead>
<tr>
<th>Cash Flows from Operating Activities</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase in net assets</td>
<td>$9,104,941</td>
</tr>
<tr>
<td>Adjustments to reconcile increase in net assets to net cash from operating activities:</td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>110,811</td>
</tr>
<tr>
<td>Net realized and unrealized gain on investments</td>
<td>(8,533,396)</td>
</tr>
<tr>
<td>Change in cash surrender value of life insurance</td>
<td>(6,784)</td>
</tr>
<tr>
<td>Change in value of split-interest agreements</td>
<td>141,109</td>
</tr>
<tr>
<td>Contributions restricted for long-term purposes</td>
<td>(3,046,543)</td>
</tr>
<tr>
<td>Contribution received - Land held for investment</td>
<td>(31,000)</td>
</tr>
<tr>
<td>Changes in operating assets and liabilities which provided (used) cash:</td>
<td></td>
</tr>
<tr>
<td>Contributions receivable</td>
<td>(2,502,043)</td>
</tr>
<tr>
<td>Dividend and interest receivable</td>
<td>12,623</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>84,962</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>(54,625)</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>291</td>
</tr>
<tr>
<td>Net cash used in operating activities</td>
<td>(4,719,654)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Flows from Investing Activities</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchases of property and equipment</td>
<td>(153,017)</td>
</tr>
<tr>
<td>Purchases of investments</td>
<td>(16,894,638)</td>
</tr>
<tr>
<td>Proceeds from sales and maturities of investments</td>
<td>16,795,515</td>
</tr>
<tr>
<td>Net cash (used in) provided by investing activities</td>
<td>(252,940)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Flows from Financing Activities</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net payments on mortgage payable</td>
<td>-</td>
</tr>
<tr>
<td>Payments on split-interest agreements</td>
<td>(162,025)</td>
</tr>
<tr>
<td>Proceeds from new split-interest agreements</td>
<td>32,161</td>
</tr>
<tr>
<td>Proceeds from contributions restricted for long-term purposes</td>
<td>3,046,543</td>
</tr>
<tr>
<td>Net cash provided by (used in) financing activities</td>
<td>2,916,679</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net (Decrease) Increase in Cash and Cash Equivalents</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>(2,055,915)</td>
<td>1,476,778</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash and Cash Equivalents - Beginning of year</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>4,203,817</td>
<td>2,727,039</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash and Cash Equivalents - End of year</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2,147,902</td>
<td>$4,203,817</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supplemental Disclosure of Cash Flow Information - Cash paid for interest</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>$115,382</td>
<td>$113,685</td>
</tr>
</tbody>
</table>

See Notes to Consolidated Financial Statements.
Note 1 - Nature of Business and Significant Accounting Policies

Eastern Michigan University Foundation (the "Foundation"), located in Ypsilanti, Michigan, receives, holds, invests, and administers funds for the purpose of contributing to and making expenditures on behalf of Eastern Michigan University (EMU). Under governmental accounting principles, the Foundation is considered a component unit of EMU. Planned Real Estate Corp. (PREC), a wholly owned nonprofit subsidiary of the Foundation, was incorporated as a title holding company for the purpose of owning and managing real estate donated to the Foundation.

Significant accounting policies are as follows:

Principles of Consolidation - The consolidated financial statements include the accounts of the Foundation and its wholly owned subsidiary, PREC. For the year ended June 30, 2011, PREC received $31,000 of contributed land, which it held at year end. No intercompany transactions requiring elimination during consolidation occurred during the year ended June 30, 2011.

Cash Equivalents - The Foundation considers all highly liquid investments purchased with original maturities of three months or less to be cash equivalents.

Investments - Investments in government and corporate debt and equity securities are stated at current quoted market value. Investments in partnerships, for which a quoted market value is not available, are stated at fair value as determined by the general partner. The investments in the real estate holding and land are recorded at the lower of cost or fair value. The cost of real estate holding was determined by appraisal when real estate was originally contributed to the Foundation in a prior year. Land was distributed to the Foundation in February 2009 from a wholly owned subsidiary prior to the transfer of that subsidiary to another organization. Purchases and sales of investments are recorded as of the trade date. Gain or loss on the sale of investments is computed using the average cost method. Investment income is recorded on the accrual basis and is reported in the consolidated statement of activities and changes in net assets, net of related expenses. These expenses amounted to $326,959 for the year ended June 30, 2011.

The investment of land held by PREC is recorded at a value determined by an appraisal obtained in the current year. There were no other investment transactions or related expenses associated with this investment for the year ended June 30, 2011.
Contributions Receivable - Contributions receivable that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of the discounts is included in contribution revenue. An allowance for uncollectible contributions is provided when evidence indicates amounts promised by donors may not be collectible.

Life Insurance Cash Surrender Value - The Foundation is the owner of certain life insurance policies on various donors who have named the Foundation as beneficiary.

Property and Equipment - Property and equipment are recorded at cost when purchased and at estimated fair market value when donated. Depreciation on property and equipment is provided on a straight-line basis over the estimated useful lives of the assets ranging from 3 to 39 years. Depreciation expense for the year ended June 30, 2011 amounted to $110,811.

Split-Interest Agreements - The Foundation is a remainder beneficiary of several charitable annuities and unitrusts. Required distributions to other beneficiaries range from 5 percent to 11.9 percent of gift or market value, as defined by each agreement. The discount rates used to calculate the present value range from 2.4 percent to 10.0 percent.

Classification of Net Assets - Net assets of the Foundation are classified as unrestricted, temporarily restricted, or permanently restricted depending on the presence and characteristics of donor-imposed restrictions limiting the Foundation's ability to use or dispose of contributed assets or the economic benefits embodied in those assets.

Donor-imposed restrictions that expire with the passage of time or can be removed by meeting certain requirements result in temporarily restricted net assets. Permanently restricted net assets result from donor-imposed restrictions that limit the use of net assets in perpetuity. Earnings, gains, and losses on restricted net assets are classified as temporarily restricted until expended unless the donor or applicable law specifies them as permanently restricted.

Contributions - Contributions to the Foundation of cash and other assets, including unconditional promises to give in the future, are reported as revenue when received, measured at fair value. Donor promises to give in the future are recorded at the present value of estimated future cash flows. Contributions resulting from split-interest agreements, measured at the time the agreements are entered into, are based on the difference between the fair value of the assets received or promised and the present value of the obligation to the third-party recipient(s) under the contract.
Note I - Nature of Business and Significant Accounting Policies (Continued)

Contributions received with donor-imposed time or purpose restrictions are reported as restricted revenue. All other contributions are reported as unrestricted revenue.

Contributions to EMU are recorded as expense when approved by the Foundation.

Fundraising - Fundraising costs are charged to expense as incurred. The majority of all development activities for the benefit of EMU and the Foundation are conducted by the Foundation.

Tax Status - The Foundation is exempt from federal income taxes under Section 501(c)(3) of the United States Internal Revenue Code. PREC is exempt from federal income taxes under Section 501(c)(2) of the United States Internal Revenue Code.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the organization and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or other applicable taxing authorities. Management has analyzed the tax positions taken by the Foundation and has concluded that as of June 30, 2011, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the consolidated financial statements. The Foundation is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Management believes it is no longer subject to income tax examinations for years prior to June 30, 2008.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue, expenses, and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Concentration of Credit Risk Arising from Deposit Accounts - The Foundation maintains cash balances at several banks. Accounts at each institution are insured by the Federal Deposit Insurance Corporation up to $250,000. The Foundation evaluates the financial institutions with which it deposits funds; however, it is not practical to insure all cash deposits.
Note 1 - Nature of Business and Significant Accounting Policies
(Continued)

Summarized Comparative Information for the Year Ended June 30, 2010 - The financial information presented for comparative purposes for the year ended June 30, 2010 is not intended to be a complete financial statement presentation in accordance with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Foundation's 2010 consolidated financial statements, from which the summarized information was derived.

Risks and Uncertainties - The Foundation invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the consolidated balance sheet.

Subsequent Events - The consolidated financial statements and related disclosures include evaluation of events up through and including September 29, 2011, which is the date the consolidated financial statements were available to be issued.

Note 2 - Contributions Receivable

Included in contributions receivable are the following unconditional promises to give at June 30, 2011:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross contributions promised</td>
<td>$4,513,735</td>
</tr>
<tr>
<td>Less allowance for uncollectibles</td>
<td>($980,767)</td>
</tr>
<tr>
<td>Subtotal</td>
<td>$3,532,968</td>
</tr>
<tr>
<td>Less unamortized discount</td>
<td>($26,705)</td>
</tr>
<tr>
<td>Net unconditional promises to give</td>
<td>$3,506,263</td>
</tr>
</tbody>
</table>

Amounts due in:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>$4,227,469</td>
</tr>
<tr>
<td>One to five years</td>
<td>219,766</td>
</tr>
<tr>
<td>More than five years</td>
<td>66,500</td>
</tr>
<tr>
<td>Total</td>
<td>$4,513,735</td>
</tr>
</tbody>
</table>
Note 3 - Property and Equipment

The cost of property and equipment at June 30, 2011 is summarized as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings</td>
<td>$2,204,155</td>
</tr>
<tr>
<td>Equipment and software</td>
<td>1,113,061</td>
</tr>
<tr>
<td><strong>Total cost</strong></td>
<td><strong>3,317,216</strong></td>
</tr>
<tr>
<td><strong>Less accumulated depreciation</strong></td>
<td>(1,296,993)</td>
</tr>
<tr>
<td><strong>Net carrying amount</strong></td>
<td><strong>$2,020,223</strong></td>
</tr>
</tbody>
</table>

Note 4 - Investments

Investments consisted of the following at June 30, 2011, including investments held under split-interest agreements:

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mutual funds - Equity</td>
<td>$5,477,535</td>
</tr>
<tr>
<td>Mutual funds - Fixed income</td>
<td>1,187,656</td>
</tr>
<tr>
<td>Corporate stock securities - Domestic</td>
<td>24,131,950</td>
</tr>
<tr>
<td>Corporate stock securities - International</td>
<td>6,601,924</td>
</tr>
<tr>
<td>Corporate bonds</td>
<td>3,765,624</td>
</tr>
<tr>
<td>U.S. government securities</td>
<td>4,475,814</td>
</tr>
<tr>
<td>Venture capital partnership</td>
<td>9,107</td>
</tr>
<tr>
<td>Real estate holding</td>
<td>55,000</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td><strong>45,704,610</strong></td>
</tr>
<tr>
<td>Land</td>
<td>612,334</td>
</tr>
<tr>
<td>PREC land</td>
<td>31,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$46,347,944</strong></td>
</tr>
</tbody>
</table>

Net realized and unrealized gains in the accompanying consolidated financial statements have been offset with related losses. Investment income for the year ended June 30, 2011 is as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dividend and interest income</td>
<td>$750,687</td>
</tr>
<tr>
<td>Realized gains - Net</td>
<td>2,273,579</td>
</tr>
<tr>
<td><strong>Net realized income</strong></td>
<td>3,024,266</td>
</tr>
<tr>
<td><strong>Net unrealized gain</strong></td>
<td>6,259,817</td>
</tr>
<tr>
<td><strong>Total investment gain</strong></td>
<td><strong>$9,284,083</strong></td>
</tr>
</tbody>
</table>
Note 5 - Net Assets

Temporarily restricted net assets are available for the following purposes:

Purpose-restricted:
  - Scholarships $8,737,136
  - Specific program use 7,271,449
  - Time-restricted - Annuity trust agreements 310,263

  Total $16,318,848

Permanently restricted net assets are endowments invested in perpetuity, the income from which is expendable for distributions to EMU for scholarships and other programs.

Unrestricted net assets consist of the following:

Designated to support underfunded EMU priorities - Endowments that support scholarships and academic programs and departments:
  - Funds functioning as endowments for specific purposes $563,541
  - Funds not yet allocated 250,261

  Total designated 813,802

Undesignated:
  - Foundation operations 948,890
  - Permanently restricted endowment losses in excess of corpus (663,383)

  Total undesignated 185,507

  Total unrestricted net assets $999,309

Note 6 - Related Party Transactions

Under operating agreements with EMU, the Foundation has the responsibility to manage and invest endowment and other contributed assets held for the benefit of EMU and manage development and fundraising programs for the benefit of EMU, including management of gift records and receipts.

In order to support fundraising activities on behalf of the EMU, EMU pays to the Foundation an amount to be determined annually. For the year ended June 30, 2011, the amount paid to the Foundation was $1,175,000.

As of June 30, 2011, the Foundation has contributions payable to EMU of approximately $717,000 and management, general, and fundraising payables to EMU of approximately $37,000 recorded in accounts payable. During the year ended June 30, 2011, the Foundation paid EMU approximately $498,000 in management, general, and fundraising expenses.
Note 7 - Defined Contribution Plans

The Foundation sponsors a defined contribution 403(b) plan for all eligible full-time employees, as defined. Employees may make elective contributions to the 403(b) plan in accordance with IRS regulations. The Foundation may make contributions to the 403(b) plan up to 6 percent of the employees' base salaries. During fiscal year 2011, the Foundation contributed 4 percent of the employees' base salaries.

Total contributions to the plan for the year ended June 30, 2011 amounted to approximately $63,000.

Note 8 - Fundraising Collections

Fundraising efforts of the Foundation result in both currently collectible gifts and pledged gifts for the benefit of EMU that are recorded as revenue in the Foundation’s consolidated financial statements but are collectible over a period of years. The Foundation’s fundraising efforts also result in current gifts made directly to EMU that are not reported as contributions by the Foundation. Total fundraising collections for the year ended June 30, 2011 were as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrual basis contribution revenue</td>
<td>$ 6,876,117</td>
</tr>
<tr>
<td>Gifts in-kind made directly to EMU</td>
<td>607,655</td>
</tr>
<tr>
<td>Collections on deferred gifts in excess of current gift deferrals and amortization</td>
<td>(2,502,043)</td>
</tr>
<tr>
<td>Current year adjustment to split-interest agreements</td>
<td>32,161</td>
</tr>
<tr>
<td>Gifts deposited directly at EMU</td>
<td>85,323</td>
</tr>
</tbody>
</table>

Total fundraising collections $5,099,213

Note 9 - Fundraising Expenses

Fundraising expenses are comprised of the following:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gifts and records</td>
<td>$ 654,375</td>
</tr>
<tr>
<td>Other fundraising</td>
<td>2,401,761</td>
</tr>
</tbody>
</table>

Total $3,056,136

Note 10 - Fair Value

The following tables present information about the Foundation’s assets measured at fair value on a recurring basis at June 30, 2011 and the valuation techniques used by the Foundation to determine those fair values.

In general, fair values determined by Level 1 inputs use quoted prices in active markets for identical assets or liabilities that the Foundation has the ability to access.
**Note 10 - Fair Value (Continued)**

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets and liabilities in active markets, and other inputs such as interest rates and yield curves that are observable at commonly quoted intervals.

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset or liability.

In instances where inputs used to measure fair value fall into different levels in the above fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Foundation’s assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset or liability.

The Foundation’s policy is to recognize transfers between levels of the fair value hierarchy as of the end of the reporting period. For the years ended June 30, 2011 and 2010, there were no transfers between levels of the fair value hierarchy.

Disclosures concerning assets measured at fair value on a recurring basis are as follows:

<table>
<thead>
<tr>
<th>Investments - Including Investments held under split-interest agreements:</th>
<th>Balance at June 30, 2011</th>
<th>Quoted Prices in Active Markets for Identical Assets (Level 1)</th>
<th>Significant Other Observable Inputs (Level 2)</th>
<th>Significant Unobservable Inputs (Level 3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mutual funds - Equity</td>
<td>$5,477,535</td>
<td>$5,477,535</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Mutual funds - Fixed income</td>
<td>1,187,656</td>
<td>1,187,656</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate stock securities - Domestic</td>
<td>24,131,950</td>
<td>24,131,950</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate stock securities - International</td>
<td>6,601,924</td>
<td>6,601,924</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate bonds - Domestic</td>
<td>3,765,624</td>
<td></td>
<td>3,765,624</td>
<td></td>
</tr>
<tr>
<td>U.S. government securities</td>
<td>4,475,814</td>
<td></td>
<td>4,475,814</td>
<td></td>
</tr>
<tr>
<td>Venture capital partnership</td>
<td>9,107</td>
<td></td>
<td></td>
<td>9,107</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$45,649,610</strong></td>
<td><strong>$37,399,065</strong></td>
<td><strong>$8,241,438</strong></td>
<td><strong>$9,107</strong></td>
</tr>
</tbody>
</table>
Notes to Consolidated Financial Statements
June 30, 2011

Note 10 - Fair Value (Continued)

Changes in Level 3 Asset Measured at Fair Value on a Recurring Basis

<table>
<thead>
<tr>
<th>Venture Capital Partnership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance - June 30, 2010</td>
</tr>
<tr>
<td>Total unrealized gains included in change in net assets</td>
</tr>
<tr>
<td>Balance - June 30, 2011</td>
</tr>
</tbody>
</table>

The Foundation estimates the fair value of the venture capital partnership investment based on statements and as disclosed by the general partner.

Of the Level 3 investments held by the Foundation at June 30, 2011, the unrealized gain for the year ended June 30, 2011 was $477, which is recognized in increase in net assets in the consolidated statement of activities and changes in net assets.

Both observable and unobservable inputs may be used to determine the fair value of positions classified as Level 3 assets and liabilities. As a result, the unrealized gains for these assets presented in the table above may include changes in fair value that were attributable to both observable and unobservable inputs.

Land held for investment of $643,334, including $31,000 held in PREC, is included in the consolidated balance sheet at a lower of cost or market (as determined by appraisal). Real estate held for investment of $55,000 is also included at lower of cost or market (as estimated by management). These investments are, therefore, not included in the fair value measurements above.

Note 11 - Donor- and Board-restricted Endowments

The Foundation's endowment includes donor-restricted endowment funds and funds designated by the board of trustees to function as endowments. Net assets associated with endowment funds, including funds designated by the board of trustees to function as endowment funds, are classified and reported based on the existence or absence of donor-imposed restrictions.
Interpretation of Relevant Law

The board of trustees of the Foundation has interpreted the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Foundation classifies as permanently restricted net assets (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Foundation in a manner consistent with the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, the Foundation considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

1. The duration and preservation of the fund
2. The purposes of the Foundation and the donor-restricted endowment fund
3. General economic conditions
4. The possible effect of inflation and deflation
5. The expected total return from income and the appreciation of investments
6. Other resources of the Foundation
7. The investment policies of the Foundation

Endowment Net Asset Composition by Type of Fund as of June 30, 2011

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donor-restricted endowment funds</td>
<td>$ (663,383)</td>
<td>$ 14,103,378</td>
<td>$ 35,438,725</td>
<td>$ 48,878,720</td>
</tr>
<tr>
<td>Board-designated endowment funds</td>
<td>$ 563,541</td>
<td>-</td>
<td>-</td>
<td>$ 563,541</td>
</tr>
<tr>
<td>Total funds</td>
<td>$ (99,842)</td>
<td>$ 14,103,378</td>
<td>$ 35,438,725</td>
<td>$ 49,442,261</td>
</tr>
</tbody>
</table>
Note 11 - Donor- and Board-restricted Endowments (Continued)

Changes in Endowment Net Assets for the Fiscal Year Ended June 30, 2011

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endowment net assets -</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beginning of year</td>
<td>$ (891,250)</td>
<td>$ 8,174,637</td>
<td>$ 32,392,182</td>
<td>$ 39,675,569</td>
</tr>
<tr>
<td>Investment return - Net of</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>depreciation (realized and</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>unrealized)</td>
<td>791,408</td>
<td>8,290,906</td>
<td></td>
<td>9,082,314</td>
</tr>
<tr>
<td>Contributions and board transfers</td>
<td>-</td>
<td>809,761</td>
<td>3,046,543</td>
<td>3,856,304</td>
</tr>
<tr>
<td>to endowment funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appropriation of endowment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>assets for expenditure</td>
<td></td>
<td>(2,871,926)</td>
<td></td>
<td>(2,871,926)</td>
</tr>
<tr>
<td>Endowment net assets -</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>End of year</td>
<td>$ (99,842)</td>
<td>$ 14,103,378</td>
<td>$ 35,428,725</td>
<td>$ 49,442,261</td>
</tr>
</tbody>
</table>

Funds with Deficiencies

From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires the Foundation to retain as a fund of perpetual duration. In accordance with GAAP, deficiencies of this nature that are reported in unrestricted net assets were $660,303 as of June 30, 2011. These deficiencies resulted from unfavorable market fluctuations that occurred after the investment of permanently restricted contributions and continued appropriation for certain programs that was deemed prudent by the board of trustees.

Return Objectives and Risk Parameters

The Foundation has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Foundation must hold in perpetuity or for a donor-specified period(s), as well as board-designated funds. Under this policy, as approved by the board of trustees, the endowment assets are invested in a manner that is intended to produce results that exceed the price and yield results of the Foundation's target policy indices while assuming a moderate level of investment risk. The target policy of the Foundation is: 40 percent S&P 500, 15 percent MSCI EAFE, 15 percent Russell 2000, 10 percent DJ Global Moderate Portfolio, 15 percent Barclays Aggregate Bond, and 5 percent U.S. Treasury Bill - three month. The Foundation expects its endowment funds, over time, to provide an average rate of return of approximately 8.5 percent annually. Actual returns in any given year may vary.
Note 11 - Donor- and Board-restricted Endowments (Continued)

Strategies Employed for Achieving Objectives

To satisfy its long-term rate of return objectives, the Foundation relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Foundation targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy and How the Investment Objectives Relate to Spending Policy

The Foundation has a policy of appropriating for distribution each year 4 percent of an eligible endowment fund's average market value over the prior 12 quarters through the second fiscal year end preceding the fiscal year in which the distribution is planned, i.e., fiscal year 2010-2011 appropriation was based on the 12-quarter average market value of the fund as of June 30, 2009. In establishing this policy, the Foundation considered the long-term expected return on its endowment. In addition to this specific appropriation, the Foundation also distributes up to 3.5 percent of an endowment fund's 12-quarter average market value to the Foundation's operating budget as a source of revenue for the Foundation's operating expenses. Accordingly, over the long term, the Foundation expects the current spending policy to allow its endowment to grow at an average of 8.5 percent annually. This is consistent with the Foundation's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts and investment return.

Mortgage Payable to Endowment Fund

In October 2009, the Foundation utilized temporarily restricted earnings on endowment assets to settle a mortgage due to an unrelated party. The total mortgage paid with endowment funds was $2,031,499. A 25-year note payable was established to reimburse the endowment fund with monthly principal and interest payments of $12,842. The amount due to the endowment fund from unrestricted or the release of temporarily restricted funds is $1,968,184 at June 30, 2011.

Note 12 - Subsequent Events

Subsequent to June 30, 2011, the Foundation received a contribution of $1,500,000 to be used to fund an endowed chair in the College of Education. Also, the Foundation received a contribution of approximately $3,400,000 to be used to fund various endowed and expendable accounts primarily in the College of Education. Of this $3,400,000, approximately $2,900,000 was included in the pledge receivable balance that was outstanding as of June 30, 2011.
RECOMMENDATION

ACTION REQUESTED

To amend the Board of Regents Code of Ethics.

STAFF SUMMARY

The Code of Ethics governing the Board of Regents was formally amended on September 20, 2011. The attached are additional, minor revisions, to the recently adopted Code of Ethics.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

___________________________________________ ________________________
University Executive Officer    Date
Vicki Reaume
Vice President and Secretary to the Board of Regents
EASTERN MICHIGAN UNIVERSITY  
Code of Ethics for Members of the Board of Regents

UNIVERSITY POLICY STATEMENT:  
Each member of the Board of Regents shall individually execute a statement articulating a Code of Ethics ("Code") governing expected trustee standards and codes of behavior. Execution of this document shall occur upon the initial appointment to the Board, and thereafter at the first meeting at the start of each fiscal year.

UNIVERSITY PRACTICE:  
By consensus, members of the Board developed a Code of Ethics in February 1988, clarifying and attesting to obligations and responsibilities relative to the governance of Eastern Michigan University. Sound administrative practice dictates that policies be reviewed at least every five years. This revised Code of Ethics has been reviewed by the current Board of Regents in September 2011. By signing this document, each Regent commits individually and collectively to the highest possible standards of conduct.

RESPONSIBILITY FOR IMPLEMENTATION:  
It is the responsibility of the Vice President and Secretary to the Board of Regents to make these statements available at the appointed time, and to collect and keep them on file. It is the responsibility of each Regent to execute a Code of Ethics document annually at the start of each fiscal year.

SCOPE OF POLICY COVERAGE:  
This policy governs each member of the Board of Regents of Eastern Michigan University.

PREAMBLE:  
We, the members of the Board of Regents of Eastern Michigan University, recognize the importance of articulating standards. By adopting this statement, we acknowledge that trusteeship requires a code of behavior not usually expected of other members of the greater EMU community. By willingly and enthusiastically accepting the privilege of serving the public interest and this institution, we also accept the obligations and responsibilities that accompany our trusteeships.

The Board of Regents accepts and commits itself to the responsibility for governing Eastern Michigan University, and to determine the University’s mission and strategic direction. We will consider the interests of all of its constituents in decision making, including students, administration, faculty, staff and other stakeholders. We, the Regents of Eastern Michigan University, each pledge to become familiar with and committed to the major responsibilities of the governing board: to appoint the president, to support the president, to monitor the president’s
performance, to clarify the mission, to approve long-range plans, to approve the educational program, to ensure financial solvency, to preserve institutional independence, to enhance the public image, to interpret the community to the institution and to assess our performance.

This Code of Ethics is intended to clarify our individual responsibilities, which we acknowledge to be distinct from, but complimentary to, those of the Board as a corporate entity. It shall remind new and incumbent members of their obligations, and to encourage periodic review of ourselves and our Board’s performance.

We, the Regents of Eastern Michigan University, each pledge to adhere to the following Code of Ethics:

**ARTICLE 1: GOVERNANCE RESPONSIBILITIES:**

1. **Public Trust.**
   The Board is ultimately responsible for the governance of the University. In carrying out this constitutionally conferred public trust, Regents must be accountable in the areas of financial disclosure, gifts, expenses and any potential conflicts of interest. Regents are expected to carry out their governance responsibilities in an honest, ethical and diligent manner. Regents shall not use the authority, title or prestige of their office to solicit or otherwise obtain private financial, social or political benefit that in any manner is inconsistent with the public interest. In serving the people of Michigan, Regents shall adhere to the highest ethical standards. In carrying out their governance responsibilities, Regents understand their role as a policy making body and avoid participation in administration of policy and day-to-day operations of the University.

2. **Welfare of Eastern Michigan University.**
   Regents bring diverse backgrounds and expertise valuable to the governance of a comprehensive, 4-year public university. In carrying out their duties, however, Regents must keep the welfare of the entire University paramount over any parochial interests. Regents should refrain from actions and involvements that might prove embarrassing to the institution.

3. **Duty of Care.**
   Consistent with their responsibilities as members of the Governing Board, Regents will discharge their duties, including any duties as a member of a committee, in good faith, with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and in a manner the Regent reasonably believes is in the best interest of the University, and with the level of decorum appropriate to the office of Regent. Regents will adhere to all laws, regulations and policies that apply to the University. Written and verbal communications will be made with the courtesy and respect expected of Board members.

4. **Resource Commitment.**
   In undertaking the duties of the position, a Regent shall make the commitment of time and other personal resources necessary to carry out the Regent’s governance
responsibilities. Out of respect for their extraordinary commitment of time, Board members will give their undivided attention to the business before it and avoid interruption to the extent possible. Failure of a Regent to participate in regular meetings of the Board or a committee on which the Regent serves shall be cause for the Board to recommend removal of the Regent to the Governor of the State of Michigan. Regents will also support the institution’s fundraising efforts through personal giving in accordance with one’s means and be willing to share in the solicitation of others by implementing fundraising strategies through personal relationships with others.

5. Due Diligence.
   Each Regent shall undertake with due diligence a critical analysis of the risks and benefits of any matter coming before the Board for action. Regents shall promote a culture of constructive debate about major information necessary to carry out the Regents’ duty of care to act in the best interest of the University.

6. Legal Authority.
   Except as otherwise provided by law or bylaw, each Regent shall have no authority to act outside of Board meetings. Regents shall avoid acting as a spokesperson for the entire Board unless specifically authorized to do so by the Chairman of the Board of Regents. The Board of Regents will speak with a unified, cohesive and singular voice whenever offering comments or opinions to the media or any other public forums or outlets.

7. Use of the Eastern Michigan University Name.
   Regents have a public association with Eastern Michigan University, but are also private citizens. Thus, care must be taken to appropriately differentiate between the two roles. Regents will not use the name of Eastern Michigan University in such a manner to suggest institutional or Board endorsement, or support of a non-Eastern Michigan University enterprise.

8. Confidentiality of Eastern Michigan University Information.
   Regents will not disclose, divulge or make accessible any confidential information belonging to Eastern Michigan University, or obtained through affiliation with Eastern Michigan University. Such confidential information may not be divulged to any persons, including relatives, friends or business/professional associates, other than to persons who have a legitimate need for such information, and with appropriate authorization. Good judgment and care must be exercised at all times to avoid unauthorized or improper disclosures of confidential information.

ARTICLE 2: CONFLICT(S) OF INTEREST:
1. Conflict of Interest Policy.
   A conflict of interest exists whenever a Regent, a Regent’s family member, and/or a business associated with a Regent or Regent’s family member has an
actual or potential financial interest, or any other interest in a matter pending with the University that may impair independence of judgment or objectivity in the discharge of the Regent’s public governance responsibilities.

In conducting or participating in any transaction, full disclosure of any real or perceived conflict with personal interests, and removal from further participation in such matters is expected; this includes any discussion, debate or voting upon said matter. Said disclosure will be duly disclosed and noted in the minutes of the next Board meeting following disclosure of any conflict of interest.

**Family Member** is defined as a Regent’s spouse, parent, sibling, child, domestic partner or any person residing in the Regent’s household.

**Business Associated with a Regent** is defined as any organization, corporation, partnership, proprietorship or other entity if either the Regent or Regent’s Family Member:

(a) Receives or received any present/past compensation, or has any contractual right to future income;
(b) Served or serves as an officer, director, partner or employee;
(c) Held or currently holds any financial interest.

2. **Personal Benefit or Gain.**

Regents shall not use the authority, title, prestige or any other attribute of the office for personal benefit or gain for themselves or any family member. Regents will exhibit personal integrity, honesty and responsibility in all actions and may not use Eastern Michigan University Board membership to obtain financial gain, or for personal, business or family benefit.

3. **Favored Treatment.**

Regents shall not use the authority, title, prestige or any other attribute of the office to obtain consideration, treatment or favor for any person beyond that which is generally available. This section applies to, but is not limited to, efforts to influence administrative decisions with respect to an individual’s admission, employment, discipline and similar matters. This section does not prohibit routine letters of recommendation or requests for information about the status of an individual’s admission, employment, discipline and similar matters.

4. **Gifts, Favors and Gratuities.**

Regents shall not knowingly accept any gift, favor or gratuity from any person or entity, including another Regent, that might affect or have the appearance of affecting a Regent’s judgment in the impartial performance of the duties of the office. This section shall not be construed to apply to a Regent’s incidental benefit from another Regent’s gift of money, property or services to the University, or to any benefit commonly available to Regents by virtue of the office. Nor shall this section be construed to prohibit acceptance of benefits from the University in connection with donations to the University. Nor does this
section prohibit complimentary tickets to University events furnished in accordance with generally accepted guidelines for attendance of University-related functions.

ARTICLE 3: EXPENSES:
Regents serve without compensation, but they are entitled to reimbursement for expenses incurred while representing the University in an official capacity in accordance with guidelines on file in the Board Office. Expenses of Board members shall be reviewed bi-annually by the Chief Financial Officer of the University and the Chairman of the Board of Regents.

ARTICLE 4: COMPLIANCE:
1. Reporting of Violations.
Anyone who believes that he or she has information indicating that an appointed Regent has violated the Code of Ethics shall make a written disclosure of the facts and circumstances to the Chair of the Board. If the alleged violation involves the Chair, the disclosure shall be made to the Vice Chair of the Board. If the alleged violation(s) of the Code of Ethics involves both the Chair and Vice-Chair, the matter will be submitted to the University’s General Counsel, or his or her designee, who will present the matter for review by the entire Board of Regents.

2. Review of Allegations.
The allegation will be reviewed by the appropriate members of the Board and General Counsel, or his or her designee, to determine whether removal proceedings should be initiated against the Regent for a material violation of the Code of Ethics.

3. Hearing.
An appointed Regent accused of a material violation of the Code of Ethics shall be afforded a due process contested case hearing in accordance with all relevant laws, codes and procedures enacted by the State of Michigan and the University’s bylaws.

4. Removal.
If a contested case hearing results in a finding that an appointed Regent materially violated the Code of Ethics, the Board may initiate proceedings to recommend the removal of the Regent from the Board, in accordance with the University’s bylaws. If the Regent is removed, the position shall be considered vacant, and the vacancy shall be filled as provided by law.

5. Certification.
Upon appointment and annually thereafter, Regents shall be provided with the Code of Ethics, and shall certify in writing that they have read the Code of Ethics and will comply with all of its provisions. Documentation will be submitted to the Vice President and Secretary to the Board of Regents, and kept on file within the Board Office.

ARTICLE 5: CANDIDACY FOR PUBLIC OFFICE:
Any Regent shall resign from the Board if elective to a partisan public office or any office that is incompatible to being a member of the Board of Regents.

ARTICLE 6: ANNUAL REVIEW OF CODE OF ETHICS:
At the beginning of each fiscal year, the Board, with the assistance of the General Counsel, shall publicly review the requirements and procedures of this policy.

We, the Regents of Eastern Michigan University, thus commit ourselves individually and collectively to the highest possible standards of conduct. We acknowledge that each of us shares a profound obligation to exercise our best possible judgment as we face the often perplexing matters affecting the health and vitality of this institution which we hold in trust for future generations.

We respect the judgment of others concerning our performance because we recognize the need to see ourselves as others see us. As willing volunteers in perhaps the most noble of all forms of volunteerism in our participating democracy, we individually pledge to help the Board to be all that it is capable of being.

____________________________________  ____________
Regent                                      Date
Eastern Michigan University
EASTERN MICHIGAN UNIVERSITY  
Code of Ethics for Members of the Board of Regents  

UNIVERSITY POLICY STATEMENT:  
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UNIVERSITY PRACTICE:  
By consensus, members of the Board developed a Code of Ethics in February 1988, clarifying and attesting to obligations and responsibilities relative to the governance of Eastern Michigan University. Sound administrative practice dictates that policies be reviewed at least every five years. This revised Code of Ethics has been reviewed by the current Board of Regents in December 2011. By signing this document, each Regent commits individually and collectively to the highest possible standards of conduct.  

RESPONSIBILITY FOR IMPLEMENTATION:  
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Regent
Eastern Michigan University
RECOMMENDATION

ACTION REQUESTED
To amend the Board of Regents Code of Ethics.

STAFF SUMMARY
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FISCAL IMPLICATIONS
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ADMINISTRATIVE RECOMMENDATION
The proposed Board action has been reviewed and is recommended for Board approval.

___________________________________________ ________________________
University Executive Officer    Date
Vicki Reaume
Vice President and Secretary to the Board of Regents
EASTERN MICHIGAN UNIVERSITY
Code of Ethics for Members of the Board of Regents

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RESPONSIBILITY FOR IMPLEMENTATION:
It is the responsibility of the Vice President and Secretary to the Board of Regents to make these statements available at the appointed time, and to collect and keep them on file. It is the responsibility of each Regent to execute a Code of Ethics document annually at the start of each fiscal year.

SCOPE OF POLICY COVERAGE:
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PREAMBLE:
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*Business Associated with a Regent* is defined as any organization, corporation, partnership, proprietorship or other entity if either the Regent or Regent’s Family Member:

(a) Receives or received any present/past compensation, or has any contractual right to future income;

(b) Served or serves as an officer, director, partner or employee;

(c) Held or currently holds any financial interest.

2. **Personal Benefit or Gain.**

Regents shall not use the authority, title, prestige or any other attribute of the office for personal benefit or gain for themselves or any family member. Regents will exhibit personal integrity, honesty and responsibility in all actions and may not use Eastern Michigan University Board membership to obtain financial gain, or for personal, business or family benefit.

3. **Favored Treatment.**

Regents shall not use the authority, title, prestige or any other attribute of the office to obtain consideration, treatment or favor for any person beyond that which is generally available. This section applies to, but is not limited to, efforts to influence administrative decisions with respect to an individual’s admission, employment, discipline and similar matters. This section does not prohibit routine letters of recommendation or requests for information about the status of an individual’s admission, employment, discipline and similar matters.

4. **Gifts, Favors and Gratuities.**

Regents shall not knowingly accept any gift, favor or gratuity from any person or entity, including another Regent, that might affect or have the appearance of affecting a Regent’s judgment in the impartial performance of the duties of the office. This section shall not be construed to apply to a Regent’s incidental benefit from another Regent’s gift of money, property or services to the University, or to any benefit commonly available to Regents by virtue of the office. Nor shall this section be construed to prohibit acceptance of benefits from the University in connection with donations to the University. Nor does this
section prohibit complimentary tickets to University events furnished in accordance with generally accepted guidelines for attendance of University-related functions.

ARTICLE 3: EXPENSES:
Regents serve without compensation, but they are entitled to reimbursement for expenses incurred while representing the University in an official capacity in accordance with guidelines on file in the Board Office. Expenses of Board members shall be reviewed bi-annually by the Chief Financial Officer of the University and the Chairman of the Board of Regents.

ARTICLE 4: COMPLIANCE:
1. Reporting of Violations.
Anyone who believes that he or she has information indicating that an appointed Regent has violated the Code of Ethics shall make a written disclosure of the facts and circumstances to the Chair of the Board. If the alleged violation involves the Chair, the disclosure shall be made to the Vice Chair of the Board. If the alleged violation(s) of the Code of Ethics involves both the Chair and Vice-Chair, the matter will be submitted to the University’s General Counsel, or his or her designee, who will present the matter for review by the entire Board of Regents.

2. Review of Allegations.
The allegation will be reviewed by the appropriate members of the Board and General Counsel, or his or her designee, to determine whether removal proceedings should be initiated against the Regent for a material violation of the Code of Ethics.

3. Hearing.
An appointed Regent accused of a material violation of the Code of Ethics shall be afforded a due process contested case hearing in accordance with all relevant laws, codes and procedures enacted by the State of Michigan and the University’s bylaws.

4. Removal.
If a contested case hearing results in a finding that an appointed Regent materially violated the Code of Ethics, the Board may initiate proceedings to recommend the removal of the Regent from the Board, in accordance with the University’s bylaws. If the Regent is removed, the position shall be considered vacant, and the vacancy shall be filled as provided by law.

5. Certification.
Upon appointment and annually thereafter, Regents shall be provided with the Code of Ethics, and shall certify in writing that they have read the Code of Ethics and will comply with all of its provisions. Documentation will be submitted to the Vice President and Secretary to the Board of Regents, and kept on file within the Board Office.

ARTICLE 5: CANDIDACY FOR PUBLIC OFFICE:
Any Regent shall resign from the Board if elective to a partisan public office or any office that is incompatible to being a member of the Board of Regents.

ARTICLE 6: ANNUAL REVIEW OF CODE OF ETHICS:
At the beginning of each fiscal year, the Board, with the assistance of the General Counsel, shall publicly review the requirements and procedures of this policy.

We, the Regents of Eastern Michigan University, thus commit ourselves individually and collectively to the highest possible standards of conduct. We acknowledge that each of us shares a profound obligation to exercise our best possible judgment as we face the often perplexing matters affecting the health and vitality of this institution which we hold in trust for future generations.

We respect the judgment of others concerning our performance because we recognize the need to see ourselves as others see us. As willing volunteers in perhaps the most noble of all forms of volunteerism in our participating democracy, we individually pledge to help the Board to be all that it is capable of being.

Regent

Date

Eastern Michigan University
EASTERN MICHIGAN UNIVERSITY
Code of Ethics for Members of the Board of Regents

UNIVERSITY POLICY STATEMENT:
Each member of the Board of Regents shall individually execute a statement articulating a Code of Ethics (“Code”) governing expected trustee standards and codes of behavior. Execution of this document shall occur upon the initial appointment to the Board, and thereafter at the first meeting at the start of each fiscal year.

UNIVERSITY PRACTICE:
By consensus, members of the Board developed a Code of Ethics in February 1988, clarifying and attesting to obligations and responsibilities relative to the governance of Eastern Michigan University. Sound administrative practice dictates that policies be reviewed at least every five years. This revised Code of Ethics has been reviewed by the current Board of Regents in December 2011. By signing this document, each Regent commits individually and collectively to the highest possible standards of conduct.

RESPONSIBILITY FOR IMPLEMENTATION:
It is the responsibility of the Vice President and Secretary to the Board of Regents to make these statements available at the appointed time, and to collect and keep them on file. It is the responsibility of each Regent to execute a Code of Ethics document annually at the start of each fiscal year.

SCOPE OF POLICY COVERAGE:
This policy governs each member of the Board of Regents of Eastern Michigan University.

PREAMBLE:
We, the members of the Board of Regents of Eastern Michigan University, recognize the importance of articulating standards. By adopting this statement, we acknowledge that trusteeship requires a code of behavior not usually expected of other members of the greater EMU community. By willingly and enthusiastically accepting the privilege of serving the public interest and this institution, we also accept the obligations and responsibilities that accompany ourtrusteeships.

The Board of Regents accepts and commits itself to the responsibility for governing Eastern Michigan University, and to determine the University’s mission and strategic direction. We will consider the interests of all of its constituents in decision making, including students, administration, faculty, staff and other stakeholders. We, the Regents of Eastern Michigan University, each pledge to become familiar with and committed to the major responsibilities of the governing board: to appoint the president, to support the president, to monitor the president’s
performance, to clarify the mission, to approve long-range plans, to approve the educational program, to ensure financial solvency, to preserve institutional independence, to enhance the public image, to interpret the community to the institution and to assess our performance.

This Code of Ethics is intended to clarify our individual responsibilities, which we acknowledge to be distinct from, but complimentary to, those of the Board as a corporate entity. It shall remind new and incumbent members of their obligations, and to encourage periodic review of ourselves and our Board’s performance.

We, the Regents of Eastern Michigan University, each pledge to adhere to the following Code of Ethics:

**ARTICLE 1: GOVERNANCE RESPONSIBILITIES:**

1. **Public Trust.**
   The Board is ultimately responsible for the governance of the University. In carrying out this constitutionally conferred public trust, Regents must be accountable in the areas of financial disclosure, gifts, expenses and any potential conflicts of interest. Regents are expected to carry out their governance responsibilities in an honest, ethical and diligent manner. Regents shall not use the authority, title or prestige of their office to solicit or otherwise obtain private financial, social or political benefit that in any manner is inconsistent with the public interest. In serving the people of Michigan, Regents shall adhere to the highest ethical standards. In carrying out their governance responsibilities, Regents understand their role as a policy making body and avoid participation in administration of policy and day-to-day operations of the University.

2. **Welfare of Eastern Michigan University.**
   Regents bring diverse backgrounds and expertise valuable to the governance of a comprehensive, 4-year public university. In carrying out their duties, however, Regents must keep the welfare of the entire University paramount over any parochial interests. Regents should refrain from actions and involvements that might prove embarrassing to the institution.

3. **Duty of Care.**
   Consistent with their responsibilities as members of the Governing Board, Regents will discharge their duties, including any duties as a member of a committee, in good faith, with the care an ordinarily prudent person in a like position would exercise under similar circumstances, in a manner the Regent reasonably believes is in the best interest of the University, and with the level of decorum appropriate to the office of Regent. Regents will adhere to all laws, regulations and policies that apply to the University. Written and verbal communications will be made with the courtesy and respect expected of Board members.

4. **Resource Commitment.**
   In undertaking the duties of the position, a Regent shall make the commitment of time and other personal resources necessary to carry out the Regent’s governance
responsibilities. Out of respect of their extraordinary commitment of time, Board members will give their undivided attention to the business before it and avoid interruption to the extent possible. Failure of a Regent to participate in regular meetings of the Board or a committee on which the Regent serves shall be cause for the Board to recommend removal of the Regent to the Governor of the State of Michigan. Regents will also support the institution’s fundraising efforts through personal giving in accordance with one’s means and be willing to share in the solicitation of others by implementing fundraising strategies through personal relationships with others.

5. **Due Diligence.**
   Each Regent shall undertake with due diligence a critical analysis of the risks and benefits of any matter coming before the Board for action. Regents shall promote a culture of constructive debate about major information necessary to carry out the Regents’ duty of care to act in the best interest of the University.

6. **Legal Authority.**
   Except as otherwise provided by law or bylaw, each Regent shall have no authority to act outside of Board meetings. Regents shall avoid acting as a spokesperson for the entire Board unless specifically authorized to do so by the Chairman of the Board of Regents. The Board of Regents will speak with a unified, cohesive and singular voice whenever offering comments or opinions to the media or any other public forums or outlets.

7. **Use of the Eastern Michigan University Name.**
   Regents have a public association with Eastern Michigan University, but are also private citizens. Thus, care must be taken to appropriately differentiate between the two roles. Regents will not use the name of Eastern Michigan University in such a manner to suggest institutional or Board endorsement, or support of a non-Eastern Michigan University enterprise.

8. **Confidentiality of Eastern Michigan University Information.**
   Regents will not disclose, divulge or make accessible any confidential information belonging to Eastern Michigan University, or obtained through affiliation with Eastern Michigan University. Such confidential information may not be divulged to any persons, including relatives, friends or business/professional associates, other than to persons who have a legitimate need for such information, and with appropriate authorization. Good judgment and care must be exercised at all times to avoid unauthorized or improper disclosures of confidential information.

**ARTICLE 2: CONFLICT(S) OF INTEREST:**

1. **Conflict of Interest Policy.**
   A conflict of interest exists whenever a Regent, a Regent’s family member, and/or a business associated with a Regent or Regent’s family member has an actual or potential financial interest, or any other interest in a matter pending with the University that may impair independence of judgment or objectivity in the discharge of the Regent’s public governance responsibilities.
In conducting or participating in any transaction, full disclosure of any real or perceived conflict with personal interests, and removal from further participation in such matters is expected; this includes any discussion, debate or voting upon said matter. Said disclosure will be duly disclosed and noted in the minutes of the next Board meeting following disclosure of any conflict of interest.

*Family Member* is defined as a Regent’s spouse, parent, sibling, child, domestic partner or any person residing in the Regent’s household.

*Business Associated with a Regent* is defined as any organization, corporation, partnership, proprietorship or other entity if either the Regent or Regent’s Family Member:

(a) Receives or received any present/past compensation, or has any contractual right to future income;
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RECOMMENDATION

Appointment of Education Achievement Authority Board Member

ACTION REQUESTED
In accordance with the attached December 6, 2011 recommendation from President Susan Martin, and consistent with the purpose and the mission of the Education Achievement Authority, it is recommended that the Board of Regents approve the appointment of College of Education Dean Jann Joseph to the Authority Board of the Education Achievement Authority effective January 1, 2012. Dr. Joseph will replace James Stapleton on the Education Achievement Authority Board.

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 appointment of Dean Jann Joseph is made pursuant to this Section.

FISCAL IMPLICATIONS
None.

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

University Executive Officer

Date

Dec 14, 2011
To: Chairman Roy Wilbanks

From: Susan Martin, President

Date: December 6, 2011

I am recommending the appointment of Eastern Michigan University's (EMU) College of Education Dean Jann Joseph to the Authority Board of the Education Achievement Authority (EAA) effective January 1, 2012.

The Interlocal Agreement between the Board of Regents of EMU 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 and this recommendation is made pursuant to this.

Eastern Michigan University is proud of the partnership with the Education Achievement System. Our common goals focus on the success and leadership for Michigan schools who are in the most need at this time. We will work collectively to guide these schools toward success and accomplishment.

Clearly one of the most important strengths that EMU contributes to the partnership is our premier College of Education. As one of the nation's leading colleges of education, we are one of the largest producers of educational personnel and have been consecutively accredited by the National Council for the Accreditation of Teacher Education (NCATE) since 1954. Our college has been rated "exemplary" by the State of Michigan for as long as state ratings have existed. EMU is well positioned to provide leadership and results through the EAA partnership. As the EAA moves forward with their work, it is timely to have the Dean assume a leadership role on the EAA Board.

Dr. Jann Joseph not only has a strong commitment to education at the university level but a deep belief in the mission of the Michigan K-12 public school system; more specifically, schools in need.

Dr. Joseph has a solid background in public education through her experience as a teacher and university professor. Much of her work has included successful grant writing and programming, specifically in the K-12 curriculum. Some of her work included the leadership and implementation of a state-certified integrated science major for K-8 teachers, exhibiting a 100% success rate on the state test for teaching certification and is currently considered a model program.

Her experience at Grand Valley State University as Associate Dean, prior to joining EMU, included work in the areas of faculty development, start up funding negotiations, new faculty orientation, faculty mentoring program development and implementation, and grant support and development as well as coordination of appropriate resource allocation.
Dr. Joseph exhibits a broad vision and mission in her work along with a clearly defined process with nothing less than exceptional results; she is clearly goal oriented and embodies superior professionalism.

Again, I highly recommend Dr. Jann Joseph to the Authority Board of the Education Achievement Authority.

cc: Jann Joseph
    Vicki Reaume
    Gloria Hage
RECOMMENDATION

Appointment of Eagle Administrative Services Board Members

ACTION REQUESTED

In accordance with the Eagle Administrative Services By-Laws, Article III, Section 3.2, it is recommended that the Board of Regents reappoint Regent Floyd Clack to serve a two year term on the Eagle Administrative Services Board from January 1, 2012 to December 31, 2013.

In accordance with the Eagle Administrative Services By-Laws, Article III, Section 3.4, it is recommended that the Board of Regents appoint Michael Hawks to complete the two year term vacated by the resignation of Regent James Stapleton from the Eagle Administrative Services Board. This term commenced on January 1, 2011 runs through December 31, 2012.

This action shall supersede all previous term appointments to the Eagle Administrative Services Board.

STAFF SUMMARY

Not applicable.

FISCAL IMPLICATIONS

Not applicable.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

Dec 14, 2011