Thursday, December 16, 2010

11:30 AM – 12:00 PM Public Communications Room 201
1:00 PM – 1:45 PM Athletic Affairs Committee Room 201
1:00 PM – 1:45 PM Faculty Affairs Committee Room 205
2:00 PM – 2:45 PM Educational Policy Committee Room 205
2:00 PM – 2:45 PM Student Affairs Committee Room 201
3:00 PM – 3:45 PM Finance & Audit Committee Room 201
4:00 PM – Regular Board Meeting Room 201

AGENDA

Call to Order
Roll Call Attendance
Public Communications at 11:30 a.m.
Recess
Reconvene Regular Board Meeting at 4:00 p.m.
Call to Order
Roll Call Attendance

Section 1 President’s Report
Section 2 RESOLUTION: MAC Men’s Cross-Country Team
Section 3 RESOLUTION: Softball
Section 4 RESOLUTION: Arthur Timko
Section 5 RESOLUTION: Robert Neely
Section 6 Proposed Minutes of the October 19, 2010 Regular Board Meeting
CONSENT AGENDA

Section 7  Emeritus Staff Status
Section 8  Emeritus Faculty Status
Section 9  Academic Affairs Administrative Professional Appointments/Transfers
Section 10  Lecturer Appointments
Section 11  Staff Appointments
Section 12  Staff Separations/Retirements

REGULAR AGENDA

Student Affairs Committee
Section 13  Monthly Report and Minutes

Athletic Affairs Committee
Section 14  Monthly Report and Minutes

Faculty Affairs Committee
Section 15  Monthly Report and Minutes

Educational Policies Committee
Section 16  Monthly Report and Minutes
Section 17  Charter Schools Board of Director Appointments
Section 18  2011 Provost’s New Faculty Research Awards
Section 19  Recommendation to Amend Board Policy on University Mission, Values, Philosophy and Guiding Principles

Finance & Audit Committee
Section 20  Informational Reports and Financial Updates
Section 21  2009-2010 Eastern Michigan University Foundation Annual Report

New Business
Section 22  Recommendation to Extend the Employment Contract of President Susan Martin
Section 23  Board Officer Elections and Appointments
Section 24  Board of Regents Meeting Dates for 2011
Section 25  Appointment of Eagle Administrative Services Board Members
Recognition of 2010 Men's Cross Country MAC Championship Team

Whereas, the Eastern Michigan University Men's Cross Country Team won the 2010 Mid-American Conference championship, and

Whereas, the MAC title was EMU's 15th men's cross country championship, and

Whereas, sophomore Terefe Eligiu became the 18th EMU runner to win the individual championship, finishing first in 24:08.3 to earn first-team All-MAC honors, and

Whereas, freshman Harry Dixon finished 12th in 25:07.5 to earn second-team All-MAC honors, and

Whereas, junior Austin Hendrix (15th), sophomore James Hughes (18th), junior Andrew Pfeiffer (20th), senior Ransom Brown (42nd) and junior Cole Sanseverino (47th) were the top seven finishers for the Eagles, and

Whereas, EMU Head Coach John Goodridge was named MAC Men's Cross Country Coach of the Year for the sixth 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 2010 season and commends it for the honor and distinction the team has brought to itself as well as to Eastern Michigan University.
Recognition of 2009-2010 Softball Team for Academic Excellence

Whereas, the National Fastpitch Coaches Association (NFCA) announced in its recent 2009-2010 All-Academic Team that for the seventh year in a row the Eastern Michigan University softball team has been ranked among the Top 20 in all NCAA Division I schools in team GPA; and

Whereas, the Eagles ranked 14th in the nation after compiling a 3.430 GPA; and

Whereas, since the 2004 season, when they recorded a 3.552 GPA, the top mark in the country, the Eagles have been in the top 20; and

Whereas, the following nine athletes on the 2009-2010 softball team were were all named Scholar-Athletes by the NFCA:

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

Now, therefore, be it resolved, that the Eastern Michigan University Board of Regents congratulates the softball team for its continued outstanding success in academics in 2009-2010 and commends it for the honor and distinction the team has brought to itself as well as Eastern Michigan University.
In honor of Art Timko and in recognition of his distinguished service

Whereas, Art Timko is retiring after 42 years of faithful service to WEMU and Eastern Michigan University, and

Whereas, Art began his career at WEMU in 1968 as a student employee, leaving for two years to serve in Vietnam with the 101st Airborne Infantry, and returning to the station as a Graduate Assistant, then advancing in 1971 to become producer/director as one of only two full-time employees, and

Whereas, Art spearheaded WEMU’s shift to a jazz format in 1977 and guided the station through its formative years, and

Whereas, Art became station manager in 1981 and, due to cutbacks in station funding, worked out an agreement with then President John Porter that EMU would match whatever funds the radio station could raise on its own, and so expanded from a fundraiser of what had been a few thousand dollars to $35,000 at one time, and

Whereas, Art worked tirelessly to move WEMU’s antenna from the top of Pierce Hall (elevation 152 feet) to a location north of campus that more than doubled its height to 326 feet, sub-stantially increasing WEMU’s range without increasing its power, and

Whereas, Art instigated a burst of creative energy in the 1980s that generated WEMU ventures like the Frog Island Music Festival, four record albums, live national and local broadcasts such as the Montreux Jazz Festival in Detroit, winter jazz performances at the Ypsilanti Freighthouse and a live stage at the Ann Arbor Art Fairs, and

Whereas, Art is a past president of both the Michigan Public Radio Network and Michigan Association of Public Broadcasters boards, and

Whereas, Art has molded an award-winning, NPR affiliate that blends jazz, national news and local news that serves the local community’s needs and interests,

Now, therefore, be it resolved, that the Eastern Michigan University Board of Regents congratulates Art Timko on his retirement and thanks him for his outstanding service and success over the past 42 years and wishes him the very best in the years to come.
In honor of Dr. Robert K. Neely and in recognition of his distinguished service

Whereas, you willingly embraced faculty and leadership roles over the past 26 years at Eastern Michigan University, directing institutional growth and guiding major initiatives in such roles as Associate Provost and Vice President for Research, Associate Dean of the College of Arts and Sciences, Department Head of Biology, Graduate Program Director of Biology; and

Whereas, you willingly accepted the role as interim provost from 2007 to 2008 and served in that role with distinction; and

Whereas, your professional accomplishments merited numerous prestigious awards, in particular the State of Michigan Teaching Excellence Award in 1991, and you have brought distinction to yourself and to Eastern Michigan University; and

Whereas, your professional activities and community involvement, notably your service on numerous boards and agencies throughout the State of Michigan, the Community of Ypsilanti and Eastern Michigan University, have had a lasting impact; and

Whereas, you and fellow colleagues in the College of Arts and Sciences were instrumental in obtaining the funding for the establishment of the Jean Noble Parsons Center for the Study of Art and Science; and

Whereas, you provided the leadership for the planning and funding of $137 million in renovations to instructional buildings, and worked with colleagues from across the University to create and execute a Swing Space plan, such that there was minimal disruption to faculty, staff and students during what had the potential to be a time of extreme upheaval; and

Whereas, your leadership of EMU’s research efforts from 2005 to the present resulted in substantial growth in external funding to an all-time high of $16 million, almost doubling the amount of federal funding from $6.9 million in FY2005 to $12.9 million in FY2010; and

Whereas, your leadership efforts in establishing a technology transfer capability have resulted in 39 invention disclosures, 21 patent applications, four option agreements, and one license agreement since FY2005, in addition to EMU receiving its first patent from the U.S. Patent Office; and

Whereas, your unending commitment to student excellence, faculty support and EMU programs has benefited students, faculty, colleagues and the University as a whole;

Now, therefore, be it resolved, that members of the Eastern Michigan University Board of Regents call upon the University community to join them in expressing
the esteem in which we hold Dr. Robert K. Neely and our sincere gratitude for his longstanding dedication and commitment to the Division of Academic Affairs, the Ypsilanti community, and Eastern Michigan University.
The proposed minutes of the October 19, 2010 Board of Regents meeting.

The regular meeting of the Eastern Michigan University Board of Regents was called to order by Chair Wilbanks at 3:45 P.M. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board Members present were:

Regent Floyd Clack
Regent Gary Hawks
Regent Philip Incarnati
Vice Chair Francine Parker
Regent Thomas Sidlik
Regent James Stapleton
Chair Roy Wilbanks

The Board Member absent was:

Regent Mohamed Okdie

COMMUNICATIONS

Secretary Kurtz announced that there were two (2) requests to address the Board of Regents.

Susan Moeller and Mahmud Rahman – AAUP
Antonio Cosme – Student Government

PRESIDENT’S REPORT

President’s Report to the Board of Regents

October 19, 2010

Today we are recommending for Board of Regents approval a request for a 5-percent increase in our appropriation from the State of Michigan for fiscal year 2011-2012.

The request highlights Eastern’s leadership among Michigan’s 15 public universities in tuition restraint. In each of the last two years, Eastern’s tuition and fees increases – 3.8 percent and 0 percent – were the lowest of any Michigan university. For the two-year period, the average tuition increase for the other 14 public universities was 10.8 percent,
compared to our 3.8 percent. We are hopeful that our leadership role in containing costs will be recognized in the appropriations process, particularly since 90 percent of our students are from Michigan, and 80 percent of our graduates stay in Michigan. An investment in Eastern is an investment in Michigan. FTIAC applications for Fall 2011 are up significantly (3,193 as compared to 1,807 last year) in response to our “0 0 0%” tuition, room and board increase.

We are proposing for Board of Regents approval a significant increase in our financial aid budget for 2011–2012. This will allow us to continue our efforts to keep higher education affordable to students and families. We are proposing a budget of $33.7 million for financial aid, representing an 11-percent increase. Since the 2007-2008 academic year, Eastern has increased financial aid by more than $12 million, a rise of about 57 percent.

We are recommending for Board of Regents approval a Capital Outlay request to the State of Michigan for fiscal year 2011-2012 that requests funding for the $38 million renovation of Strong Hall, the second piece of the science complex. The renovations would include classrooms, lecture halls, student commons areas and faculty offices—all designed to meet LEED Silver Criteria. This project is currently included in the Senate capital outlay bill.

Approval of this project by the state would add to our unprecedented $195 million, four-year investment in capital spending from fiscal year 2009-2010 to fiscal year 2012-2013. Funding from tuition earmarks in 2005-06 and 2008-09 launched the science complex groundbreaking in November 2008. Eastern borrowed $100 million in May 2009 to fund a capital plan developed in February 2009. The $195 million capital budget has more than 70 percent targeted at academic facilities; 15 percent for building, parking and IT infrastructure; 7 percent for housing facility enhancements; and 8 percent for all other campus facilities including about 3 percent for athletic facilities and enhancements.

September and October have provided many positive highlights at Eastern, thanks to the dedication and hard work of our students, faculty and staff. Among the highlights:

- Agreement was reached with our second largest labor group, representing 398 Professional/Technical employees. Thanks to the hard work and creative approach of the bargaining teams, a three-year contract was approved that includes a 2 percent “shared reward” salary increase for this year, contingent on a formula based on a combination of increased student credit hours and the level of Eastern's annual state appropriation. Because this year's credit hours and level of state funding meet the formula's threshold, the increase will take effect retroactive to July 1, 2010.

The agreement also includes increases in union members' contributions to health care coverage to address rapidly increasing costs. In year two, employees will receive a 1.5 percent salary increase, plus a possible “shared reward” increase of an additional 1.5 percent. In year three, employees will receive a 2 percent salary
increase, with a possible “shared reward” increase of an additional 1 percent. In addition, employees will receive a $1,250 increase to their base salary on January 1, 2011 to help offset the additional costs associated with changes in health care plans. This “shared reward” formula will be used in planning non-bargained for employee salary increases as well.

### Shared Reward Pay Increase Formula

State appropriation revenue and student credit hours must increase by a weighted average of 1 percent or greater than the prior year. Weighting is 70 percent for student credit hours, 30 percent for state appropriations.

**Example if in effect for FY11**

(70%/30% weighting based on FY10 revenue mix)

<table>
<thead>
<tr>
<th></th>
<th>FY09</th>
<th>FY10</th>
<th>Percent Change</th>
<th>Weighting</th>
<th>Weighted Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Credit Hours</td>
<td>513,148</td>
<td>535,096</td>
<td>4.28%</td>
<td>70.00%</td>
<td>2.996%</td>
</tr>
<tr>
<td>State Appropriation</td>
<td>$78,551</td>
<td>$78,212</td>
<td>-0.43%</td>
<td>30.00%</td>
<td>-0.129%</td>
</tr>
</tbody>
</table>

Under this scenario, a contingent pay increase would be awarded (2.867%>1.0%)

For FY12, the formula would apply to FY11 growth rates vs. FY10; for FY13, FY12 rates vs. FY11

- For the seventh consecutive year, our College of Business was named among the nation’s "Best 300 Business Schools" in 2011, by the Princeton Review based upon student surveys.

- Seven of our outstanding faculty will be honored at the 20th Annual Teaching Excellence Awards on Saturday, Oct.30. They include:
  - Ted Ligibel, professor of historic preservation and director of the Historic Preservation Program;
  - Sheila Most, professor of English;
  - Ray Quiel, associate professor of communication, media and theatre arts, and director of EMU's award-winning forensics program;
  - Raymond Rosenfeld, professor of political science and director of internships;
  - Angela L. J. Hwang, professor of accounting;
• Mary Brake, professor and program coordinator, mechanical engineering technology; and,
• Denise Pilato, associate professor of technology studies.

• Best wishes to Bob Neely, associate provost for academic affairs, who was named provost and vice president for academic affairs at Texas Women's University. Bob spent the last 25 years at Eastern and made numerous contributions to our success. He begins his new post in January. Provost and Executive Vice President Jack Kay will announce an internal search process for identifying an interim associate provost, which will be followed by a national search.

• The campus community has been engaged in several important and challenging discussions in recent weeks related to social issues. On October 7, Provost Jack Kay moderated a forum on hate symbols in the media, which drew the campus together in a robust and spirited discussion of issues relating to race, respect and communication. The panel discussion featured professors Ronald Woods, Marty Shichtman and Mary Ann Watson, along with Kevin Devine, director of student media. The offices of Academic Affairs and Student Affairs and Enrollment Management are planning ongoing discussions. The next forum, titled "Continuing the Dialog: Civility and Respect," is scheduled tomorrow from 12:15 to 1:45 p.m. in the Student Center Ballroom, and will be moderated by Professor Woods.

• In light of recent national attention on suicides by LGBT youth, including two college students, the Eastern community banded together to focus on the damaging impact of harassment and bullying. Awareness and inclusion events are underway, including an Anti-Bullying and Harassment SPEAK OUT tonight at the Student Center, followed by a vigil, and campus participation in “Spirit Day” tomorrow, in memory of those bullied and harassed for their sexual orientation. Supporters of this effort are urged to wear purple.

• The Department of Public Safety recently released its annual crime report for the previous three years. The numbers show that Eastern Michigan is a safe campus. Burglaries have dropped significantly in the past three years from 154 in 2007 to 42 in 2009. Crimes that occur are swiftly solved with arrests. We have 11,000 subscribers to the RAVE emergency alert text messaging system. And SEEUS, the student group that provides escorts on campus, made more than 16,000 calls in 2009. We all are working to make this the safest campus it can be.

• Carol Goss, president and chief executive officer of the Skillman Foundation will be our commencement speaker for the December graduation ceremony and is recommended for an honorary doctorate. Carol Goss is an outstanding community leader in southeast Michigan, making an important contribution to the education and lives of thousands of young people in Detroit.

• Gary Olsen, Director of the Senate Fiscal Agency recently spoke on campus about the challenges state revenues and budget forecasts foretell for fiscal year 2011-2012.
• The University Budget Council will begin meeting one week from today on Tuesday, Oct. 26. Budget Council participants have been provided with a workplan/timeline that will result in UBC budget input being developed earlier to be considered in the overall University budget planning process.

In Athletics, our student athletes continue to show great success in the classroom and on the court or field:

• Our volleyball team continues to roll with 19 victories against six losses, and is 5 – 2 in the MAC. The team hosted its annual “Dig Pink” match on Saturday, Oct. 16, to raise money for breast cancer awareness. Over the past three seasons, EMU Volleyball has raised more than $12,000 for breast cancer research.

• The women’s soccer team remains undefeated in Mid-American Conference play with only three regular-season games to go before the MAC tournament.

• Our football team won a thrilling overtime road game on Saturday at Ball State, coming from behind to dominate the second half with a dramatic 41-38 victory. Join us at the next home game against University of Toledo at 4 p.m., October 30.

• The men’s cross-country team finished first in a field of 16 teams at the Notre Dame Invitational on Oct. 1.

• The smiling runner crossing the finish line first at the annual Detroit Free Press Marathon on Sunday was Eastern alumnus Jordan Desilets. The 29-year old from Pinckney was a track star at Eastern who graduated in 2004. He finished ahead of more than 19,000 other runners wearing an Eastern jersey.

I am pleased to announce a major gift to “Invest. Inspire. A campaign for Eastern Michigan University.” Alumnus and former Regent Timothy Dyer is pledging a $1.5 million planned gift for the establishment of the Dr. Timothy J. Dyer Distinguished Interdisciplinary Chair in Forensics/Debate and Human Rights. The Chair would lead in the creation of the Center for the Study and Research of Equality and Human Rights in the College of Arts and Sciences.

Timothy Dyer received his undergraduate and graduate degrees at Eastern, before working as a teacher, debate/forensic coach, and school principal. He also was mayor of Ypsilanti from 1968 to 1970, and simultaneously held positions as the superintendent of the Wayne-Westland school district and on the EMU Board of Regents (1973-1983), before he left the state to become superintendent of the nation’s largest high school district in Phoenix, Ariz. In 1990, Dyer accepted the position of executive director of the National Association of Secondary School Principals, serving in that capacity until 1998.
With today’s announcement, we now have raised more than $36.5 million of our $50 million campaign goal. At this time, I would like to invite Tim to come forward and speak.

Regent Emertius Dyer addressed the Board.

Chair Wilbanks invited Honors College Director Rebecca Sipe to introduce 13 Presidential Scholars.

PROPOSED MINUTES OF THE SEPTEMBER 21, 2010 REGULAR BOARD MEETING

Section 3

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

Motion Carried

MONTHLY REPORT AND MINUTES – STUDENT AFFAIRS COMMITTEE

Section 4

Regent Hawks moved and Regent Clack seconded that the Student Affairs Committee Agenda for October 19, 2010 and the Minutes of September 21, 2010 be received and placed on file.

Motion Carried

MONTHLY REPORT AND MINUTES – ATHLETIC AFFAIRS COMMITTEE

Section 5

Regent Incarnati moved and Regent Hawks seconded that the working Agenda for October 19, 2010 and the September 21, 2010 minutes be received and placed on file.

Motion Carried

MONTHLY REPORT AND MINUTES – FACULTY AFFAIRS COMMITTEE

Section 6

Regent Parker moved and Regent Sidlik seconded that the Faculty Affairs Committee Agenda for October 19, 2010 and the Minutes of the September 21, 2010 meeting be received and placed on file.
Motion Carried

MONTHLY REPORT AND MINUTES – EDUCATIONAL POLICY COMMITTEE

Section 7

Regent Sidlik moved and Regent Hawks seconded that the Educational Policies Committee Agenda for October 19, 2010 and the Minutes of the September 21, 2010 meeting be received and placed on file.

Motion Carried

EMERITUS FACULTY STATUS

Section 8

Regent Sidlik moved and Regent Hawks seconded that the Board of Regents grant Emeritus Faculty status to David Tammany.

Motion Carried

EMERITUS STAFF STATUS

Section 9

Regent Sidlik moved and Regent Hawks seconded that the Board of Regents grant Emeritus Staff status to Sukru Dogan Koyluoglu.

Motion Carried

ACADEMIC AFFAIRS ADMINISTRATIVE PROFESSIONAL APPOINTMENTS/TRANSFERS

Section 10

Regent Sidlik moved and Regent Hawks seconded that the Board of Regents approve one appointment and four transfers.

Motion Carried

COMMENCEMENT SPEAKER AND HONORARY DEGREE

Section 11
Regent Sidlik moved and Regent Hawks seconded that the Board of Regents approve Carol Goss, President and Chief Executive Officer of the Skillman Foundation as Commencement Speaker at the Sunday, December 19, 2010 commencement ceremony and award her the honorary degree, Doctor of Public Service.

**Motion Carried**

**MONTHLY REPORT AND MINUTES – FINANCE AND AUDIT COMMITTEE**

Section 12

Regent Stapleton moved and Regent Clack seconded that the Board of Regents receive and place on file the minutes from the September 21, 2010 Finance and Audit committee meeting, the Working agenda for the October 19, 2010 meeting and the Informational Reports and Financial Updates.

**Motion Carried**

**STAFF APPOINTMENTS**

Section 13

Regent Stapleton moved and Regent Clack seconded that the Board of Regents approve 11 staff appointments for the reporting period of September 1 – September 30, 2010.

**Motion Carried**

**STAFF SEPARATIONS/RETIREMENTS**

Section 14

Regent Stapleton moved and Regent Clack seconded that the Board of Regents approve 17 separations and retirements for the reporting period September 1 – September 30, 2010.

**Motion Carried**

**2011 – 2012 GENERAL FUND SCHOLARSHIPS, AWARDS AND GRANTS REQUEST**

Section 15

Regent Stapleton moved and Regent Clack seconded that the Board of Regents approve the 2011 – 2012 General fund Scholarships, Awards and Grants proposal for $33,724,000.
Motion Carried

FISCAL YEAR 2011 – 2012 STATE CAPITAL OUTLAY REQUEST

Section 16

Regent Stapleton moved and Regent Sidlik seconded that the Board of Regents approve the University’s FY 2011 – 12 Capital Outlay Request to the State of Michigan.

Motion Carried

FISCAL YEAR 2011 – 2012 STATE APPROPRIATION REQUEST

Section 17

Regent Stapleton moved and Regent Clack seconded that the Board of Regents approve the Fiscal Year 2011 – 2012 appropriation request of an increase of 5.0%.

Motion Carried

WASHINGTON STREET PARKING LEASE AGREEMENT

Section 18

Regent Stapleton moved and Regent Clack seconded that the Board of Regents authorize the President to execute and agreement with the City of Ypsilanti to lease the EMU-owned portion of a surface parking lot located at Washington and Pearl Streets in the City for five years.

Motion Carried

OAKWOOD/WASHTENAW INTERSECTION IMPROVEMENT GRANT AND RIGHT-OF-WAY

Section 19

Regent Stapleton moved and Regent Clack seconded that the Board of Regents authorize the President to make any and all adjustments in right-of-way necessary for the construction of improvements at the corner of Washtenaw and Oakwood associated with the implementation of the City of Ypsilanti’s Congestion Mitigation and Air Quality improvement grant.

Motion Carried

Section 20

Regent Clack moved and Regent Parker seconded that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and the EMU Professional/Technical Union (UAW – 1976) and authorize the President to execute the Agreement on behalf of the Board of Regents.

Motion Carried

AUTHORIZATION REGARDING HIRING OF VICE PRESIDENT/SECRETARY OF THE UNIVERSITY

Section 21

Regent Parker moved and Regent Hawks seconded that the Board of Regents authorize the Personnel and Compensation Committee to select the Vice President and Secretary of the University and to set the compensation; authorize the Chair of the Board to establish the remaining terms and conditions of the successful candidate’s employment and to extend the formal offer of employment and execute the corresponding documents.

Motion Carried

RESOLUTION HONORING EXECUTIVE DIRECTOR BOARD AFFAIRS/SECRETARY TO THE BOARD JACQUELINE KURTZ

Section 22

Regent Sidlik proposed and Regent Hawks seconded that the Board of Regents adopt a resolution honoring Secretary Kurtz for her service to the University.

Motion Carried

Regent Wilbanks called for any further business to be brought before the Board. There being none, the meeting was adjourned at 4:52 P.M.

Respectfully submitted,

Jacqueline K. Kurtz
Secretary to the Board of Regents
RECOMMENDATION

EMERITUS STAFF STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to five (5) staff members: Carol Frisbie, Supervisor Telephone Services, who retired November 5, 2010; Karen Hathaway, Library Assistant, who retired August 31, 2010; Mark A. Morton, Library Technical Distribution Specialist, who retired August 1, 2010; Luinda J. Smith, Library Assistant, who retired August 31, 2010; Lois J. Whitehead, Library Associate, who retired August 31, 2010.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
President

12/1/2010
Date
EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: Care Fristie

Current Status at EMU: Supervisor, Telephone

Date of Hire at EMU: 10/20/74 Retirement Date: 11/5/2010

Number of Years at EMU: 36 (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.

Robert England 11/1/2010

Recommended by

Dean and/or Vice President 11/2/10

Provost

Date Submitted to Board of Regents December 16, 2010

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall

8/22/06
November 1, 2010

This is a recommendation for Carol Frisbie to be awarded with Emeritus staff status. Mrs. Frisbie has served EMU for 36 years as the University's telephone switchboard operator; she was the friendly familiar voice on the other end of the line that was always there to help others. Over the years, Carol has represented EMU with professionalism, dedication, accuracy and pride. I've never met anyone so devoted to EMU, which she demonstrates often, as Carol can always be found in the stands supporting EMU at football, basketball, baseball and volleyball games. Even though she is retiring from EMU, I am confident that her love for EMU will never retire. It would be nice to award someone who has truly served EMU with such an honorable award.

Sincerely,

Robert W. England
Director
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: Karen Hathaway

Status at EMU: Library Assistant, CS-05 (AP10 and above)

Date of Hire at EMU: July 30, 1990
Retirement Date: August 31, 2010

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

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

Home Address: __________________________________________________________

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 - 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.

Recommended by (please print) Date

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
Karen Hathaway
Statement of Support

Karen Hathaway has been a loyal and dependable employee and has served the Eastern Michigan University campus faithfully for the past 20 years. Karen’s commitment and dedication to the University has been exemplary.

Karen was hired as a full-time Parking Clerk in January 1990 then transferred to Admissions in July 1990. Karen came to work in the Library Circulation department in October 1993 and worked there until her retirement August 31, 2010.

Karen worked as the Library circulation stacks supervisor and maintained a high standard in shelving while learning and getting new procedures in place. She was active in coordinating major shifts of books in the stacks and has a great working relationship with internal and external clients and works well with student employees. She provides solid service to both library patrons and students.

Karen’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 university librarian/dean concurs with the coordinator of Library Circulation in highly recommending Karen be awarded Emeritus Staff Status.
The Department of University Library recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: Mark A. Morton

Status at EMU: Library Technical Distribution Specialist (AP10 and above)

Date of Hire at EMU: August 7, 1967  Retirement Date: August 1, 2010

Number of Years at EMU: 43 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:  B-Mail Address:

Name of Spouse: __________

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

Masters: __________

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.

Recommended by __________________________  Date

Supervisor __________________________  Date

Department Head/Dean and/or Vice President __________________________  Date

Provost __________________________  Date Submitted to Board of Regents

Please forward this completed form to:

Nicki Banush
Academic Affairs, 106 Welch Hall
Emeritus Recommendation
for
Mark A. Morton
Statement of Support

Mark A. Morton was a loyal and dependable employee and served the Eastern Michigan University campus faithfully for the past forty-three years. Mark’s commitment and dedication to the University was exemplary. Mark was almost always one of the first library employees to arrive at work each morning. He has provided service not only to the library but the entire campus as the Library Technical Distribution Specialist. Mark’s personnel file is over flowing with special “thank you” and appreciation letters received because he was that employee who went beyond his responsibilities to assure that each individual received the assistance needed to do their job effectively.

Upon returning from Military Service in October 1970, Mark was hired as an Audio Visual equipment operator and in March 1973 as an equipment and materials clerk, 1978 as an AV Materials Clerk, and in 1982 as a technical distribution specialist where he worked until his retirement, August 1, 2010.

Mark worked closely with the Library’s audio visual staff and the entire campus community seeing that classes were setup and ready to go. His quality of performance was always top-level and in accordance with high personal standards. He worked as hard and fast as possible, completely dependable, self-motivated, accurate and always courteous and accommodating, extremely service-minded, went out of his way to meet the needs of others, anticipated needs, headed off problems and accepted all new responsibilities with a positive attitude and enthusiasm.

Mark’s dedication and loyalty to the faculty, staff and EMU community has been evident to all those he has so graciously served over his many years with EMU. The University Library Dean concurs with the Library Technical Hardware Coordinator in highly recommending Mark A. Morton be awarded Emeritus Staff Status.
EASTERN MICHIGAN UNIVERSITY  
Division of Academic Affairs  

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: Luinda J. Smith

Status at EMU: Library Assistant, CS-05 (AP10 and above)

Date of Hire at EMU: April 22, 1970   Retirement Date: August 31, 2010

Number of Years at EMU: 40 (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 - 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.

Joe Badics
Recommended by (please print) Date

Supervisor Date

Department Head/ Dean and/or Vice President Date

Date Submitted to Board of Regents

Please forward this completed form to:

Nicki Banush
Academic Affairs, 106 Welch Hall
Emeritus Recommendation
for
Luinda J. Smith
Statement of Support

Luinda J. Smith has been a loyal and dependable employee who served Eastern Michigan University faithfully for the past 40 years. Luinda’s commitment to the University has been exemplary.

Luinda was hired full-time in the Library Technical Services Department in April 22, 1970, where she worked until her retirement date of August 31, 2010.

Luinda’s work was of the highest quality. She helped out in various areas within the Acquisitions Department and worked well with everyone. Luinda’s diligence, work ethic, and expertise in the department and other outstanding qualities made her a great role model for her colleagues.

Luinda’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. The university librarian/dean concurs with the Acquisitions Librarian in highly recommending Luinda be awarded Emeritus Staff Status.
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: Lois J. Whitehead

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

Date of Hire at EMU: February 12, 1968 Retirement Date: August 31, 2010

Number of Years at EMU: 42 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:

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.

Michael Barnes
Recommended by
Date

Supervisor

Department Head/Dean and/or Vice President

Provost

Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall

October 28, 2010
Emeritus Recommendation
for
Lois J. Whitehead

Statement of Support

Lois J. Whitehead has been a loyal and dependable employee and has served the Eastern Michigan University campus faithfully for 42 years. Lois' commitment, loyalty, and dedication to the University have been commendable.

Lois has spent her entire EMU career in the Library Cataloging Department and worked her way up to a Library Associate and remained at this position until her retirement date of August 31, 2010. As the senior staff member of the unit, Lois assisted in the hiring, training, and supervising of cataloging staff and student assistants.

Lois was a valuable asset in the examination of monograph bibliographic records for the Cataloging Librarian and the rest of the department. She was always willing to help lend her expertise to any problem in the unit. She was a leader in processing of theses and dissertations.

Lois' 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 University Librarian/Dean concurs with the Cataloging Librarian in highly recommending Lois J. Whitehead for Emeritus Staff Status.
EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Faculty Status to four (4) former faculty members listed on the attached report.

STAFF SUMMARY

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

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

__________________________________________  12-6-2010
University Executive Officer  Date
Provoast and Executive Vice President
**Lora Durham**

Assistant Professor, Department of Mathematics from 1982-2010  
(18 years)

Masters  
Eastern Michigan University

Baccalaureate  
Eastern Michigan University

**John A. Edgren**

Professor, Department of Economics from 1979-2011  
(32 years)

Doctoral  
University of Michigan

Masters  
N/A

Baccalaureate  
Grinnell College

**Gary L. Evans**

Professor, Department of Communication from 1964-2010  
(45 years)

Doctoral  
University of Michigan

Masters  
University of Michigan

Baccalaureate  
Wayne State University

**Robert K. Neely**

Professor, Department of Biology from 1984-2011  
(25 years)

Doctoral  
Iowa State University

Masters  
Baylor University

Baccalaureate  
Iowa State University
The Department of MATHEMATICS recommends the awarding of Emeritus Faculty Status for the following retiring/reired faculty member:

Name of Faculty Member: Lora Durham

Current Status/Rank at EMU: Assistant Professor

Date of Hire at EMU: 09/01/1982 Retirement Date: April 2010

Number of Years at EMU: 18 (Minimum of 15 years of service required)

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

Home Address: _______________________

Home Telephone: ____________________

Name of Spouse: ____________________

Degree(s)/Institutions/Year: Baccalaureate: B.S. / EMU / 1971

Masters: Masters / EMU / 1973

Doctoral: ___________________________

Please Attach a Brief Statement of Support to this Form

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

Dr. Carla Tayeh 10/15/10
Recommended by (please print) Date

10/15/10 11/3/10
Department Head Date Dean Date

Provost Date Submitted to Board of Regents

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

8/3/04
It is my honor to nominate Lora Durham for emeritus faculty status.

Lora Durham has long ties to Eastern Michigan University. She was a graduate teaching fellow in the Department of Mathematics in 1971-73 while completing graduate studies in mathematics. She taught for several years in the Ann Arbor Public Schools before returning to Eastern Michigan University to teach full time in our department. Lora taught the undergraduate mathematics sequence before eventually gravitating to the mathematics education area where she remained for most of her career at Eastern Michigan University.

Additionally, Lora served as President of the Autism Society of Washtenaw County, 1997 – 2008, and was a member on the Board of Directors of the Autism Society of Michigan, 1997 - 2007. During this time she served as a parent advocate, answering questions for parents with children recently diagnosed with autism. Of her time as a parent advocate, Lora said, “Sometimes parents want someone that will listen to and understand their concerns, however, I could also provide them with information about services and direct them to parent support groups.”

As a mathematic educator at Eastern Michigan University, Lora modeled for her students teaching strategies and accommodations that they could implement to meet the needs of all students.

It is my pleasure to support Lora Durham’s nomination for emeritus faculty status.

Sincerely,

Carla Tayeh
Interim Department Head
The Department of **Economics** recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: **Dr. John A. Edgren**

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

Date of Hire at EMU: ____________________  Retirement Date: **31 Aug 2011**

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

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

Home Address: _________________________________________________________________

Home Telephone: ________________________________________________________________

Name of Spouse: ________________________________________________________________

Degree(s)/Institutions/Year: Baccalaureate: **C得罪 College /1963**

Masters: _____________________________________________________________________

Doctoral: **University of Michigan / 1979**

Please Attach a Brief Statement of Support to this Form

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

Recommended by: ___________________________  Date: **11/7/10**

Department Head: ___________________________  Date: **11/7/10**

Dean: ___________________________  Date: **11/22/01**

Date Submitted to Board of Regents: **December 16, 2010**

Please forward this completed form to: Nicki Banush  
Academic Affairs, 106 Welch Hall
18 November 2010,

Raouf,

We are pleased to recommend that Professor John Edgren be awarded the status of an Emeritus faculty member. He deserves this recognition for his many years of dedicated service to his Department, his College, his University, to his profession and to his students.

During his 32 years as a professor at EMU, John Edgren has distinguished himself as a colleague, a scholar, and an educator of the highest quality. His many accomplishments in all of the areas that comprise our professional responsibilities - teaching, academic advising, scholarly activity, and service - are too numerous to enumerate. The following examples are particularly noteworthy:

1. He has taught an impressive variety of undergraduate and graduate courses to thousands of students during his career. His teaching fields have included both macroeconomics and microeconomics, and have ranged from natural resource economics and environmental economics to the economics of crime.
2. He has served the Department and its students as the Coordinator of Undergraduate Studies.
3. He has published a number of scholarly papers in journals and presented numerous times at professional conferences. He particularly devoted himself to applying rigorous economic analysis to environmental and social issues.
4. He has served the Department by coordinating its Program Review activities.
5. He has served the College as a member of the College Advisory Council for many years.
6. He has served both the University and the community as Co-Director of the Ypsilanti-Eastern Michigan University Community Outreach Partnership Center.
7. He has served the University and the community through his appointment by the Governor to the Environmental Protection Policy Advisory Committee of the Michigan Department of Natural Resources.
8. He has served the University and the community as Vice-Chair of the Washtenaw County Hazardous Substances Committee, and as Chair of its Subcommittee on Planning and Preparedness.

Professor Edgren has been a respected and valued colleague. He has served on countless committees over the years. He often has been the one to volunteer to bear the burden of writing an evaluation, a report, or a document, and he has always fulfilled the task in an efficient and timely fashion. He has been a mentor to junior faculty members. His equanimity, wit and good humor have contributed immensely to the quality of life in the Department.

We have had the pleasure and good fortune to work by his side, and now we have the pleasure and honor of nominating John Edgren for Emeritus faculty status.

Steven C. Hayworth, Ph.D.
Kemper Moreland, Ph.D.
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: _Dr. Gary L. Evans__________________________

Current Status/Rank at EMU: ___Professor of Communication______________

Date of Hire at EMU: ___1/1/1964_______ Retirement Date: ___1/4/2010________

Number of Years at EMU: _____45____ (Minimum of 15 years of service required)

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

Home Address: __________

Home Telephone: __________

Name of Spouse: __________

Degree(s)/Institutions/Year: Baccalaureate: ____Wayne State University__________

Masters: _______University of Michigan____________

Doctoral: _______University of Michigan_________

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. Doris Fields and Professor Judy Sturgis Hill 11/19/10
Recommended by (please print) 11-18-10

Date

Dean

Date

Date Submitted to Board of Regents

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

Dr. Jack K. Provost  
And Executive Vice President  
Academic Affairs

From: Dennis M. Beagle  
Communication, Media & Theatre Arts

Subject: Strongest Recommendation of Dr. Gary Evans for Emeritus Faculty Status

November 18, 2010

Students and colleagues alike wholeheartedly recommend Dr. Gary L. Evans for EMU emeritus faculty status. Professor Evans began teaching at Eastern Michigan University in January, 1964. After some 45 years of distinguished service, Dr. Evans will retire from EMU and the Department of Communication, Media & Theatre Arts on January 4, 2011.

Since his very first class, Professor Gary Evans has been a devoted, student-centered teacher who is passionate for learning. He once commented –

"There is a passage in the Palestinian Talmund that says, 'I learn from my teachers. I learn from my colleagues more than my teachers and I learn from my students most of all.'"

Professor Evans' effectiveness in the classroom is legendary. He has received numerous awards for teaching – Ronald W. Collins Distinguished Faculty Teaching Award II; EMU Alumni Association’s Teaching Excellence Award; and the EMU Continuing Education – Educator of the Year Award. Students and alumni would all agree that Professor Evans was indeed an exceptional classroom teacher.

Professor Evans’ incredible impact goes far beyond the classroom. He is one of EMU’s most dynamic advocates for student needs and concerns. He has served as faculty advisor to hundreds of student groups, offered countless workshops and presentations, and provided academic and personal counseling to thousands of EMU students. Dr. Evans has dedicated himself to understanding, appreciation and treasuring all values and cultures. He and his wife Katie created and fund the annual Strand Evans Diversity Award.

Professor Evans has been recognized for his lifelong commitment to the University with the following awards:

*2005 Gold Medallion Award – Division of Student Affairs
*2004 Martin Luther King, Jr. Humanitarian Award
Dr. Gary Evans' distinguished career is a testimony to his commitment to students, to colleagues, and to the University as a whole. He has devoted his life to Eastern Michigan University and we have all benefitted from his energy, his passion, and his caring for others. Students and colleagues look forward to celebrating Dr. Gary Evans being awarded emeritus faculty status at the December 16 meeting of the EMU Board of Regents.
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Robert K. Neely

Current Status/Rank at EMU: Professor of Biology

Date of Hire at EMU: 08/29/1984 Retirement Date: 01/04/2011

Number of Years at EMU: 25 yrs (Minimum of 15 years of service required)

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

Home Address: 

Home Telephone: 

Name of Spouse: 

Degree(s)/Institutions/Year: Baccalaureate: Southwest Baptist College 1976

Masters: MS Baylor University 1978

Doctoral: PhD Iowa State University 1982

Please Attach a Brief Statement of Support to this Form

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

GLENN WALKER
Recommended by (please initial) Date 11/09/2010

Date 11/22/11

Department Head Date 11/19/10

Dean Date 11/18/10

Date Submitted to Board of Regents December 16, 2010

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

8/3/04
Bob Neely earned an "excellent" rating in all three categories on his tenure evaluation and never looked back. More important than his representation on paper, which reflects extraordinary competence, dedication and performance, was his day-to-day, unreported activity for the Department. Bob served as the energy source for overcoming an enormous amount of Departmental inertia. For example, Bob's energy built a Tri Beta (honorary biological society) Chapter for students at EMU, maintained Sigma Xi activities, organized yearly Departmental picnics, and a score of other activities.

Bob's research skills in the area of wetlands decomposition biology are well recognized in the University and internationally. He has authored or co-authored extra-mural grants that have attracted nearly $1.5M to the Biology Department and has authored 27 peer-reviewed journal articles, with several more in preparation. His lab skills are well honed (in fact legend among the grad students) and, refreshingly, he welcomes and seeks out opportunities to learn new techniques. His research approach is creative and careful. Combining these skills with one of the most talented scientific intellects we've encountered resulted in an exceptional research scientist for our department. With the research dollars he helped attract, Bob helped build a remarkable "wetlands biology" segment to our department.

As Graduate Coordinator for our department, Bob revamped the position and made it user friendly to both graduate students and faculty. His affability, administrative skills, quiet competence and accessibility transformed our graduate program into one of the best on campus. Bob left the Graduate Coordinator position to take the position of Interim Department Head on the heels of an overwhelmingly faculty vote in his favor. In this position, Bob also excelled. He won the position after a national search for a Head.

Bob was also one of the very best instructors in our Department. He has a broad knowledge of ecology and students raved about his course and lecturing ability. His tireless, creative teaching efforts earned him Distinguished Teaching Awards and propelled our ecology program to one of the best in the state.

Colleagues like Bob made us look forward to going to work in the morning and enthusiastic about contributing extra to our joint efforts to make our department the best it can be. We miss his presence, but his legacy lives on.

As a final note, Bob shows virtuosity as a banjo and guitar player, and real talent as a basketball player - he's deceptive at 5' 11", but has a deadly jump shot from anywhere on the court. He's also known for designing and constructing his own kayaks, as well as his abilities in carpentry and wood-carving.
RECOMMENDATION

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS/TRANSFERS

ACTION REQUESTED

It is recommended that the Board of Regents approve (1) Administrative/Professional appointment and (2) Administrative/Professional transfers at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2010-2011 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

12-6-2010

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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<tbody>
<tr>
<td>Jones, William</td>
<td>1/04/2011</td>
<td>$85,000</td>
<td>Director, Instructional Tech &amp; Information Management</td>
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**TRANSFERS**

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<tr>
<td>Karshin, Christine</td>
<td>10/01/2010</td>
<td>$92,000</td>
<td>Director, School of Health Promotion &amp; Human Performance</td>
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<td>Quilter, Shawn</td>
<td>11/01/2010</td>
<td>$137,524</td>
<td>Interim Dean – College of Education</td>
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</tbody>
</table>
RECOMMENDATION

LECTURER APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve (1) new lecturer appointment for the 2010-2011 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

The new lecturer is a Caucasian male.

FISCAL IMPLICATIONS

The salaries would be absorbed in the 2010-2011 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Department</th>
<th>Salary</th>
<th>Effective Date</th>
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<td>Mitchell, Thomas</td>
<td>Lecturer I</td>
<td>Technology Studies</td>
<td>$35,000</td>
<td>9/1/2010</td>
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</tbody>
</table>
RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 22 staff appointments for the reporting period of October 1 - November 15, 2010.

STAFF SUMMARY

Of the 22 appointments, 12 (55%) are females, 10 (45%) are males. Demographics of the total group indicate 19 Caucasians (86%), and 3 Asians (14%).

FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

12/16/10
<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>Activity Date</th>
<th>Annual Salary</th>
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<td>Beaudrie</td>
<td>Benjamin</td>
<td>Cook</td>
<td>FM</td>
<td>06</td>
<td>Dining Services</td>
<td>10/11/10</td>
<td>10/12/10</td>
<td>29,432</td>
<td>100</td>
<td>WH</td>
<td>M</td>
</tr>
<tr>
<td>Klein</td>
<td>Jessica</td>
<td>Prg Coord, Div Comm Inv (VRC)</td>
<td>PT</td>
<td>08</td>
<td>Diversity Programs</td>
<td>10/11/10</td>
<td>10/12/10</td>
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<td>WH</td>
<td>F</td>
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<tr>
<td>O'Leary</td>
<td>Jessica</td>
<td>Acad Supp Prog Specialist</td>
<td>PT</td>
<td>06</td>
<td>EP-Upward Bound Program</td>
<td>10/11/10</td>
<td>11/04/10</td>
<td>34,941</td>
<td>100</td>
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<tr>
<td>West</td>
<td>Omana</td>
<td>Administrative Assistant II</td>
<td>PT</td>
<td>06</td>
<td>Teacher Education</td>
<td>10/11/10</td>
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<td>AS</td>
<td>F</td>
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<td>Goodwin</td>
<td>David</td>
<td>Custodian</td>
<td>FM</td>
<td>06</td>
<td>Custodial Services</td>
<td>10/18/10</td>
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<tr>
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<td>100</td>
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<td>M</td>
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<td>Laurie</td>
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<td>09</td>
<td>Health Services Administration</td>
<td>10/25/10</td>
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<td>F</td>
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<td>Callery</td>
<td>Kathy</td>
<td>Secretary II</td>
<td>CS</td>
<td>04</td>
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<td>F</td>
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<tr>
<td>Fox</td>
<td>Michael</td>
<td>Exec Dir Financial Planning &amp; Budget</td>
<td>AP</td>
<td>MGL3</td>
<td>Budget Management Office</td>
<td>10/25/10</td>
<td>09/30/10</td>
<td>100,000</td>
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<td>WH</td>
<td>M</td>
</tr>
<tr>
<td>Hassenzahl</td>
<td>Jaclyn</td>
<td>Site Coordinator, EPED</td>
<td>PT</td>
<td>07</td>
<td>EP-Reg Center Jackson Exp</td>
<td>10/25/10</td>
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<td>F</td>
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<tr>
<td>Huang</td>
<td>Tingho</td>
<td>Data Systems Analyst-IRIM</td>
<td>PT</td>
<td>08</td>
<td>Institutional Res and Info Mgt</td>
<td>10/25/10</td>
<td>11/04/10</td>
<td>51,000</td>
<td>100</td>
<td>AS</td>
<td>F</td>
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<tr>
<td>Benn</td>
<td>Evelynn</td>
<td>Manager Apartments Facilities Coord</td>
<td>PT</td>
<td>06</td>
<td>HDC Support Serv-Housing</td>
<td>11/08/10</td>
<td>11/02/10</td>
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<td>WH</td>
<td>F</td>
</tr>
<tr>
<td>Boyst</td>
<td>Brooke</td>
<td>Payroll Practitioner II</td>
<td>CS</td>
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RECOMMENDATION

STAFF SEPARATIONS / RETIREMENTS

ACTIONS REQUESTED

It is recommended that the Board of Regents approve 9 separations and retirements for the reporting period October 1 - November 15, 2010.

STAFF SUMMARY

Of the 9 separations and retirements there are 5 (56%) females and 4 (44%) males. Demographics of the total group indicate 8 Caucasians (89%) and 1 African American (11%).

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

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RECOMMENDATION

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for December 16, 2010 and the Minutes of October 19, 2010 be received and placed on file.

STAFF SUMMARY

At the October 19, 2010 meeting the Committee received a report on the Student Leader Group’s master calendar priority item and an update on Diversity and Community Involvement initiatives.

The December 16, 2010 agenda consists of a three-part presentation on initiatives related to preparing students to successfully and meaningfully interact with people from all backgrounds.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

__________________________  _________________________
University Executive Officer  Date

12/6/10
Thursday, December 16, 2010
2:00 p.m.

1. Approval of October 19, 2010 Meeting Minutes
   Regent Hawks

2. Preparing Students to Successfully and Meaningfully
   Interact with People from all Backgrounds
   Bernice Lindke
   - “Times Talks” – Muayad Mahmoud, Phoebe Conybeare, Heather Neff
   - E-Power – Jesús Hernández, Muayad Mahmoud
     Kay Woodiel
   - “Real Talk” – Reggie Barnes, Jesús Hernández

3. Announcements
MEMBERS PRESENT

Regents: Gary Hawks, Floyd Clack
Administration: Bernice Lindke, Gregory Peoples
Students: Mallory Apel, Yi Chunjingyue, Antonio Cosme, Justin Frahm, Muayad Mahmoud, David Monge, Jess Mulcahy, Vicki Patton, Brian Taylor, Shanita Williams, Andrea Wolverton

GUESTS

Students: Amina Aljumail, Andrew Bradley, Erika Buckley, Jeremy Carter, Phoebe Conybeare, Phillipa Olivas, Adam Reid, Jessica Williams

Regent Hawks convened the meeting at 1:45 p.m. Minutes of the September 21, 2010 meeting were approved as presented.

Student Leader Group Priority: University Master Calendar
Vicki Patton and Shanita Williams, Students with Disabilities and Students of Color representative respectively, provided an informative and thoughtful report on the need for a universal campus events calendar – one of this year’s Student Leader Group priorities. Ms. Patton and Ms. Williams have met with staff in Campus Life, EMU Student Center and University Marketing and will continue to meet with appropriate staff to move the initiative forward. The master calendar priority also ties directly into the Student Leader Group’s goal of increasing student involvement.

Diversity and Community Involvement Report
Reggie Barnes, director of Diversity and Community Involvement, led an informative and engaging report from the Diversity and Community Involvement staff highlighting the work of their four centers: VISION Volunteer Center; Center for Multicultural Affairs; Lesbian, Gay, Bisexual and Transgender Resource Center; and the Women’s Center. The report covered a number of signature programs that are offered by the Centers as well as a brief look to the future. The committee was pleased to note that for the first time in its 20 year history, the Women’s Resource Center has a professional staff member serving as coordinator, and Regent Hawks commended the Student Leader Group for its long-term support for moving this forward.

The meeting adjourned at 2:40 p.m.

Respectfully submitted,

TINA L. Rapp
Student Affairs Committee Recording Secretary
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
Working agenda for December 16, 2010 and the October 19, 2010 minutes to be received and placed on file.

STAFF SUMMARY
- The minutes for the October 19, 2010 meeting
- The agenda for the December 16, 2010 meeting will include:
  - Approval of October 19, 2010 minutes
  - Dr. Graham Warger – Proposal for National Collegiate Sports Film/Video Center
  - Football Marketing Plan/Attendance Presentation
  - Athletic Fundraising Update
  - 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 16, 2010
BOARD OF REGENTS

ATHLETIC AFFAIRS COMMITTEE
Thursday, December 16, 2010
205 Welch Hall
12:45 p.m.

A G E N D A

A. Approval of October 19, 2010 Minutes

B. Dr. Graham Warger – Proposal for National Collegiate Sports Film/Video Center

C. Football Marketing Plan/Attendance Presentation

D. Athletic Fundraising Update

E. Good News from Athletics
ATHLETIC AFFAIRS COMMITTEE
Minutes of October 19, 2010

MEMBERS:
Regents: James Stapleton, Roy Wilbanks, Floyd Clack, Philip Incarnati, Gary Hawks
Athletics: Derrick Gragg, Director of Athletics

Athletic Affairs Committee meeting was called to order at 1:53 p.m., by Chair, Regent Phillip Incarnati.

Approval of the September 21, 2010 Minutes, accepted.

DEPARTMENT OF ATHLETIC GOALS & OBJECTIVES
Dr. Gragg presented two power points to elaborate on the main athletic goals for the 2010-11 year includes:

NCAA Certification Process
- Integrity and NCAA Compliance
- Student-Athlete Academic Success
- Competitiveness
- Fiscal Integrity and Fundraising
- Football and Men’s & Women’s Basketball Attendance

The board expressed their support of the Athletic Goals & Objectives

FUTURE FOOTBALL AND BASKETBALL SCHEDULING
Dr. Gragg discussed the future football and men’s and women’s basketball schedules (2011-2013) and the intricacies of scheduling such games. Regent Incarnati expressed his concern that we may possibly find a way to withdraw from a game since the market value is so low. Regent Incarnati replied that we should try to leverage some buyouts, or drop them, pay less and do new ones. Regent Stapleton asked if there was a penalty clause, to which Dr. Gragg replied, yes – always. Regent Wilbanks suggested that perhaps some of these contracts could be renegotiated.

MID-AMERICAN CONFERENCE UPDATES & CONFERENCE REALIGNMENT ISSUES
The title sponsor for the GMAC bowl, one of the MAC’s three bowl relationships, has changed to the GoDaddy.com Bowl.
- GoDaddy.com is the world’s largest domain name registrar and currently manages over 43 million web domains.
- GoDaddy.com also offers a complete line of hosting solutions, website creation tools, SSL certificates, and personalized email and e-commerce tools.
- GoDaddy.com has a long history of philanthropic work supporting a variety of charitable, community-wide and global organizations such as: Make-A-Wish Foundation, MADD, American Heart Association, The Philadelphia Children’s Hospital, Haiti Relief Fund, Juvenile Diabetes Research Foundation and Nashville Flood Relief.
- There are over 40 non-profit organizations supported by Go Daddy.com and over the last two years the company has raised over $4.2 million, including $2.5 million alone in 2009. A complete list of organizations is available at www.godaddycares.com.

Conference games for Football
8 versus 9 conference game discussion (Big Ten schools – several have created their future budgets based on hosting 8 home games, thus, if the schools are forced to play 9 conference games, every other year they will play 5 home conference games, and during the other years they will play 4 home conference games. Michigan, Nebraska (Texas or Oklahoma)

GOOD NEWS FROM ATHLETICS
Volleyball
The Volleyball team is now 19-6 overall and 6-2 in the MAC. The next four MAC games are all on the road; however, we are 7-1 on the road right now.

Soccer
The soccer team has earned a bid in the MAC tournament for the third consecutive year. The team is currently 5-0-3 in the MAC. The team is third in the conference behind Central Michigan and Toledo.

Cross Country championship will be held at on October 30 at Western Michigan.

Football
Eastern Michigan University sophomore quarterback Alex Gillett (Green Springs, Ohio-Clyde) turned in a record-setting performance against Ball State University Saturday, Oct. 16, and he was rewarded for his efforts with three weekly football awards. Gillett was named the Mid-American Conference West Division Offensive Player of the Week, was chosen rivals.com MAC Player of the Week and was an honorable mention Quarterback of the Week selection by collegefootballperformance.com. The 6-foot-1, 205-pound Gillett set EMU QB records for most rushes (35) and net rushing yards (189) while scoring two rushing touchdowns and also completing 10-of-18 passes for 225 yards and three touchdowns in EMU's 41-38 come-from-behind overtime win at Ball State.

Gillett scored on touchdown runs of six and two yards and threw touchdown passes of 73, 33 and 12 yards, with the last one a 12-yard TD throw to tight end Ben Thayer (Kalamazoo, Mich.-Hacket Catholic Central) in overtime to give EMU the 41-38 victory, the Eagles' first of the 2010 season after six setbacks. Gillett's 35 rushes is the 17th best in EMU history and the most ever by a QB while his 189 net rushing yards is the 18th best effort in school history, and also the most ever by a QB. Gillett led EMU back from an early 21-0 deficit to gain the win over the Cardinals. He had 53 total offensive plays and 414 yards in total offense, the ninth best single-game effort in school history.

Wrestling
The Eastern Michigan University wrestling program has seven individuals ranked in this year's Mid-American Conference Preseason Coaches Poll, the third-most of any MAC team behind Central Michigan (nine) and Kent State (nine). Only one wrestler was ranked in the top four heading into last season. Returning NCAA Qualifier, senior David Wade (Beavercreek, Ohio-Beavercreek), went 21-16 in the regular season with a 3-1 record at the 2010 MAC Championships to claim a runner-up finish in the heavyweight.

Former Track Student-Athlete Jordan Desilets
Former EMU track standout Jordan Desilets, who won the NCAA Division I 3,000-meter steeplechase in 2004, won the Detroit Free Press marathon this past weekend. The 29 year old Desilets ran an unofficial time of 2:28:30 to win in his first attempt ever at running a marathon. Desilets appeared on our weekly WTKA radio broadcast yesterday with head track and field and cross country coach, John Goodridge.

**Leonard Drake**

Our sincere condolences to former assistant basketball coach Leonard Drake’s family, the women’s basketball student-athletes, coaches and staff. Leonard was a large part of our women’s basketball staff the past three years, so I wanted to make sure that I mentioned him. In 33 years of coaching, he had eight conference championships, seven conference tournament championships, five NCAA Tournament appearances, four NIT appearances, and one WNIT appearance. Following three seasons at EMU, Drake was hired in June 2010 as the athletic director at Evansville Central High School. Drake is survived by his wife, Rhonda, a son, Jared (22) and a daughter, Enjoli (16).

Coach Drake’s Coaching Profile:

- 2007-2010 Eastern Michigan University Assistant Coach 47-42
- 2002-2007 Lamar University Women's head basketball coach 40-97
- 1997-2002 Lamar University Men's associate head basketball coach 71-73
- 1993-1997 Central Michigan University Men's head basketball coach 21-83
- 1985-1993 Ball State University Men's associate head basketball coach 170-79
- 1984-1985 Xavier University of Louisiana Women's head basketball coach 13-16
- 1979-1985 Xavier University of Louisiana Men's assistant basketball coach 129-49
- 1978-1979 Central Michigan University Men's assistant basketball coach 19-9

Overall Coaching Record (Includes head and assistant experience): 510-448 (.532)

Athletic Affairs Committee adjourned at 1:16 p.m.

Respectfully submitted, 

Karen A. Hansen
Administrative Secretary
Intercollegiate Athletics
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<td><strong>Utilities</strong></td>
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## FOOTBALL 2009 VS 2010 first 5 games

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<tr>
<th>Date</th>
<th>Team</th>
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<th>Paid Attendance</th>
<th>Sponsor Attendance</th>
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<td>9/5/2009</td>
<td>Army</td>
<td>7499</td>
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<td>10/2/2010</td>
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**PAID** is actual paid attendance not including Pepsi
Actual Attendance includes anyone with a ticket that entered the game AND EMU STUDENTS
PAID + SPONSOR includes all Paid tickets in the system including sponsor tickets
STUDENT was EMU STUDENT attendance at the game (this is included already in the actual gate)

*BAND DAY 650 added to Student Attendance for HS Bands
** BAND DAY 789 added to student Attendance for HS Bands
***note pespi tickets will increase by roughly 2000
2010 Football Integrated Marketing

CALLING ALL NACHO LOVERS
emutix.com

CALLING ALL PIGSKIN CHASERS
emutix.com

SEASON TICKETS
JUST $45

EAGLES SWOOP ON ARMY 9/4.
EASTERN

EAGLES SWOOP ON CMU 9/18.
EASTERN

EAGLES SWOOP ON OHIO 10/2.
EASTERN

BILLBOARDS

Schedule Poster

United We Swoop

Calling All Face Painters, Nacho Lovers, Pigskin Chasers, Band Boosters, Wave Leaders, & Eagle Rooters, United We Swoop!

Bookmark

United We Salute!

United We Cheer Our Brains Out!

Web Splash Page

Large Banner

Painters, Nacho Lovers, Pigskin Chasers, Band Boosters, Wave Leaders, & Eagle Rooters, United We Swoop.

Schedule Card

Magnet

Print Ad

Swoop Cutout

Cartoon Collector Cups

Floor Graphic

Two-Sided T-shirt

Stadium Tunnel Entrance Sign

Alumni Tailgate Postcard
RECOMMENDATION

MONTHLY REPORT
FACULTY AFFAIRS COMMITTEE

ACTION REQUESTED

It is requested that the Faculty Affairs Committee Agenda for December 16, 2010 be received and placed on file and the Minutes of the October 19, 2010 meeting be received and placed on file.

STAFF SUMMARY

The topic for the December 16, 2010 Faculty Affairs Committee meeting will be the Impact of Government Changes on Academic Programs.

FISCAL IMPLICATIONS

There is no fiscal impact.

ADMINISTRATIVE RECOMMENDATION

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

/University Executive Officer
/Provost and Executive Vice President

[Signature]

12-7-2010
Date
EASTERN MICHIGAN UNIVERSITY  
Board of Regents  
Faculty Affairs Committee  

December 16, 2010  
1:00 – 1:45 p.m.  
205 Welch Hall  

AGENDA  

Regular Agenda  

Section  15  Monthly Report and Minutes *(Regent Parker, Chair)*  

Status Report  

**Discussion:** “Impact of Government Changes on Academic Programs”
EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS

FACULTY AFFAIRS COMMITTEE MINUTES

October 19, 2010
12:45-1:30 p.m.
205 Welch Hall

Attendees (seated at tables): M. Bombyk, H. Bunsis, M. Evett, M. Higbee, Provost and Executive Vice President Kay, L. Lee, S. Moeller, R. Neely, Regent Parker (Chair), M. Rahman, K. Rusiniak, Regent Sidlik.


Presentation: “The Role of Eastern Michigan University as a Comprehensive University in These Challenging Times”

Ken Rusiniak, Professor of Psychology, shared his views on “The Role of Eastern Michigan University as a Comprehensive University in These Challenging Times”. Dr. Rusiniak’s prospective on this issue draws from his participation in the AAUP and its mission. He believes there are three questions needing answers; who are we?, where are we going?, and how are we going to get there?

Who are we can be rephrased as what is a university? A university is tenure track faculty with academic freedom. It is people and programs sharing a common purpose, telling sense from nonsense. We are also trained in different academic disciplines with different skills and knowledge bases.

Where are we going? There’s a very old and long-standing debate about universities; whether we exist to discover new knowledge or whether we exist to serve students. Eastern has long taken pride in placing a balance between these two functions. Could it be that such a balance is not in our best interest? One measure of academic success is the Carnegie Classification Scheme. Eastern isn’t recognized at the same level as most Michigan public universities, and whether this is a valid measurement or not, it is felt as valid internally. They also factor into how others view the university as an academic institution. This has to taken seriously as we consider how we are going to move forward. Universities are also challenged to give back to the community in substantive ways, to the educational systems, to the health care systems, to our social support and economic systems. We have collaborative institutes and projects between public and private sectors, which may be playing a more important role in the future. Most importantly for our current situation in Michigan, people and the state are looking to the universities to train and change our workforce. So our tenure track faculty have relevance and significance to the community and to the state. It’s up to us, however, to make that case. That’s where we have some issues.

How will we get to where we are going? There are a couple of very broad-brush strokes that we need to recognize. One is that the educational system in Michigan is really set up to be competitive not collaborative. Our funding is a highly political process in Lansing and from what I understand; the opinion in Lansing is pretty stereotyped. How we handle those things has to do with three sorts of efforts on our part. This is my personal view. One is diversification, second is political advocacy, and third is what’s called translational efforts. I think having a broad range of programs with competent tenure track faculty is essential and that includes programs that involve social and community giveback. Some of our institutes do that, we have many grants that are already doing that. I think we are in a pretty good position with some of those. I think it would behoove us to have conditions that would allow us to compete more effectively for alternative revenue, meaning grants and contracts. Collaborations which we
already have with other institutions play a significant roll. I can’t say it enough that I believe political advocacy in Lansing is something we need to do better, in these changing times in particular. Every university that has done well has typically had a strong advocate in Lansing. Over the last 20 years, if you look at other Michigan public universities, all of their increases in revenue streams have been tied to strong political advocacy in Lansing. The final efforts need to be translational. In the sciences we often talk about translational research, that the language of science is translated into a form that other agencies can understand. I think that’s another area where, to be effective, we need to make some improvements. Just like the political advocacy in Lansing, the language of academics is not always obvious to others outside of our discipline. These are some of my views about broad stroke of what we are as a university and some of the challenges. I’d be interested in hearing what others have to say.

Regent Parker thanked Professor Rusiniak for his comments, particularly those about research and what it brings to the academic mission.

Professor Rusiniak continue by stating that research is one of Eastern’s strengths, using research to teach students about the educational mission, and it involves tenure track faculty with the students. It isn’t always the case with some of the other universities.

Regent Parker shared her view on political advocacy in Lansing. It is critical to Eastern. But it isn’t just access to Lansing and its policy makers; it’s also critical they know about Eastern. We have an opportunity to be much more aggressive in our outreach, and it should have faculty involved in it.

Professor Rusiniak brought up the topic of consolidating the universities, as they do in other states. Regent Sidlik explained that this would require a constitutional change in Michigan. It’s not easy to do, and many state schools would protest. He went on with the analogy - if you believe in one central system controlled by legislators, do you like Michigan roads? He also asked why the California and New York schools are not as great as some of the schools here in Michigan? There has to be a healthy balance between cooperation and competition.

Matthew Evett, President of Faculty Council and Professor, Computer Science, continued the discussion with his concerns regarding Lansing and Michigan’s fiscal outlook. Because this will lead to additional cuts in higher education, it falls on the faculty and leadership of the state universities to continue to explain why comprehensive universities are critical to the future of Michigan. The old state economy is dead. Heavy industry on its own can no longer support us. We must move to a new economy, one that features technology, small businesses, agility and continual innovation. Higher education is critical to this shift. We must educate our young to be workers in the new economy, and we must re-educate our laid-off workers to make them readily employable again. Two factors make EMU’s role in Michigan’s future especially important; its location and our particular mission. Eastern is located in the heart of the automotive industry. As to our mission, Eastern has always served the underserved, and has been for years. Eastern already knows how to retrain workers; we’ve been doing it for years. Eastern’s faculty is essential to our ability to succeed in this environment. Our students are at a much higher risk of dropping out than those at U of M, but our tenure track faculty teaches a much larger percentage of the school’s courses than as happens in Lansing or Ann Arbor. Part-time lecturers or graduate students will much less frequently teach our students. In closing, comprehensive universities have an indispensable role in the movement of our state in to a new economy. The faculty at Eastern Michigan are experienced and trained and ready to meet that challenge.

Regent Parker remarked that economics is the foremost consideration of families when choosing a school for their children. She also stressed the importance of the school’s mission to its relevancy.
**Jack Kay, Provost and Executive Vice President**, opened his remarks expressing his appreciation to Dr. Rusiniak and Dr. Evett for their focus on mission because mission is the starting point. Because he believes in Eastern’s mission, it was one of the reasons he was attracted to coming to Eastern Michigan. He proceeded with a definition of a comprehensive university by discussing a 1995 article written by a former head of the Department of English and Professor of English at Eastern Michigan, Marsha Dalbey. She was writing in 1995 in the Association of the Departments of English bulletin in an article that is titled “What is a Comprehensive University and Do I Really Want to Work There?” She discusses the composition of the student body, their views on education, and the resources needed to sustain these students’ interest and enthusiasm. These resources are commitment to a broad based, democratic philosophy of education, active belief that less privileged and less prepared students have the same rights to excellent instruction, genuine love of teaching, and flexibility of imagination. Dr. Darby also discussed tensions including research versus teach and professional versus the liberal arts. Provost Kay explained that Eastern has done a remarkable job compared to other universities of reaching a balance.

In looking to the future, Provost Kay pointed out Eastern’s growth is in it’s centers, and online education. He stated that part of the reason for the growth in these areas is the use of fulltime faculty. He concluded by conveying his belief that the dialogue must continue in order to sustain the balance, growth and adjust to the rapid changes.

Professor Rusiniak brought up the dilemma of translating what Eastern does best to funding from Lansing. Along those lines, Regent Parker asked how do we keep the core of the liberal arts mission buried in the programs, or at least an integral part of the programs? Professor Rusiniak offered the idea of consolidating programs to reduce duplication across the universities, but that poses its own problems of reducing diversification, and lack of choice for future students. This consolidation doesn’t guarantee students will attend your school just because you have a program.

Professor Rusiniak added that students are not commodities or a product. They are growing. Two things happen in a University education, yes they get the product they have the degree, but they also have a University experience. Regent Parker remarked that education gives people skills to navigate life, not just a degree.

Professor Evett brought up the news report that Lansing is considering shifting the funding model for the universities to be more like the funding in Ohio, where the funding is based on graduation rate, and that it would hurt Eastern’s student population. Regent Parker agreed that this would be detrimental to our students. She also stated that our students didn’t leave the university because of dissatisfaction with it, but because of financial and personal challenges.

Mark Higbee, Professor, Department of History and Philosophy, added another major concern that will confront higher education in general, and EMU in particular, in the next period of years, and that’s the increasing demand for accountability, or assessment tool, proof that there is learning. He sited Derek Bok’s, “Our Underachieving Colleges: A Candid Look at How Much Students Learn and Why They Should Be Learning More” (Princeton University Press, 2005), which proved that for the amount of money we put into higher education, higher education doesn’t do as much as it should. This is becoming a major factor in how families choose which colleges their children should attend. In addition to maintaining what Eastern does, it needs to do what it does, and do more, and do it better.

Most students that consider schools like Eastern are vocational oriented, primarily. Faculty tend to be oriented to students that are like themselves, who would be academics in the future. Most administrators are oriented to the collegiate students, who come to have a good time, go to the games. These are the three typology of undergrad students. Students at Eastern are way over-represented by the vocationally motivated. That makes sense, but Eastern’s shouldn’t structure its programs around vocational education.
Marty Bombyk, Professor, Social Work, expressed her concern about using enrollment growth as a major strategy for saving Eastern Michigan. She pointed out that if enrollment growth happens too quickly, there is a downside. How well can an academic program absorb huge spurts of enrollment growth? She cited her department’s 17% enrollment growth, and explained that part-time faculty would teach 75% of their Winter Term classes. Another downside is classroom management. Professor Bombyk continued to explain the reasons for the large increase. It was due to program reputation, the desire of people to help others and personal recommendations from graduates of the program.

She also expressed the concern that if Eastern’s students do not complete their degrees, they are still liable for the student loans they used while they were students, and that there aren’t jobs in Michigan’s economy. She stated that partnering with emerging cutting-edge industries in Michigan might be something Eastern should pursue.

Regent Parker thanked the contributors and those in attendance and adjourned the meeting at 1:35 p.m.

Respectfully submitted,

Roberta Goffeney, Administrative Secretary
Academic Affairs
RECOMMENDATION

MONTHLY REPORT
EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for December 16, 2010 and the Minutes of the October 19, 2010 meeting be received and placed on file.

SUMMARY

The primary items for the December 16, 2010 Educational Policies Committee meeting include: (1) Emeritus Staff Status, (2) Emeritus Faculty Status, (3) Academic Affairs Administrative/Professional Appointments/Transfers, (4) Lecturer Appointments, (5) Charter Schools Board of Directors Appointments, (6) 2011 Provost’s New Faculty Research Awards.

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
AGENDA

Consent Agenda
Section  7  Emeritus Staff Status (*Jack Kay*)
Section  8  Emeritus Faculty Status (*Jack Kay*)
Section  9  Academic Administrative Professional Appointments/Transfers (*Don Ritzenhein*)
Section 10  Lecturer Appointments (*Don Ritzenhein*)

Regular Agenda
Section  16  Monthly Report and Minutes (*Regent Sidlik*)
Section  17  Charter Schools Board of Directors Appointments (*Jack Kay*)
Section  18  2011 Provost’s New Faculty Research Awards (*Jack Kay*)
Section  19  Recommendation to Amend Board Policy on University Mission, Values, Philosophy and Guiding Principles
EDUCATIONAL POLICIES COMMITTEE MINUTES

October 19, 2010
1:45 – 2:30 p.m.
205 Welch Hall

Attendees: (seated at tables) Provost and Executive Vice President Kay, R. Neely, D. Ritzenhein, Regent Sidlik (Chair)

Guests: (as signed in) D. Beagen, J. Gallaher, W. Tornquist, B. Warren, M. Wilborne

Regent Sidlik convened the meeting at 1:45 p.m. In order to give more time for the arrival of an Emeritus recipient, Regent Sidlik began the meeting with Section 11 on the Agenda.

Commencement Speaker and Honorary Degree (Section 11)

Jack Kay, Provost and Executive Vice President, recommended that the Board of Regents approve Carol Goss, President and Chief Executive Officer of the Skillman Foundation, as Commencement Speaker at the Sunday, December 19, 2010 commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Public Service to Ms. Goss.

Academic Affairs Administrative/Professional Appointments (Section 10)

Donald Ritzenhein, Assistant Vice President for Academic Personnel and Contract Administration, Academic Human Resources, recommended that the Board of Regents approve one (1) Administrative/Professional appointment and four (4) Administrative/Professional transfers at the rank and effective date shown on the listing provided to the Board.

Emeritus Staff Status (Section 9)

Jack Kay, Provost and Executive Vice President, recommended that the Board of Regents grant Emeritus Staff Status to one (1) former staff member: Sukru Dogan Koyluoglu, Coordinator of the Masters of Public Administration Program, Political Science.

Emeritus Faculty Status (Section 8)

Jack Kay, Provost and Executive Vice President, recommended that the Board of Regents grant Emeritus Faculty Status to one (1) former faculty member: David Tammany, Professor, Art.

Regent Sidlik suggested that at the December meeting, we should continue the theme of the previous meeting (i.e., Faculty Affairs) regarding program delivery. We can use this meeting to bring in faculty and department chairs for two examples of high-growth programs and two examples of programs that have not enjoyed the same level of growth for a discussion of best practices, strategies that have and have not worked, funding levels, etc. Maybe we could have a really good dialogue with the overall intent of helping all programs reach the same level of achievement. We will set aside 30 minutes on the agenda. We can use whatever forum you want, but I just think it would be helpful for the community to hear two ends of the spectrum. You can draw from any of the colleges.
Regent Sidlik proposed a resolution in recognition of Associate Provost Robert Neely’s many contributions on behalf of Eastern Michigan University. Provost Kay added his personal comments, thanking Dr. Neely for his valuable assistance during the past fourteen months.

Regent Sidlik thanked those in attendance, and adjourned the meeting at 2:00 p.m.

Respectfully submitted,

Roberta Goffeney, Administrative Secretary
Academic Affairs
RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

ACTION REQUESTED
It is recommended that the Board of Regents appoint Tammy Smith to a three-year term on the Board of Directors of the Academy for Business and Technology; Theodore Layher to a two-year term and Valerie Mates to a three-year term on the Board of Directors of Ann Arbor Learning Community; Solomon Spann to a three-year term on the Board of Directors of Commonwealth Academy; Andrea Wright to a three-year term on the Board of Directors of Great Lakes Academy; Shenetta Coleman to a two-year term and Leatrice Eagleson and Alice Thompson to three-year terms on the Board of Directors of Hope Academy.

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

Academy for Business and Technology
Tammy Smith is employed at the Ford Motor Company in Dearborn as a forward planning analyst. She has been employed at Ford since 1996. Smith earned a Bachelor of Arts degree in business administration from Davenport University, Dearborn. She has served on the Board of Directors of the Academy for Business and Technology for the past three years and has a child attending the Academy.

Ann Arbor Learning Community
Theodore Layher is a software developer at Menlo Innovations, LLC, located in Ann Arbor. Prior to this, he worked as a Web specialist for Forest Health Services. Layher earned a Bachelor of Science degree in computer science at Eastern Michigan University in 1997. He has multiple computer software skills and has spoken at various venues regarding his expertise.

Valerie Mates is a volunteer at the Huron Valley Community Network, a local non-profit computer system which hosts websites for free for other local area non-profits, including the Ann Arbor Learning Community (AALC) website. She was employed at Ann Arbor Computer where she wrote programs for automated warehouse storage systems. Mates has held numerous positions in computing/technology and in 2000 founded the Ann Arbor Parenting e-mail list called ArborParents. Mates graduated from the University of Michigan in 1988 with a Bachelor of Science degree in computer science. She has two children attending AALC.
Commonwealth Academy
Solomon Spann is director of sales for Radio One, Inc., in Detroit. He was previously employed as an account manager at Clear Channel Radio, Detroit. Spann earned a Bachelor of Science degree in broadcast journalism in 1997 from Georgia Southern University, Georgia. He is seeking reappointment to the Board of Directors of Commonwealth Academy.

Great Lakes Academy
Andrea Wright is a budget and cost administrator for the City of Pontiac. She has been employed by the City since 1993. In addition, she is a licensed realtor. She earned a Bachelor of Business Administration degree from Kent State University, Kent, Ohio in 1991 and a Master of Science degree in administration from Central Michigan University, Mt. Pleasant, in 1997. Wright has a child attending Great Lakes Academy.

Hope Academy
Shenetta Coleman is the executive director of human services for the City of Detroit. She has been employed with the City in various positions since 1999. Coleman earned Bachelor of Science and Master of Arts degrees from Eastern Michigan University in 1990 and 1998. She was awarded the World Class Service Team Award in 2001.

Leatrice Eagleson is a vice president at New Detroit, Inc., where she has been employed since 1985. She has served as president of the Board of Directors for Hope Academy for several years. She is active in the “Y” serving as a board member for the organization. Eagleson earned a Bachelor of Arts degree in political science from Wayne State University.

Alice Thompson is the chief executive officer of Black Family Development, Inc., Detroit, where she has been employed since 1994. Black Family Development offers programs and services to Detroit-area families. Thompson is the 2010 recipient of the “Appreciation Award for Leadership” from the Detroit branch of the NAACP. She earned a Bachelor of Social Work degree in 1980 and a Master of Social Work degree in 1981, both from Wayne State University. Thompson has served as treasurer on the Hope Academy Board of Directors for the past three years.

FISCAL IMPLICATIONS
None.

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

OBJECTIVE
A self-motivated, result oriented organizer seeking a position with a company offering challenges and career opportunities.

EMPLOYMENT

Forward Planning Analyst
- Develop and track Department's Operating Budget (Training, Travel & Overtime)
- Provide security access and support for CPARS, Sharepoint Sites, and other financial systems
- Assist in daily operations of CPARS and Financial Costing Process (WERS/MEARS/PCAM/PFR)


WERS (World Wide Engineering Release Systems) Financial Coordinator
- Coordinate and implemented WERS Process for Department
- Maintain and audit department expenditures per New Vehicle Program
- Create, track and update matrix to process Change Control for all New Vehicle Program


PCA Assistant/Change Specialist/ Administrative Assistant
- Assist DEW98/ FN145/ M205 Body Launch Leader w/ daily operations of Bodyshop.
- Create, track and update matrix to process Change Control System
- Create, track and update Engineering Changes/Issues in WERS
- Support Body Closures Manufacturing Engineering Launch Staff

1995 - 1996 Children’s Learning Institute, Detroit, Michigan

Office Manager/School Leader
- Supervise daily operation in school office
- Audit and distribute employee payroll
- Collect tuition and post ledgers
- Design School forms/ Write school newsletters
- Input children's financial records and general data in computer system
- Effectively communicate with staff, parents and students

EDUCATION
June 2003

Bachelor of Arts, Business Administration- General Business
- Davenport University, Dearborn, MI

COMPUTER SKILLS
Microsoft: Word, Excel, Outlook, Publisher, PowerPoint/PageMaker Ford Motor Company: WERS, CPARS, GPAS/PFR/AIMS/FEU

References Available Upon Request
Ted Layher

Summary
Ted is currently a software developer at Menlo Innovations with 6 years experience in Java, C#, DotNet and Webservics and over 11 years with Unix, linux, webservers and networking. Menlo Innovations is an Agile company practicing Extreme Programming (XP) for all their projects. His current professional career as a computer geek started in the middle of the dot com bubble and has survived despite several company’s best efforts. It began as a unix systems administrator working for one of the “Big Three” automotive companies and has evolved into a software developer at Menlo Innovations. Ted brings an interesting mix of operational, systems knowledge and Test Driven Development skills to the team. He rather enjoys working on projects as part of a team instead of as a lone programmer. Ted influences the team through excellent coaching skills and has become particularly adept at problem solving and understanding customer requirements.

Prior to becoming a professional computer geek, Ted worked as a carpenter for a local construction company. He built many houses from start to finish in and around Ann Arbor. He enjoyed watching the house progress from a hole in the ground to standing on top of the roof -- each day it was possible to actually see what had been accomplished.

Ted has a bachelor’s degree in Computer Science from Eastern Michigan University.

Experience
Menlo Innovations, LLC, Ann Arbor, MI, Aug 2004 – Present
Software Developer III
Member of an Extreme Programming (XP) team that utilizes the Test Driven Development methodology on all projects. Have participated in several projects: A java web based search application for a vast array of journal articles. Java based desktop application to control and record data from a flowcytometer. C# DotNET application with a SQL database backend used to schedule and track surveys for statistical research.

Forest Health Services, LLC, Ypsilanti, MI, Oct 2003 – Aug 2004
Web Specialist
Provide IT support for Sun Solaris and Linux servers. Maintain Apache and IIS web servers. Develop new applications to assist Marketing, Accounting, and Pharmacy departments in accomplishing daily tasks.

Developer
Develop 1099 tax form and information processing software in Delphi.

Independent Consultant, Ann Arbor, MI, Jan 2003 – Aug 2003
Developer, Menlo Innovations, LLC May 2003 – Aug 2003
Developed a java application and framework for running a "life" simulator that facilitates the teaching of advanced programming techniques to high-school students through the use of interactive simulation. Developed using Extreme Programming techniques in the Menlo Software Factory.
Developer, Syntech Development, LLC, Apr 2003 – Aug 2003
Established a linux based development environment for Planet-rock.com climbing gyms. As well as building the application that tracks memberships and inventory. Written entirely in open-source software using PHP, MySQL database, Apache webserver, BugZilla incident tracking system, and CVS.

Robert Half Technology, Southfield, MI, Sep 2002 - Jan 2003
PC/LAN Specialist, ValueOptions
Imaged and delivered 400 new PCs to company users. Provided IT and helpdesk support to Detroit office using Windows XP and Novell Netware. Designed and implemented a new backup strategy.

Independent Consultant, Ann Arbor, MI, Jan 2002 – Sep 2002
Consultant, WestArbor Animal Hospital, Aug 2002 – Dec 2002
Perform network support and operational maintenance for a small intranet. Play with cats.

Developer, Menlo Innovations, LLC, Checker Cab Project, Aug 2002 - Sep 2002
Ported VisualBasic 6 application to VisualBasic.NET, using VisualStudio.NET and nUnit for unit testing. Discovered proper method of implementing dynamic late binding object creation. Subject matter expert for Linux, UNIX, and security matters.

Developer, Menlo Innovations, LLC, eWashtenaw Project, April 2002
Rebuilt the Washtenaw County website, www.washtenaw.org, to show off the County's new eGovernment initiative. Updated the site with a consistent look and feel as well as new content. Developed plan for automated link checking.

Developer, Menlo Innovations, LLC, Kenosha Recovery Project, March 2002 - April 2002
Worked with ProQuest to rediscover the process of transforming raw data from multiple sources into XML. The resulting XML was used to populate the Sanborn Maps website, sanborn.umi.com, with maps of new cities. Wrote procedures and documented process to prevent further loss.

Network Administrator, Syntech Development, LLC, Jan 2002 - Sep 2002
Deployed cluster of Sun Solaris servers for a web farm and architected web hosting services. Duties include server maintenance and security auditing, as well as maintaining uptime and system performance. Technologies utilized include: Solaris 8, Solaris Jumpstart, Java2, Apache Web Server, and Tomcat Application Server. Point person for all Solaris, Linux and security related issues.

Responsible for the daily operation of UNIX web servers at Ford Motor Co., including providing levels 1 and 2 support for a customer base of approximately 5000 users. Responsibilities included configuring and tuning web servers, writing and updating documentation, disk management and installing and configuring various software packages.

Commerce One, Ann Arbor, MI, Sep 2000 - Aug 2001
Technical Consultant, Memec Project, Jan 2001 - Aug 2001
Implemented a pilot business-to-business gateway using Extricity XML messaging server, iPlanet Web Server, and Oracle Database running on Sun Solaris. Responsibilities included
Sun server maintenance, web server and database maintenance, and writing tools to aid developers.


Technical Consultant, Stinson Project, Sep 2000 - Aug 2001

Responsible for the daily operation of UNIX web servers, including providing level 1 and level 2 support for a customer base of approximately 5000 users. Responsibilities included configuring and tuning web servers, writing and updating documentation, disk management and installing and configuring various software packages. Migrated users to new network attached storage array.

Systems Administrator, Mar 1998 - Feb 1999
Provided IT support. Planned and performed office migration, including deploying electrical and network infrastructure, as well as integrating network services into existing building network.

Arbor Intelligent Systems, Ann Arbor, MI, Sep 1997 - Feb 1998
Systems Administrator
Provided IT support for development staff using Sun Microsystems, Intel, and Apple equipment. Responsible for managing email, remote access, equipment purchases, and backups.

Eastern Michigan University, Ypsilanti, MI, Jan 1993 - Aug 1997
Deployed cluster of Unix servers running Digital Unix and provided support for faculty and students.
Goddard Lab User Support Consultant, Jan 1993 - May 1995
Provided support for students on all aspects of computing, including VMS and Ultrix Systems, C, Pascal, FORTRAN, and Assembly programming languages. Also supported remote access, email, and newsgroup applications. Fixed the printers.

Waldenbooks, Ann Arbor, MI, Oct 1995 - Dec 1995
Network Engineer, Oct 1995 - Dec 1995
Responsible for migrating company to Novell 4.0, and hardware maintenance.

Schlossfestspiele Ettlingen, Ettlingen, Germany, May 1992 – Aug 1992
Buchnetztechniker
Construct sets and hang theatrical lighting during the summer 1992 theatrical season. Light board operator for the musical review.

Carpenter
Rough framing, interior trim work, windows and doors. Built many houses from start to finish in the Ann Arbor and Ypsilanti area.

Technical Skills
- OS/Environment: UNIX, Sun Solaris (2.x, 8), Linux (Ubuntu, RedHat, Debian, Mandrake, SuSE), Digital Unix 4.0B, MacOS 8.6, Mac OS X Snow Leopard, MS DOS, Windows 9x, Windows 2000, Windows XP, Windows Vista, Windows 7
- Software: Apache Webserver, Tomcat Application Server, iPlanet Webserver, PHP, MySQL, Microsoft Office, Sendmail, Solaris Jumpstart, Solaris DiskSuite, Big Brother, Sawmill, Visual Studio .NET professional, CVS, SVN
- Networking: Ethernet, TCP/IP, Remote Access, PPP, modems, hubs, switches, AppleTalk
- Hardware: Sun (E5000, E3000, E450, E250, E220R), PCs/Servers, Macintosh computers, DEC Alpha, & HP printers, Hammer, Skill saw, Router, Framing Square
- Development: Java, C#, ASP.NET, Perl, Bourne Shell, HTML, PHP, C, vi

Education
- BS in Computer Science, Eastern Michigan University, Aug 1997

Speaking Engagements
- "Effective Project Management Through Agile Team Empowerment" – co-presenter PMI Central Ohio Professional Development Day 2008
- "Robots Wild On Software" – co-presenter OOPSLA 2009
- "What We Learned In 8,829 Hours Of Paired Programming" – co-presenter Agile Roots 2010

Interests
Kayaking, Electric bicycles, Home brewing
Informal Resumé and Non-Profit Board Member and Volunteer History

Valerie Mates
October 18, 2007

Personal History:

I was born in New York City, where I graduated from Stuyvesant High School. From there I moved to Ann Arbor, where I attended the University of Michigan, earning a Bachelor of Science degree in Computer Science in 1988.

Work History:

From 1987-1988 I worked as a summer intern at Schlumberger, a computer company in Ann Arbor. My job was to polish up a file transfer program called Kermit and update the company's documentation for it.

From 1988-1993 and 1993-1995 I worked at Ann Arbor Computer, which was located on Ellsworth road, a short distance from the current AALC building. I wrote programs for automated warehouse storage systems that automatically move inventory around warehouses, and programs for other systems that track inventory in warehouses. My responsibilities included following a job from beginning to end -- writing the programming, writing manuals for it, flying out to the customer's location to train them to use the computer system, and then doing telephone support when the customer had questions. This job sent me all over the world, including Clearwater, Florida; Bombay, India; Pago Pago, American Samoa; Puerto Rico; Hawaii; and Independence, Missouri. I loved getting to see the internal operations of big companies whose products you can buy in stores. I've been inside the plant where Progresso soup is made, watched the ladies stacking Old El Paso corn tortilla shells by hand before putting them into boxes, tracked furniture for Wells Fargo Bank, and seen the production line that makes Whitman's chocolates. My specialties with computers include an ability to explain complicated computer concepts in simple terms that make sense to people; and writing programs that do complicated tasks while being easy for an ordinary person to use.

In 1993 I briefly worked at Siemens in Auburn Hills. My job there was writing computer programming that tracked inventory in warehouses.

In the late 1990s, I taught Rec & Ed classes for "Introduction to Computers" and "How to Write Web Pages that Work."

From 1995 to the present, I have worked as a free-lance computer programmer. My specialty is writing powerful computer systems that regular people can use to update their own web pages without needing to know a lot about computers. I am the webmaster for the Ann Arbor Observer, and have been for the past 15 years. I wrote the computer programming that various organizations use to update their websites, including the Ypsilanti Library, the Canton Library, and The Ark. I wrote the computer programming that the Ann Arbor Learning Community uses to update the content of our school's website.
Non-Profit Board of Directors History

In 1990, I was one of twelve co-founders of a non-profit computer system called Cyberspace Communications Incorporated. CCI runs a computer system called Grex. Back in 1990, before anybody had heard of the Internet, CCI's mission was to bring low-cost computing to people who wanted to learn about computers and to use computers to connect with other local people. In about 1993, CCI's computer was first connected to the Internet. Tens of thousands of users flooded in, from all over the planet, including many from India and Romania. I was a member of the Board of Directors of Cyberspace Communications for about six years. I've been the treasurer, the secretary, and for about four of those years I was the organization's president/chair of the board. I was also on the staff of the system from 1990 until 2003, spending many unpaid volunteer hours to keep the computer system running well. I ran the organization's staff meetings. I believe I did a good job of keeping both board and staff meetings on-track and productive, while also being very strongly committed to making sure that everybody's voice was heard.

In 1993, I served for a year on the board of directors of the People's Food Co-op, here in Ann Arbor.

In 1987, the Ann Arbor chapter of the Association for Women in Computing was about to be de-chartered for inactivity. So I re-started the local chapter. I organized meetings where I asked the public to describe what they wanted to see the organization do so that it would meet their needs. Then we built a chapter that fit the description that the people at the meeting had requested. I was the president of the chapter for several years. Today I am not active with the group anymore. It is run by a group of wonderfully dedicated hardworking women. Recently, for a few years, the Ann Arbor chapter was among the largest in the nation.

In early 2000 I founded the Ann Arbor Parenting e-mail list, called ArborParents. Today it has 2000 members. It averages 25 e-mail messages per day, but it is known as a peaceable place where parents can discuss their parenting concerns -- or ask where to find a good plumber. It has spun off in-person playgroups, databases of local service contractors, a children's resale swap group, and others. I run several other e-mail lists too, on topics ranging from gardening in Ann Arbor to parenting local kids with food allergies. I run the local Celiac Disease support group – an email list with about 600 members. I am a co-moderator on the AALC parent-teacher-staff e-mail group.

For several years I was the volunteer webmaster for the local La Leche League groups.

I am a volunteer on the staff of the Huron Valley Community Network (hvcn.org) - a local non-profit computer system that uses a shoestring budget and all-volunteer labor to host hundreds of websites, for free, for local area non-profits – including the AALC website. I'm the secondary volunteer at HVCN, so mostly I fill in when the main volunteer staff-member is on vacation or unavailable. My duties there include setting up websites and e-mail groups for nonprofit organizations, answering e-mailed questions about how their websites and computer systems work, and troubleshooting computer problems. I've been doing this from 2003 to the present.
Honors and Awards:

2002 -- Thank-you from La Leche League for work on their website
1998 -- Award for Outstanding Service to the Ann Arbor Chapter of the Association for Women in Computing
1983 -- National Merit Scholarship

Valerie Mates
October 5, 2010
OBJECTIVE: Seeking a career-oriented position as a Public Affairs Specialist where my education and experience will be fully utilized while providing opportunity for advancement based on accomplishments.

SUMMARY OF QUALIFICATIONS:

- Motivated self-starter with more than nine years of successful business to business sales and marketing experience.
- Highly skilled in building, cultivating, and maintaining quality client relationships.
- Goal and results-oriented professional with a proven track record of achievements in generating new business, developing existing accounts, expanding company market share, and consistently exceeding sales goals.
- Working knowledge of MS Windows, MS Office, Strata, and Tapscan.
- Strong organizational, time management and problem solving skills.

EDUCATION: Bachelor of Science in Broadcast/Journalism, 1997
Georgia Southern University, Statesboro, Georgia
CCU Collaborative Negotiations and Perfect Projections Workshop 2005
NAB Executive Training Program Georgetown University 2008

CIVIC DUTIES: Board Member of Commonwealth Academy, Detroit, Michigan
Who's Who in Black Detroit 2007

EXPERIENCE: NTR Director/Sales, 2007 to present
Radio One Inc, Detroit, Michigan
- Hired to market and sell special events for WHTD
- Drive the fiduciary focus on special events and internet/interactive marketing
- Prospect for new business while servicing and developing existing client base
- Create innovative and turnkey promotions for new business opportunities

Account Manager, 2005 to 2007
Clear Channel Radio, Detroit, Michigan
- Hired to market and sell local cluster stations. WJLB, WMXD, WKQI, WDFN and WDTW. Primary stations, WMXD Mix 92.3 and FM 98 WJLB.
- Prospect new business while servicing and developing existing client base
- Market Special Event sales to new and existing clients
- Market Internet opportunities to expand business opportunities for clients
- Create innovative turnkey promotions for current clients to generate new branding opportunities and new business.

Account Executive/Marketing Consultant, 2001 to 2005
Liberty Cooperation (Cable Vantage), Columbia, South Carolina
- Hired to market local cable television advertising representing 35 cable networks.
- Prospect new business while developing existing accounts via customer focused sales process.
- Develop new and innovative marketing promotions aimed at increasing client's market share.
• Act as in-house advertising agency to plan, avail, and place advertising dollars in nine outer markets.
• Consistently exceed marketing budget goals

SOLOMON SPANN, III

Account Executive/Marketing Consultant, 1999 to 2001
Rainbow Radio, L.L.C./Inner City Broadcasting, Columbia, South Carolina
• Hired to market and sell radio advertising to businesses for two new radio stations in the Columbia, SC area.
• Generate new business and develop existing accounts through a consultative sales process.
• Prospect for potential clients, consult with businesses on their advertising and marketing objectives, research and develop marketing strategies, and develop and present marketing proposals to clients.
• Maintain accounts and develop additional promotional opportunities to diversify the business relationship.
• Recognized as the company’s Top Salesman for the past two years.
• Consistently exceed monthly sales goals.
• Received “Salesman of the Month” award for superior sales performance.

In School Suspension Supervisor, 1998 to 1999
Richland County School District One, Columbia, South Carolina
• Hired to supervise the In School Suspension program
• Provided and executed corrective behavior modification education for problem students
• Developed and restructured the school discipline handbook and school video demo, provided the voice over for project
• Served as lead substitute teacher
• Execute designed lesson plans from Vocational program

On Air Personality/Promotions Assistant WWDM 101.3 FM, 1997-1998
• Hired to produce On the Move with Russ Parr syndicated morning show
• Conducted an clean on-air shift Saturday mornings from 6a-12noon
• Wrote scripts assisted in daily promotional activities including press releases, internal writing requirements
• Promotional set up point of contact for station events

Security Monitor, 1997 to 1998
Richland County School District One, Columbia, South Carolina
• Hired to monitor and control the school grounds as needed
• Developed and supervised the attendance tardy control system
• Conduct and maintain clerical duties regarding student records

Head Junior Varsity Basketball Coach/Assistant Head Coach, 1997 to 1999
Richland County School District One (Eau Claire H.S.), Columbia, South Carolina
• Hired to coach the Girls Junior Varsity Basketball team and to be the Head Assistant Coach for the Girls Varsity
• Developed and conducted practice schedule and execute player development
• Lead Lady Shamrocks Junior Varsity to a two-year record of 25-8
• Assist the head coach in conducting practice, team travel, and player development

SOLOMON SPANN, III

• Helped lead Lady Shamrocks to 1997 3A State Championship Game
• Helped lead Lady Shamrocks to 1998 3A Lower State Final

On-Air Personality/Promotions Assistant, 1997 to 1998
Clear Channel Communications, Inc., Columbia, South Carolina
• Produced an efficient and audience appealing air program.
• Participated in special promotions and provided information to the community.

WNBA Promotions Assistant, 1997
Charlotte Sting Promotion, Charlotte, North Carolina
• Served as a liaison between the Charlotte Women's National Basketball Association team and the public.
• Assisted in developing and coordinating special projects and promotions.
• Distributed literature advertising upcoming Sting and WNBA events.

Internship, 1997
Jefferson Pilot Communications, Charlotte, North Carolina
• Served as an intern in the production department
• Rip scripts
• Floor director
• Camera Operator

WBH-TV 48 Statesboro, 1994-1996
• Station stand up reporter and fill in anchor
• Conducted on location interviews for evening news cast
• Edited tape in preparation for evening news cast
• Voice over work
• Covered a wide variety of stories from Georgia Southern sports to political campaigns
Andrea Wright

Financial professional with in-depth knowledge of municipal finance and budgeting operations. Proven manager and excellent team member. Experienced in financial analysis, variance reporting, strategic budget planning, project management, forecasting and cost center budgeting. Managed budgets in excess of $187M. Supervised, trained and evaluated staff. Proven leadership abilities involving motivating employees and negotiations. Proficient in written and oral communication. Conscientious employee capable of both identifying and resolving problems. Ability to multi-task and deliver quality results. Eager with a superior work ethic and consistency. Pursuing upward mobility within a challenging environment.

EDUCATION
Certificate of Completion – Real Estate Principles, Middleton Real Estate School – November 2004
Masters of Science in Administration, Central Michigan University, Mt. Pleasant, MI – August 1997
Bachelors of Business Administration, Kent State University, Kent, Ohio – May 1991

ELECTED BOARDS & COMMISSIONS
November 2007 – May 2008
Hospital Finance Authority Board
Appointed by the Pontiac City Council

March 2006 – current
General Employee Retirement System, City of Pontiac
Elected to serve as an employee representative; fiduciary to retirement funds; assets under management over $500 million. Vested with the administration of the fund. Review investment performance of the system, administer benefits from the system, and establish policies and strategic planning.

EMPLOYMENT
Budget and Cost Administrator
City of Pontiac, MI
2006 to current
- Responsible for the preparation, presentation, implementation, and control of the City’s adopted budget; prepare periodic forecasts and provide pertinent data on the City’s financial position; applies principles of accounting to analyze the past and present condition of financial operations; estimates future revenues and expenditures to prepare future budgets;
- Manages employees in the budget division; responsible for training, policy and procedures; assigning and directing work; appraising performance, discipline, and rewarding employees;
- Collect and analyze records of past and present conditions;
- Direct all budget preparation, presentation and implementation
- Document revenue and expenses; approve on a daily basis
- Maintain automated budget system; train employees; assist departments with understanding budget module of Banner Financial System
- Develop and implement cost control measures
- Improve effectiveness of city’s budget processes and control methods
- Assist in performance evaluation, cost management or asset management
- Work with department heads on cost saving measures and strategic planning
- Provide confidential information in regards to costs for labor issues
- Interpret budgets to management
- Apply analytical skills, problem solving, project management, and maintain high interpersonal skills to communicate effectively with department managers

Realtor
ERA Majestic Realty, Oak Park, MI
2/2005 - current
- Member, National Association of Realtors
- Member, Michigan Association of Realtors
- Member, Western Wayne Oakland County Association of Realtors

Budget Analyst
City of Pontiac, MI
1997 – 2006
- Directly accountable for the maintenance of the expenses and revenues for 8 of 15 departments of the municipality
- Directly accountable for the maintenance and management of over $90 million dollars of a $263 million annual budget appropriation
- Plan, research, analyze, and evaluate departmental organization structure and functions to determine and recommend their manpower, operating and funding requirements
- Met with and worked with individual department heads, divisions and employees to prepare budgets for their service areas, as well as analyze manpower reporting
- Utilized economic forecasting and financial analysis techniques to recommend improvements in departmental budgetary controls
- Part of the team to select and upgrade manual financial system to the corporate Banner Financial Suite system; assisted with the development of training manual as well as trained over 100 employees in utilizing system
- Analyzed city's financial position and provided fiscal advice to department and division heads in determining needs of potential programs and objectives
- Provided technical expertise to departmental representatives in preparing their department budgetary requests, including documentation, investigation and related impact studies
- Made public presentations to the Executive and Legislative administration, to assist in the review of requested appropriations and amendments to the adopted appropriations
- Prepared short-term and long-range budget projections
- Developed a system of monitoring daily expenditures of departments; analyzed job processes and recommended a more effective solution
- Compiled data from departments to prepare monthly financial statements showing historical comparisons of spending as well as requirements
- Developed Budget Module of Banner Financial Suite and trained all city departments and divisions and end users; developed first user manual
- Developed budget phases with every department from the departmental request, to the Mayor’s Recommended budget, and finally the Council adopted and approved annual appropriation
Administrative Assistant to Contract Compliance Officer  City of Pontiac, MI 1995-1997
• Responsible for day-to-day office operations
• Coordinated Minority Contractors roundtable monthly meetings
• Organized job fairs for sub-contractors
• Assisted Contract Compliance Officer in monitoring job sites
• Maintained Davis-Bacon wage decisions
• Liaison for office and federal compliance office
• Prepared and monitored division budget

Administrative Assistant to the Personnel Director  City of Pontiac, MI 1993 – 1995
• Assisted in the development of employee assistance program (EAP); identified possible issues with municipal employees and met their needs
• Completely automated all office functions by creating computerized documents, maintenance of files, and changed manual functions to more efficient functions
• Upgraded file maintenance by instituting a state of the art records management system; color coded files and trained staff on file maintenance
• Performed application screening, interviews, processed applications, conducted testing and promotional exams, gave recommendations on the hiring process
• Performed labor research and labor union negotiations for 7 large municipal unions; answered grievances up to the 2nd step
• Conducted citywide computer training for employees on word processing, Microsoft Excel, Microsoft Word and other applications
• Updated over 100 city job descriptions to meet the needs of the City of Pontiac
• Performed desk audits of jobs to determine if the employee was working out of class; made recommendations on upgrading positions
• Supervised employees in the office area; made assignments as deemed necessary by the department Director
• Trained 3 department employees on the personnel database; as well as trained the Deputy Director

LICENSES
• State of Michigan, Real Estate Salesperson  October 2005 to current

TECHNICAL & SPECIAL SKILLS
• Microsoft Word, Excel, PowerPoint, Access, and Publisher
• FoxPro database
• Banner Financial Suite
• Monarch data report writer
• Tax professional since 1999
• Ability to work independently
• Ability to multi-task
• Self-starter
• Excellent written, oral and organizational skills
COMMUNITY INVOLVEMENT/ACTIVITIES

- Parliamentarian, Pontiac Alumnae Chapter of Delta Sigma Theta Sorority, Inc
- Initiated Member of Delta Sigma Theta Sorority, Inc. Pontiac Alumnae Chapter; a national Public Service organization April 2008
- Appointed to Hospital Finance Authority Board, 2007
- Gamma Phi Delta Sorority, Inc. (National Business and Professional organization) Life Member; Member since 1993; elected to the National Board of Directors as the Northern Regional Director. Created policies and procedures; trained chapter Presidents; Negotiated disciplinary measures; Served as a liaison between the National President and local chapters; Managed over 300 members and 20 chapters; Elected President of National Council of Chapter Presidents; Conflict/Resolution workshops, Fiscal Management Seminars, Leadership Techniques Seminars, and achieved growth and met all national mandates
- NAACP, affiliate member
- NCNW, affiliate member
- Kent State University Alumni Life Member – recipient of the New Millennium outstanding Alumna Award 2000
- Kent State University Black Alumni Chapter Vice President 2008 - current
- Trinity Missionary Baptist Church, member since 1997
- Pontiac Neighborhood Housing Board member, 1998-2002
- Outstanding Young Woman in America 1997
- Member, Governmental Finance Organization
SHENETTA L. COLEMAN

OBJECTIVE
To obtain a challenging position that utilizes my administrative, organizational and management skills for the delivery of quality social and community services.

EDUCATION
Ph.D., Public Service Leadership - ABD
Capella University
Minneapolis, Minnesota

Masters of Arts, Sociology, December 1998
Eastern Michigan University
Ypsilanti, Michigan 48197

Bachelors of Science, June 1990
Eastern Michigan University
Ypsilanti, Michigan 48197

EXPERIENCE
3/99-PRESENT CITY OF DETROIT

07/05-Present Director – Human Services
❖ Responsible for oversight and management of more than 115 million dollars in local, state and federal grants to assist low-income city of Detroit residents including American Recovery and Reinvestment Act.
❖ Responsible for more than 140 civil servant and contract staff.
❖ Responsible for the implementation and oversight of human service program activities administered to more than 28,000 households annually impacting over 70,000 individuals.
❖ Coordination and collaboration with other social service agencies within the City of Detroit and throughout the State of Michigan.
❖ Function as an active Board member of the Michigan Community Action Agency Association.
❖ Sought, negotiated and secured professional and personal contract services.
❖ Identified and secured new funding opportunities to enhance program services.
❖ Successfully negotiated and re-secured head start program funding from the Administration for Children and Families Services - Region V.
Established working relationships with key individuals within federal and state funding sources.

10/02-7/04 Deputy Director - Human Services
- Ensure departmental adherence to local, state and federal regulations and ordinances.
- Oversee the management of a myriad of social service programs that are administered to the low-income community within the City of Detroit including Head Start.
- Responsible for proper management of the department 75 million dollar budget.
- Developed and oversee agency strategic planning efforts.

4/00-7/01 & 1/02-10/02 Manager II - Department of Human Services
- Oversight and management of the departments Planning Division.
- Plan, develop and coordinate the proper administration of the development of community service programs.
- Manage and monitor program components for compliance with departmental objectives, federal, local and state funding requirements.
- Secured 4.5 million dollars in state funding for low-income children and families.
- Negotiate and secure professional contract services.
- Complete and submit state and local reports.
- Department liaison with the State of Michigan.

7/01-12/31/01 Director - Youth Department (Mayoral Appointment)
- Overall management and development of youth programs for children ages 4-17.
- Oversight of staff and special activities including coordination and collaboration of service providers and Advisory Boards.
- Oversight, preparation, and management of 3.8 million dollar department budget.
- Management of local and state grants.
- Responsible for seeking Grantsmanship opportunities.
- Sought, negotiated and secured professional and personal contract services.
- Identified and secured funding opportunities.

3/99-4/00 Manager - Youth Department
- Develop youth related program activities to address the whole child in grade levels K-5.
- Oversight, management, and monitoring of federal and locally funded after-school programs to ensure proper implementation.
- Secured continuation funding for after-school program activity.
- Prepared personal and professional service contracts.
- Prepared and managed program budgets and reports.
EMPOWERMENT ZONE DEVELOPMENT CORPORATION

Human Service Coordinator
- Management and oversight of over 50 million dollars in federally funded Empowerment Zone Human Service contracts.
- Managed and monitored program services and budgets.
- Monitored contracts and program activity for local and federal compliance.
- Assisted with development of professional service contract scopes of service.
- Liaison between agency, contractors, Empowerment Zone Board of Directors, subcommittees, and Empowerment Zone community.
- Instrumental in the development of agency procedures and reporting mechanisms.

8/94-6/97  FEDERATION OF YOUTH SERVICES

6/95-6/97 Program Supervisor
- Supervised and managed juvenile community based program services.
- Conducted program intake assessments and housing placements.
- Prepared and managed program budgets and reports for the State of Michigan-FIA.
- Agency liaison with the Family Independence Agency, juvenile residential and community based programs.

8/94-6/95 Social Worker
- Assisted with intake assessments.
- Prepared treatment plans and provided counseling services.
- Advocated for children and families.
- Facilitated program services.
- Liaison between Frank Murphy Hall of Justice, the agency and Family Independence Agency.

1/94-8/94  AIDS CONSORTIUM OF SOUTHEASTERN MICHIGAN

Case Worker
- Performed the essential system components of referral and intakes, service planning and delivery for client caseload.
- Provided benefits counseling, monitored and evaluated client progress.
- Liaison and advocate for client and service providing agencies.

11/92-1/94  CHILD AND FAMILY SERVICES, Muskegon Michigan

Program Specialist
- Assessed cases and developed treatment plans for children and families.
- Designed and implemented program services.
- Assisted therapist with therapy sessions.
8/89-11/92 CITY OF YPSILANTI

11/91-11/92 Police Dispatcher - Police Department
- Managed and directed emergency and service calls to police, ambulance and fire units.
- Operated the SOS LEIN machines.
- Operated computer aided dispatch equipment.

8/89-11/91 Finance Manager - Housing Commission
- Oversight of fiscal management for public low income housing units.
- Managed and monitored section 8 and voucher certificates for payment to public and private landlords.
- Prepared and submitted financial reports.
- Liaison between the agency and Department of Housing and Urban Development

CORE COMPETENCIES
- Organizational Management
- Program and Project Management
- Leadership Management
- Strategic Planning for Administrative Responsibilities
- National Head Start Association Reviewer
- Program Development

AWARDS, CERTIFICATES AND TRAININGS
- 2001 World Class Service Team Award
- State of Michigan – Communities That Care & Resource Assessment Training
- National Head Start Association Fiscal Management Training
- Grantsmanship Academy
- Brass Training
- Detroit Resource Management Systems (DRMS) Training
- Supervisors Academy
- MAPS Training
- Performance Institute – Grants Management and Performance
- National Head Start Legal Advisory Training
SYNOPSIS OF RESUME

FOR

LEATRICE EAGLESON

EDUCATION
Wayne State University
Post-Degree for MBA
Business Administration
Wayne State University
BA - Political Science

EMPLOYMENT HISTORY
1985 - Present
New Detroit, Inc.
Vice President of Human Resources & Finance
1980 - 1985
Detroit Urban League
Vice President of Administration
1973 - 1980
Wayne County Youth Services
Director of The Office of Youth Services

AFFILIATIONS
1993 - Present
YWCA
Board Member
1986 - Present
YWCA
Board President
ALICE G. THOMPSON

VITAE

EDUCATION

Wayne State University
School of Social Work
Masters of Social Work
Major - Social Work Adm.
May, 1981

Wayne State University
School of Social Work
Bachelors of Social Work
May, 1980

PROFESSIONAL SKILLS

• Program Design, Planning, Development, & Consultation
• Program Evaluation and Quality Assurance
• Staff Training and Development
• Grantsmanship
• Family Preservation Consultant
• Federal Grant Reviewer for United States Department of Health and Human Services

AWARDS

• 2010 Recipient of “Champion for Youth Award”
  Youth Development Commission

• 2010 Recipient of “Appreciation Award for Leadership”
  Detroit Branch NAACP

• 2009 Recipient of “Michigan Championship Award”
  Michigan Neighborhood Partnership

• 2009 Recipient of “Carolyn Cheeks Kilpatrick Award”
  Detroit Community Health Connection, Inc.

• 2009 Recipient of “Outstanding Child Advocate”
  Vista Maria

• 2008 Recipient of “Imani (Faith) Award”
  Alkebu-Ian Village

• 2007 Recipient of “Role Model Award”
  Alternatives for Girls

• 2007 Recipient of “Social Worker Alumna of the Year”
  Wayne State School of Social Worker Alumni Association
AWARDS (Cont.)

✦ 2007 Recipient of "Ujima Award" (Outstanding Community Service)
   National Association of Black Social Workers

✦ 2005 Recipient of "Black Alumni Achievement Award"
   Wayne State University

✦ 2005 Recipient of the "Excellence in Leadership Award"
   The Next Vision Foundation

✦ 2003 Recipient of "Community Luminary Award"
   DTE Energy

✦ 2000 Recipient of "Outstanding Fellow Award"
   Eureka Communities Detroit

✦ 2000 Recipient of "Humanitarian Award"
   Top Ladies of Distinction

✦ 1999 Recipient of "Outstanding Volunteer for School Reform"
   Schools of the 21st Century

✦ 1999 Recipient of "Ujima (Unity) External Partner Award"
   Schools of the 21st Century Ujima Cluster

✦ 1999 Recipient of "Exemplary Service to Children & Families"
   Eureka Communities

✦ 1999 Recipient of "Outstanding Board Member"
   Communities in School

✦ 1998 Recipient of "Participation Award"
   Center for Creative Leadership

✦ 1998 Recipient of "Door Opener's Award"
   Payne-Pulliam School of Trade and Commerce

✦ 1998 Recipient of "Outstanding Community Service Award"
   The Honorable Edward H. McNamara

✦ 1998 Recipient of "Professional Woman of the Year Award"
   The Detroit Club - The National Association of Negro Business and
   Professional Women's Club, Inc.

✦ 1997 Recipient of "Kujichagulia Award" (Self-Determination)
   National Association of Black Social Workers
AWARDS (Cont.)

◆ 1996 Recipient of “Al Dunmore Community Service Award”
   New Detroit, Inc.

◆ 1994 Recipient of “Testimonial Resolution”
   Detroit City Council

◆ 1994 Recipient of “Most Outstanding Member”
   National Association of Black Social Workers

◆ 1992 Recipient of “Alumna of the Year Award”
   Wayne State University School of Social Work

◆ 1988 Recipient of “Outstanding Commitment Honor”
   Wayne State University Association of Black Social Workers

PROFESSIONAL EXPERIENCE

1994 to Present
BLACK FAMILY DEVELOPMENT, INC., Detroit, Michigan
Chief Executive Officer

Provides leadership at an executive management level by ensuring that all programs and services are implemented and carried out properly; Work closely with Board of Directors, administrative staff, direct service staff, and support staff to ensure effective program and service delivery; Formulate and administer agency policies and develop long range goals and objectives; Confers with Board President, committee chairperson, and other administrative personnel to review achievements and discuss required changes in the goals and objectives resulting from current status and conditions; Prepares annual budget for the agency; Reviews analyses of activities, cost operations, and forecast data to determine department progress toward stated goals and objectives in each program's budget; Promotes community planning and program image in the community by assuming community leadership roles which will be visibly and politically strengthening; Provides a climate which is vision focused, action oriented, helpful, trusting, and promotes teamwork.
1986 to 1994
DIVERSIFIED YOUTH SERVICES, INC., Detroit, Michigan
Deputy Director

Managed a multi-million dollar human service organization which staff over 130 employees; Responsible for planning, developing, and monitoring program services, contract compliance, and revenue generating sources to ensure appropriate services to the consumer group served; Responsible for strategic planning, public relations, consumer advocacy, and assisting the Board of Directors in fund development; Responsible for quality assurance and program evaluation initiatives which measure success rates, quality of services, and program outcome; Analyzed community needs relative to program plans and models, and wrote grants in response to needs; Consulted with regulatory and governmental agencies on the impact of policies and legislation on the Diversified Youth Services' consumer group.

1991 to 1992
DIVERSIFIED YOUTH SERVICES, INC., Detroit, Michigan
Acting Executive Director (During Medical Leave of Executive Director)

Provided leadership and overall management of a multi-million dollar human service organization during a medical leave of the Executive Director; Increased responsibilities included working with the Board of Directors and all Board committees, negotiating contracts, and preparing the organization's overall annual budget.

1988 to 1996
DETROIT COMPACT, Detroit, Michigan
Consultant & Trainer

Provided training and consultation to Detroit Compact volunteers, council members, partner groups, and middle/high school principals; Facilitated Compact staff retreats and participated as a member of Compact Volunteer Sub-Committee.

Publication

Co-authored the original Detroit Compact Volunteer Manual. This manual is used in the orientation and training of all Compact volunteers. (1988-1989)
Wayne State University School of Social Work, Detroit, Michigan
Adjunct Professor

1981 to 1986

Boysville of Michigan, Mt. Clemens, Michigan
Program Director

1973 to 1976

Detroit Model Neighborhood Community Mental Health Center, Detroit, Michigan
Mental Health Consultant

1970 to 1973

Model Neighborhood Program/Planning Dept., Detroit, Michigan
Research Assistant

1987 to 1997

Detroit, Michigan

Provided classroom instruction to undergraduate students on the conceptual framework of the social work profession; Primary curriculum focused on social work knowledge, skills, and values.

Managed a community-based residential treatment facility for adolescent males; Specific responsibilities included: personnel management; budget planning and controlling; program planning, organizing, and evaluating program direction and outcome; staff training for new employees and ongoing staff training; coordinating and collaborating with external environmental systems impacting on the mission of Boysville of Michigan.

Responsible for providing consultation and educational services to individuals, community groups, and social service organizations on the prevalence and incidence of mental illness; Planned programs with other organizations to respond to the mental health needs of residents in a specific geographic area; Educated groups to the myths of mental illness and the goal of decentralized mental health services; Consulted with regulatory and governmental agencies on the goals of Model Neighborhood Community Mental Health Center and the impact of policies on the mentally ill.

Responsible for providing feedback to the planning staff through the development, administering, and analysis of community needs and subsequent program planning.
VOLUNTEER ACTIVITIES

Wayne State University
School of Social Work
2006

- Delivered Graduation Message to Class of 2006.

Eastern Michigan University
School of Social Work
1997

- Delivered Commencement Message

NextDetroit Transformation Team
Health and Human Services Subcommittee, Co-Chair
2005-2006

The objectives of the Subcommittee were:

- To determine core public health and human services structure required to effectively meet the needs of the Detroit community, and
- To determine core public health and human service competencies and/or collaborations required to meet the needs of the Detroit community and optimize the delivery of these services in a cost-effective and fiscally responsible manner.

National Association of Black Social Workers (NABSW)
1987 - Present

- Responsible for providing leadership within the organization, beginning as President of the Wayne State University Student Chapter of NABSW, and as Vice President of the Detroit Chapter of NABSW.
- Chair several committees at the local and national levels with an emphasis on public policy and advocacy.
- Presently chairs the Legislative Committee of NABSW as a member of the National Steering Committee.
NABSW Publications

◆ Drafted for publication, NABSW's "Standards Manual for Organizational Certification". The Standards Manual described relevant cultural competency at all levels of an organization; geared for serving the African American community. (1989)
◆ Authored NABSW's position on transracial adoption. (1986 position booklet publication and 1989 position booklet publication)
◆ Co-authored NABSW's position booklet on "Family Preservation and the Ten Most Frequently Asked Questions From the Media". (1994)

AFFILIATIONS

◆ DTE Energy Advisory Council
◆ Jim Casey Michigan Youth Opportunities Initiative
◆ Metro Detroit Quality of Life Improvement Association (2nd Vice President)
◆ Detroit School of Arts Advisory Board (Treasurer)
◆ Communities in School (Treasurer)
◆ Hope Academy (Treasurer)
◆ National Association of Black Social Workers
◆ Greater Detroit Association of Black Social Workers (President)
◆ National Association for the Advancement of Colored People (NAACP)
◆ Detroit Area Agency on Aging Board of Directors
◆ New Detroit, Inc. Board of Directors
◆ Black United Fund Committee of 100
◆ Straight Gate International Church
◆ Wayne State University Board of Visitors
◆ Wayne State University Alumni Association
◆ Leadership Detroit XXV
◆ NAACP 2009 Freedom Fund Dinner, Co-Chair
◆ Governor Jennifer Granholm's Urban Affairs External Team
◆ Governor Jennifer Granholm's Civic Advisory Council
◆ Gratiot Avenue Business Association
◆ University of Phoenix College of Social Sciences

Excellent References Provided Upon Request
REPORT

REPORT: 2011 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 2011 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 2011 calendar year.

The Provost and Executive Vice President has awarded a total of $73,072 to fifteen (15) new Eastern Michigan University faculty for research and creative projects under the Provost's Research Award for New Faculty program for 2011.

FISCAL IMPLICATIONS

The cost of Provost's Research Awards for New Faculty will be absorbed in the 2011-2012 faculty salary budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Executive Vice President

Date
EASTERN MICHIGAN UNIVERSITY
Academic Affairs
Office of the Provost and Vice President

Provost's Research Award for New Faculty
2011 Winners

1. Howard Cass (Music & Dance and Communication, Media, & Theater Arts). “Recording of Musical Compositions Based on the Writings of Kurt Vonnegut”
4. Xianghong Feng (Sociology, Anthropology, & Criminology). “Place, Culture, and Consumption: The McDonaldization of Tourism in Fenghuang, China”
5. Jason Ferguson (Art). “Domestic Carnival”
7. Rob Halpern (English Language & Literature). “Becoming a Patient of History: Poetry, Politics, and the Crisis of Agency (scholarly essays), and My Augustine (poems)”
8. Peter Higgins (History & Philosophy). “Justice and Immigrant Admissions”
9. Margaret Koopman (Biology). “Investigating the Genetic Structure of Carnivorous Pitcher Plants”
12. Megan Rickard (Health Promotion & Human Performance). “Midwest College Students' Perceptions about Individuals with Sexually Transmitted Infections”
ACTION REQUESTED

To amend Board Policy 1.3 University Mission, Values, Philosophy and Guiding Principles in accordance with the attached.

STAFF SUMMARY

It is requested that the attached policy be updated to:

- include Continuous Improvement as a university value; and
- reflect the appropriate equal opportunity language that is consistent with Board Policy.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

"University Executive Officer"  

Date  

12.07.10
University Mission, Values, Philosophy and Guiding Principles

Effective Date: 11.2.1964
Revision Date: 2.8.1990

Chapter Name: Powers and Limitations of the Regents
Policy Name: University Mission, Values, Philosophy and Guiding Principles

A PDF version of this policy is available via this link.

MISSION
Eastern Michigan University is committed to distinguishing itself as a comprehensive educational institution that prepares people and organizations to adapt readily to a changing world. Central to this mission are:

- Providing an exceptional learning environment;
- Applying new technologies to teaching, learning, and research;
- Expanding knowledge and providing leadership through research, contract learning, and public service; and
- Continually interpreting and responding to a changing regional, national, and global society.

VALUES
Eastern Michigan University's mission and philosophy are built upon shared values that define and nourish the intellectual, ethical, and aesthetic environment. These values are:

EXCELLENCE: The University, in all of its activities, encourages the achievement of excellence by all members of its various constituencies.

RESPECT: The University recognizes that wisdom, sound judgment, tolerance, and respect for other persons, cultures, and ideas are hallmarks of an educated person. The University seeks to demonstrate, through all its programs and activities, appreciation of human diversity and to maintain an atmosphere of tolerance and mutual respect that will nourish human liberty and democratic citizenship.

SCHOLARSHIP: The University promotes and encourages continual research and creative activity by all its constancies. Through such activity, participants remain intellectually active, expand their fields of knowledge, enrich learning experiences, and bring academic recognition to the community. The intellectual and personal growth of individuals is a central purpose. Knowledge and learning are both the University's products and its processes.

OPPORTUNITY: The University is committed to providing opportunities for learners of varying interests, abilities, backgrounds, and expectations.
It seeks to attract, serve, and accommodate a highly qualified and pluralistic student body, drawn from a variety of ethnic, social, and economic backgrounds and to make a special effort to provide access to the campus's educational opportunities for non-traditional students and underrepresented populations.

COMMUNITY: The University strives to create and nurture a community that fosters mutual trust and respect for the open and amicable expression of differences.

SERVICE: The University endeavors to provide service for the public good. It encourages all constituents to be concerned about the welfare of humanity and to engage in public service. The University is committed to developing and strengthening collaborative initiatives with the industrial, business, civic, and educational world.

CONTINUOUS IMPROVEMENT: The University strives to embed the principles and benefits of quality improvement and quality assurance into its institutional culture. A model of continuous improvement drives the alignment of institutional processes, mission and accreditation.

FREEDOM: The University respects and protects personal and academic freedom. It seeks to provide an environment that facilitates involvement in intellectual and cultural activities and encourages formal and informal interaction between and among students, faculty, staff, administration, and community.

INTEGRITY: Intellectual, academic, financial, and operational integrity are critical to the University's survival and effectiveness.

LEADERSHIP: The University strives to provide leadership in addressing the educational and social issues confronting the people and organizations in our society. It promotes leadership and development activities that enhance educational and industrial opportunities for meeting this charge.

EMPOWERMENT: The University community is empowered to do what is right and necessary to achieve the University's mission.

PHILOSOPHY

The University is dedicated to improving the quality of life within the global community it serves through teaching, contract learning, research, and service.

As an integral part of the state-supported public education system, the University is responsible for providing leadership in developing creative, innovative, and collaborative approaches to meet learning and research demands created as a result of a dramatically changing world.

The University recognizes that an educated populace is the essential ingredient for the successful improvement of humankind. It is dedicated to:
• Providing opportunities for professional, intellectual, and personal growth;
• Preparing individuals for careers and professions;
• Encouraging all University members to be concerned about the welfare of the campus, local, and world communities;
• Assisting organizations to function effectively in a global economic environment; and
• Instilling in all persons a commitment as leaders, to engage in public service.

The University seeks to provide an intellectual, social, and cultural environment that attracts, serves, and empowers a pluralistic community.

GUIDING PRINCIPLES

Guiding principles form the framework against which the University tests its effectiveness. In all programs, activities, and services, the University seeks to be:

APPROACHABLE: Psychological barriers that impede participation are eliminated. People and organizations are valued as the University's resources, products, and customers.

ACCESSIBLE: Programs and activities of the University are open to all qualified persons without regard to race, religion, marital status, sex, sexual orientation, gender identity or expression, age, national or ethnic origin, political belief, veteran's status, or disability. Physical handicap.

The University seeks to demonstrate, through all its programs and activities, its appreciation of human diversity and to maintain an atmosphere of tolerance and mutual respect that will nourish human liberty and democratic citizenship.

The sexual orientation, gender identity and gender expression provisions of this policy shall not prohibit the University from maintaining relationships with agencies of the federal government. Further, except where approved by separate action of the Board of Regents the provisions of this policy shall not apply to employment benefits, family housing, financial aid packages and student residency status. Because the University wishes to study how particular employment benefits, family housing, financial aid packages and student residency status would be affected by the addition of the sexual orientation provision, the provision shall not apply to those subjects at this time. The provision will apply to those subjects only after the appropriate Board of Regents' committees and the Board of Regents determine after the study, how and to what degree the provision should apply to those areas.

AFFORDABLE: The University is committed to ensuring that those individuals who are qualified and who desire to participate are not discouraged from doing so because of financial resources, time restraints, or physical distance.
The University seeks to provide financial aid for all constituencies, to be sensitive to changing demands in the educational marketplace, and to deliver educational services in nontraditional ways and settings.

APPLICABLE: Programs are designed to broaden perspectives, enrich awareness, deepen understanding, establish disciplined habits of thought, respond to changes in the workplace and society, and help develop individuals who are informed responsible citizens.

ATTAINABLE: Recognizing that various constituencies have different needs, programs, activities, and services must be flexible so that all people have the opportunity to participate and to achieve their goals or purpose.
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 19, 2010 Finance and Audit Committee meeting, the Working Agenda for the December 16, 2010 meeting and the Informational Reports and Financial Updates.

STAFF SUMMARY

October 19, 2010 Meeting
Regular agenda items discussed at the October 19, 2010 Finance and Audit Committee were Staff Appointments and Staff Separations/Retirements for period September 1 -- September 30, 2010, as well as the Informational Reports and Financial Updates as of August 31, 2010. The Committee also reviewed recommendations to the Board for:
- Fiscal Year 2011-2012 General Fund Scholarships, Awards and Grants Request
- Fiscal Year 2011-2012 State Capital Outlay Request
- Fiscal Year 2011-2012 State Appropriation Request
- Washington Street Parking Lease Agreement
- Washtenaw/Oakwood Intersection Improvement Grant and Right-of-Way

December 16, 2010 Meeting Agenda
Regular agenda items include Staff Appointments and Staff Separations/Retirements for period October 1 – November 15, 2010, as well as the Informational Reports and Financial Updates as of October 31, 2010. The Committee also will review recommendation to the Board for:

Informational Presentations

Capital Projects Updates (John Donegan)

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
The meeting was called to order at 2:45 PM by Regent Stapleton.

REGULAR AGENDA

Section 12 Recommendation Monthly Reports – Finance and Audit Committee, Informational Reports and Informational Presentations

A motion was made and seconded to accept the minutes from the previous Board of Regents meeting on September 21, 2010.

Grants and Contracts

For the months of August and September, $3.2M in grant and contract awards were received. For the fiscal year-to-date through September, grant and contract awards totaled $4.2M, essentially equal to the same period a year ago. Virtually all of the YTD awards (96%, based on dollar value) are federal. Although YTD awarded from all the non-federal sources are low, it was noted that Business and Industry awards, at $95K, are up from the first three months in both FY09 and FY10. Proposals submitted YTD through September totaled $9.0M compared with $32.1M last year. The number of proposals submitted this year is up slightly versus last year (40 vs. 39).

Information Technology – Strategic Initiatives Progress Report

Investigation into the September 3 server security breach continues, with participation from IT, DPS, Legal Counsel, Risk Management, Communications, and an external computer forensic firm. As suggested by the Board, once the investigation is completed, follow-up on the recommended corrective actions will be conducted by the University’s Internal Auditor (Grant Thornton).

On September 24, the Data Center in Pray-Harrold powered off for six hours for planned repairs of building wiring. All critical and emergency systems remained functional.

The University’s FY11 Computer Refresh Program continues on track. Ordering continues through the end of November and it is expected that approximately 530 computers for full-time faculty and staff will be refreshed in FY11. The replaced computers will be utilized as replacements for 5-7 year-old computers on campus.

Technology Infrastructure projects are progressing with Residential Wireless in the First Year Center online and fully functional; Network Switches in Halle, Boone and Porter completed with further installations planned in October; VOiP technology has been incorporated in the Science Complex, Pray-Harrold and Fletcher. Equipment for the new system (servers and handsets) have been ordered. Campus-wide rollout of VOiP will be discussed with the Board as part of the rolling, three-year capital planning process. IT strategic planning will begin in November with participation from IT Leadership and the IT Steering Committee.

Financial Updates as of August 31, 2010

Eastern's cash and investments balance on August 31 was $108.8M, including $64.2M of normal operating and working capital (equivalent to 72 days cash on hand) and $44.6M remaining in bond proceeds from the $100M borrowed last June for the Science Complex and other capital projects. The bond proceeds are accounted for and managed separately from the University's operating and working capital cash and investments. The University's operating cash and investment balances on August 30 are consistent with budget and reflect Eastern's normal seasonality (cash and investment balances are at their low point for the year at the end of August).

Operating and Working Capital Investment Portfolio

For the first two months of the fiscal year, the University's operating and working capital investment portfolio earned 1.9%. At August 31, Eastern’s $64M investment portfolio consisted of $43M in the Long Term Pool, $15M in the Intermediate Term Pool; and $6M in the Short Term Pool. The asset allocations remain consistent with those prescribed in the Investment Policy. At August 31, the Long Term Pool mix includes 27.9% in equities (23.5% domestic, 4.4% International), also consistent with the ranges outlined in the approved Investment Policy.

Accounts Receivable

noted at the September Board meeting, student accounts receivable balances in the months of July and August are not reliable indicators of accounts receivable trends. September month end will provide the next opportunity for a solid year-to-year comparison.
At August 31, total net assets and unrestricted net assets were $269.9M and $110.6M, respectively, both consistent with budget.

Income Statement (YTD through August)
For the first two months of the fiscal year through August, General Fund expenditures totaled $37.7M or 13.4% of the full year budget of $280.9M. YTD Auxiliary Fund expenditures through August were $4.1M (10.6% of the full year budget).

Section 13: Recommendation Staff Appointments
It is recommended that the Board of Regents approve 11 staff appointments for the reporting period of September 1 through September 30, 2010.

Section 14: Recommendation Staff Separations/Retirements
It is recommended that the Board of Regents approve 17 separations and retirements for the reporting period September 1 through September 30, 2010.

Section 15: Recommendation 2011-2012 General Fund Scholarships, Awards and Grants Request
It is recommended that the Board of Regents approve the 2011-2012 General Fund Scholarships, Awards and Grants proposal for $33,724,000. With this proposal, Eastern will have increased aid 57% over the last 4 years as part of ongoing efforts to keep tuition affordable.

Section 16: Recommendation Fiscal Year 2011-2012 State Capital Outlay Request
It is recommended that the Board of Regents approve the University's FY 2011-12 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 17: Recommendation Fiscal Year 2011-2012 State Appropriation Request
It is recommended that the Board of Regents approve the attached Fiscal Year 2011-12 appropriation request. The University is requesting, from the State of Michigan, an appropriation increase of 5.0% for the 2011-12 Fiscal Year as well as recognition in the appropriation process of Eastern’s leadership in tuition restraint.

Section 18: Recommendation Washington Street Parking Lease Agreement
It is recommended that the Board of Regents authorize the President to execute an agreement with the City of Ypsilanti (the "City") to lease the EMU-owned portion of a surface parking lot (the "Lot") located at Washington and Pearl Streets to the City for five (5) years.

Section 19: Recommendation Oakwood/Washtenaw Intersection Improvement Grant and Right-Of-Way
It is recommended that the Board of Regents authorize the President to make any and all adjustments in right-of-way necessary for the construction of improvements at the corner of Washtenaw and Oakwood associated with the implementation of the City of Ypsilanti's Congestion Mitigation and Air Quality (CMAQ) improvement grant.

Enrollment Review Fall 2010
Bernice Lindke presented an overview of Eastern's student profile for Fall 2010 along with admissions publications, which are presented to parents and students.

Advancement (Annual Fund and Planned Giving) Presentations
Linda McGill and Jackie Thorpe provided the Board with information on these two programs, including printed materials and a video.

Meeting was adjourned at 3:40 PM.

Respectfully Submitted,
Tammy Morle
FINANCE AND AUDIT COMMITTEE

CONSENT AGENDA

Section 11: Recommendation  Staff Appointments

Section 12: Recommendation  Staff Separations / Retirements

REGULAR AGENDA

Section 20: Recommendation  Informational Reports and Financial Updates
  • Minutes from October 19, 2010
  • December 16 Finance and Audit Committee Agenda
  • Executive Summary
  • Grants and Contracts
  • IT Strategic Initiatives Progress Report
  • Financial Reports

Section 21: Recommendation  2009-2010 Eastern Michigan University Foundation Annual Report

INFORMATIONAL PRESENTATIONS

Capital Projects Progress  John Donegan
Grants and Contracts (through October 31, 2010)

- In the month of October, $1.7M in grant and contract awards were received.
- For the fiscal year-to-date (YTD) through October, grant and contract awards totaled $5.7M, 7.9% ($508K) below the same period a year ago.
- 45 awards have been received YTD compared with 34 through October last year. Two thirds of the awards are federal (30 of 45), but on a dollar value basis, federal awards account for virtually all (97%) of the dollars awarded.
- 53 proposals have been submitted YTD through October totaling $13.3M. A year ago, there were 57 proposals submitted through October totaling $38.4M.

Information Technology - Strategic Initiatives Progress Report

- Investigation into the September 3rd server security breach has been completed with no data exposures identified by forensic analysts. On advice of external counsel, letters were sent to users and attorneys general in six states to comply with appropriate state statutes.
- The University’s FY11 computer refresh program continues on track. Ordering continues through the end of November and as of October 31, 80% of the systems have been ordered. It is expected that approximately 530 computers for full-time faculty and staff will be refreshed in FY11. The replaced computers will be utilized as replacements for 5-7 year-old computers used by part-time instructors, GA’s, and student employees.
- Technology Infrastructure projects:
  - Residential wireless - First Year Center online and fully functional. Next steps and broader roll-out plan under study.
  - Network switches – installations continuing with Halle, Boone, and Porter completed to date
  - VOIP – technology being incorporated in Science Complex, Pray-Harrold, and Fletcher projects. Technical design completed and equipment for the new system (servers and handsets) has been ordered. Test/pilot implementation will begin in December at Fletcher followed by the Science Complex. Campus-wide rollout of VOIP will be discussed with the Board as part of the rolling, three year capital planning process.
- Projects are underway to analyze the University’s current portal (my.emich) and approach to business intelligence/reporting
Financial Update

Balance Sheet (at October 31, 2010)

- Eastern's cash and investments balance on October was $135.9M, including $96.7M of normal operating and working capital (equivalent to 107 days cash on hand) and $39.2M remaining in bond proceeds from the $100M borrowed last June for the Science Complex and other capital projects. (The bond proceeds are accounted for and managed separately from the University's operating and working capital cash and investments.) The University's operating cash and investment balances on October 31 are consistent with budget and reflect Eastern's normal seasonality.

- For the first four months of the fiscal year through October, the University's operating and working capital investment portfolio earned 3.4%. At October 31, Eastern's $96.7M investment portfolio consisted of $44.7M in the Long Term Pool, $15.9M in the Intermediate Term pool, and $36.1M in the Short Term Pool. The asset allocations remain consistent with those prescribed in the Investment Policy. At October 31, the Long Term pool mix reflects 30% in equities (25% domestic, 5% International) – also consistent with the ranges outlined in the approved Investment Policy.

- At October 31, student accounts receivable were $11.7M, a reduction of $4.4M (or 27%) from the $16.1M level at October 31st of 2009.

- At October 31, total net assets and unrestricted net assets were $243.6M and $73.4M, respectively, both consistent with budget.

FY11 Operating Budget Outlook

- Based on two key revenue assumptions (1) that student credit hours in the Winter and Spring semesters grow at the exact same year-to-year rate as the Fall (2.65%), and (2) that the state appropriation remains at the $76.0M level included in the State's budget, Eastern faces a $1M-$2M challenge for FY11 on its $281M General Fund budget. Plans/actions to recover the shortfall are in process including efforts to increase enrollment as well as potential cost savings actions.

- Winter semester enrollment data is encouraging. As of December 2nd, with about 80% of the registration process completed, student credit hours for the Winter semester are tracking up 3.4% compared with the same point a year ago -- equal to budget and up 0.75% from the 2.65% achieved in the Fall and reflected in the full year forecast.

- YTD expenditures through October were $86.1M in the General Fund (30.6% of full year budget) and $11.7M for Auxiliary activities (30.4% of full year budget). Although total expenditures are tracking very close to budget, health care costs/claims are tracking over budget with debt service and utilities costs under budget.
# GRANTS AND CONTRACTS
## FY 2011 PROGRESS REPORT
December 16, 2010

### TABLE I: PROPOSALS

<table>
<thead>
<tr>
<th>Proposals by Activity:</th>
<th>FY2011 Activity through 10/31</th>
<th>FY2010 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
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<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
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<td>No. Dollar Value</td>
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<td>Research &amp; Development</td>
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<td>31 $34,820,162</td>
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<td>Service</td>
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<td>13 $2,028,503</td>
<td>26 $2,153,394</td>
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<td>Corporate/Community Training</td>
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<td>8 $930,581</td>
<td>9 $1,140,551</td>
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<td>Instructional Support &amp; Other</td>
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<td>5 $660,148</td>
<td>7 $385,131</td>
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<tr>
<td>Total Proposals</td>
<td>53 $13,348,486</td>
<td>57 $38,439,394</td>
<td>80 $21,086,149</td>
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<tr>
<th>Proposals by Funding Source:</th>
<th>FY2011 Activity through 10/31</th>
<th>FY2010 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
</tr>
<tr>
<td>Federal</td>
<td>32 $11,588,491</td>
<td>38 $37,744,972</td>
<td>32 $18,529,305</td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>4 $499,398</td>
<td>7 $557,384</td>
<td>17 $910,658</td>
<td></td>
</tr>
<tr>
<td>Foundations</td>
<td>8 $224,183</td>
<td>4 $58,315</td>
<td>5 $982,293</td>
<td></td>
</tr>
<tr>
<td>Business &amp; Industry</td>
<td>4 $54,914</td>
<td>2 $13,520</td>
<td>9 $210,231</td>
<td></td>
</tr>
<tr>
<td>Local Govt. &amp; Other Non-Profits</td>
<td>5 $1,001,500</td>
<td>6 $65,203</td>
<td>17 $453,662</td>
<td></td>
</tr>
<tr>
<td>Total Proposals</td>
<td>53 $13,348,486</td>
<td>57 $38,439,394</td>
<td>80 $21,086,149</td>
<td></td>
</tr>
</tbody>
</table>

### TABLE II: AWARDS

<table>
<thead>
<tr>
<th>Awards by Activity:</th>
<th>FY2011 Activity through 10/31</th>
<th>FY2010 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>20 $2,430,507</td>
<td>12 $1,717,353</td>
<td>22 $3,811,485</td>
<td>8 $713,154</td>
</tr>
<tr>
<td>Service</td>
<td>17 $2,398,511</td>
<td>18 $4,363,350</td>
<td>27 $2,616,459</td>
<td>(1) (1,664,839)</td>
</tr>
<tr>
<td>Corporate/Community Training</td>
<td>2 $322,557</td>
<td>1 $279,523</td>
<td>1 $265,538</td>
<td>1 $52,702</td>
</tr>
<tr>
<td>Instructional Support &amp; Other</td>
<td>6 $256,818</td>
<td>3 $66,157</td>
<td>8 $1,193,177</td>
<td>3 $190,661</td>
</tr>
<tr>
<td>Total Awards</td>
<td>45 $5,918,393</td>
<td>34 $6,426,715</td>
<td>55 $7,886,659</td>
<td>11 ($508,322)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Awards by Funding Source:</th>
<th>FY2011 Activity through 10/31</th>
<th>FY2010 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
<th>FY2009 Activity through 10/31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
<td>No. Dollar Value</td>
</tr>
<tr>
<td>Federal</td>
<td>30 $8,722,699</td>
<td>22 $5,594,676</td>
<td>23 $6,697,885</td>
<td>8 ($271,977)</td>
</tr>
<tr>
<td>State</td>
<td>1 $9,518</td>
<td>3 $178,916</td>
<td>9 $333,030</td>
<td>(2) (169,598)</td>
</tr>
<tr>
<td>Foundations</td>
<td>3 $69,769</td>
<td>0 $0</td>
<td>4 $424,850</td>
<td>3 $69,769</td>
</tr>
<tr>
<td>Business &amp; Industry</td>
<td>7 $98,607</td>
<td>2 $13,520</td>
<td>9 $224,070</td>
<td>5 $83,087</td>
</tr>
<tr>
<td>Local Govt. &amp; Other Non-Profits</td>
<td>4 $18,000</td>
<td>7 $239,603</td>
<td>13 $206,724</td>
<td>(3) (221,603)</td>
</tr>
<tr>
<td>Total Awards</td>
<td>45 $5,918,393</td>
<td>34 $6,426,715</td>
<td>55 $7,886,659</td>
<td>11 ($508,322)</td>
</tr>
</tbody>
</table>

*Grants reported jointly with the EMU Foundation:
- Pricewaterhousecoopers Charitable Foundation: $10,000
- DTE Energy Foundation: $20,000
- Sisters, Servants of the Immaculate Heart of Mary: $1,500
- Michigan Japanese Bilingual Education Foundation: $39,769

Total: $71,269
<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>Small Contracts Testing Account: GM testing project</td>
<td>General Motors Corporation</td>
<td>Weidian Shen</td>
<td>Physics &amp; Astronomy</td>
<td></td>
<td></td>
<td>$2,500</td>
<td></td>
<td>$2,500</td>
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<tr>
<td>Charter School Planning and Implementation Grant-Phase Three</td>
<td>Michigan Japanese Bilingual Education Foundation</td>
<td>Hitomi Oketani</td>
<td>World Languages</td>
<td></td>
<td></td>
<td>15,000</td>
<td></td>
<td>15,000</td>
</tr>
<tr>
<td>Injection Mold Run-Craig Askins</td>
<td>Individual Inventor</td>
<td>Erik Lokensgard</td>
<td>School of Engineering Technology</td>
<td></td>
<td></td>
<td>1,020</td>
<td></td>
<td>1,020</td>
</tr>
<tr>
<td>EMU Alzheimer's Education and Research Program, 2010-2011</td>
<td>Michigan Department of Community Health</td>
<td>Shelly Weaverdyck</td>
<td>Gerontology</td>
<td></td>
<td></td>
<td>$11,200</td>
<td></td>
<td>74,303</td>
</tr>
<tr>
<td>Michigan Level of Functioning Project-Year 15, 2010-2011</td>
<td>Michigan Department of Community Health</td>
<td>Vannie Hodges</td>
<td>Psychology</td>
<td></td>
<td></td>
<td>105,471</td>
<td></td>
<td>105,471</td>
</tr>
<tr>
<td>DoD Information Assurance Scholarship Program for 2010-2011 Academic Year:</td>
<td>Department of Defense</td>
<td>Gerald LaVer</td>
<td>School of Technology Studies</td>
<td></td>
<td></td>
<td>$460</td>
<td></td>
<td>1,960</td>
</tr>
<tr>
<td>Basic Proposal, Annex I and Annex II</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coupled MGCM-MTGCM Mars Thermosphere Simulations and Resulting Data Products</td>
<td>University of Michigan</td>
<td>David Pawlowski</td>
<td>Physics &amp; Astronomy</td>
<td></td>
<td></td>
<td>5,860</td>
<td></td>
<td>5,860</td>
</tr>
<tr>
<td>in support of the MAVEN Mission</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21st Century Community Learning Centers - Brighter Futures Year 4 (cohort D)</td>
<td>Michigan Department of Education</td>
<td>Lynn Malinoff</td>
<td>ISF</td>
<td></td>
<td></td>
<td>2,640</td>
<td>749,694</td>
<td>752,334</td>
</tr>
<tr>
<td>21st Century Community Learning Centers, Bright Futures at Middle and High</td>
<td>Michigan Department of Education</td>
<td>Lynn Malinoff</td>
<td>ISF</td>
<td></td>
<td></td>
<td>2,640</td>
<td>749,694</td>
<td>752,334</td>
</tr>
<tr>
<td>Schools, Year 2 (cohort F)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NUMBER OF AWARDS:** 10

**TOTAL:** $0 $11,200 $5,740 $1,733,611 $1,750,551
Network Security
- Investigation into the September 3rd server security breach has concluded. No data exposures were identified by the forensics analysts. On advice of external counsel, letters were sent to users and attorneys general in six states to comply with appropriate state statutes.

Computer Refresh
- Departments began ordering systems in early-August. Deployment of new systems began in September. Orders will be accepted through the end of November. As of October 31, 80% of the systems have been ordered.
- We anticipate refreshing approximately 530 computers for full-time faculty/staff in this round. The computers these replace will then be "trickled-down" to refresh 5-7 year old computers being used by part-time instructors, GAs, and student employees.

Enterprise Systems
Business Intelligence:
- A project is underway to analyze the current approach to Business Intelligence with an initial focus on Business Objects reporting. The long-term goal is to improve the university’s approach to Business Intelligence and enhance the current reporting mechanism to better serve the University’s needs.

University Portal:
- A project is underway to analyze the current portal (my.emich) solution and perform a comparative analysis versus the University’s needs. The long-term goal is to insure whatever solution is in place facilitates the University’s business needs with a particular focus on the student population experience.

Technology Infrastructure
Voice over Internet (VoIP)
- Technical design for central VoIP system completed for current construction projects (Mark Jefferson, Pray-Harrold, and Fletcher). Equipment for the new system (servers and handsets) has been ordered. The installation project has kicked off and core system installation has begun. Test/Pilot implementation planned in Fletcher, followed by the Science Complex addition in December.

Network Switches
- Installation of new switch equipment has resumed.

Strategic Planning
- Initial IT strategic planning session was held in November with participation from IT Steering Committee and IT Leadership.
## Eastern Michigan University
### CASH AND INVESTMENTS
#### October 31, 2010

### Operating Cash and Investments

<table>
<thead>
<tr>
<th>Account Name</th>
<th>Account Balance</th>
<th>Dollars</th>
<th>Pct. Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eagle Crest Citizen's Account</td>
<td></td>
<td>$89,138.49</td>
<td></td>
</tr>
<tr>
<td>Chase Commercial Checking Accounts</td>
<td></td>
<td>10,761,365.28</td>
<td></td>
</tr>
<tr>
<td><strong>Total Cash</strong></td>
<td></td>
<td>$10,950,503.77</td>
<td></td>
</tr>
<tr>
<td><strong>Short-term Investments</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank of Ann Arbor Trust Account</td>
<td></td>
<td>$735,174.68</td>
<td>0.9%</td>
</tr>
<tr>
<td>Northern Institutional Government Select Money Market Fund</td>
<td>8,000,000.00</td>
<td>9.6%</td>
<td></td>
</tr>
<tr>
<td>Dreyfus Institutional Preferred Money Market Fund</td>
<td>7,010,197.50</td>
<td>8.4%</td>
<td></td>
</tr>
<tr>
<td>Vanguard Prime Money Market Fund</td>
<td></td>
<td>7,017,369.47</td>
<td>8.4%</td>
</tr>
<tr>
<td><strong>Total Short-term Investments</strong></td>
<td></td>
<td>$22,762,741.65</td>
<td>27.3%</td>
</tr>
<tr>
<td><strong>Intermediate Investments</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>WESTERN Asset Intermediate</td>
<td></td>
<td>$8,001,088.97</td>
<td>9.6%</td>
</tr>
<tr>
<td>PIMCO Low Duration Institutional</td>
<td></td>
<td>7,652,361.47</td>
<td>9.4%</td>
</tr>
<tr>
<td><strong>Total Intermediate Investments</strong></td>
<td></td>
<td>$15,653,450.44</td>
<td>19.0%</td>
</tr>
<tr>
<td><strong>Long-term Investments</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Treasury Strips</td>
<td></td>
<td>$66,143.00</td>
<td>0.1%</td>
</tr>
<tr>
<td>Vanguard Small Cap Index</td>
<td></td>
<td>2,360,185.45</td>
<td>2.8%</td>
</tr>
<tr>
<td>Vanguard Developed Markets</td>
<td></td>
<td>2,130,752.26</td>
<td>2.6%</td>
</tr>
<tr>
<td>JPMorgan Core Bond Fund Select</td>
<td></td>
<td>5,463,108.28</td>
<td>6.6%</td>
</tr>
<tr>
<td>Vanguard Institutional Index</td>
<td></td>
<td>9,019,055.28</td>
<td>10.8%</td>
</tr>
<tr>
<td>PIMCO Total Return Bond Fund</td>
<td></td>
<td>25,633,170.93</td>
<td>30.8%</td>
</tr>
<tr>
<td><strong>Total Long-term Investments</strong></td>
<td></td>
<td>$44,672,415.20</td>
<td>53.6%</td>
</tr>
<tr>
<td><strong>Total Investments</strong></td>
<td></td>
<td>$83,288,607.29</td>
<td>100.0%</td>
</tr>
<tr>
<td><strong>Total Operating Cash And Investments</strong></td>
<td></td>
<td>$94,139,111.06</td>
<td></td>
</tr>
<tr>
<td><strong>Less: Outstanding Check and Reconciliation Items</strong></td>
<td>$2,587,055.00</td>
<td></td>
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</tr>
<tr>
<td><strong>Total Net Operating Cash and Investments</strong></td>
<td></td>
<td>$91,552,056.06</td>
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</table>

### Bond Proceeds Investments

<table>
<thead>
<tr>
<th>Account Name</th>
<th>Account Balance</th>
<th>Dollars</th>
<th>Pct. Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed Income</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Accrued Interest</td>
<td></td>
<td>$214,367.73</td>
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<tr>
<td>Comerica 2009 Bond Proceeds Account</td>
<td>12,619.34</td>
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<td></td>
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<tr>
<td>Corporate Bonds</td>
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<td>5,733,041.70</td>
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</tr>
<tr>
<td>CD's</td>
<td></td>
<td>7,309,302.25</td>
<td></td>
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<tr>
<td>Other Fixed Income Securities</td>
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<td>0.00</td>
<td></td>
</tr>
<tr>
<td>US Treasury/Agency Securities</td>
<td></td>
<td>21,178,555.55</td>
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</tr>
<tr>
<td>CD Placements</td>
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<td>4,737,000.00</td>
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</tr>
<tr>
<td><strong>Total Bond Proceeds Investments</strong></td>
<td></td>
<td>$39,184,886.67</td>
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</tr>
<tr>
<td><strong>Total Net Operating Cash, Investments and Bond Proceeds</strong></td>
<td>$135,911,052.63</td>
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</table>
### Portfolio Composition

<table>
<thead>
<tr>
<th>Domestic Equities</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Vanguard Small Cap Index</td>
<td>$2,360,185.45</td>
<td>5.3%</td>
<td>5%</td>
</tr>
<tr>
<td>Vanguard Institutional Index</td>
<td>9,019,065.28</td>
<td>20.2%</td>
<td>20%</td>
</tr>
<tr>
<td><strong>Total Domestic Equities</strong></td>
<td><strong>$11,379,240.73</strong></td>
<td><strong>25.5%</strong></td>
<td><strong>26%</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>International Equities</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Vanguard Developed Markets</td>
<td>$2,130,752.26</td>
<td>4.8%</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Total International Equities</strong></td>
<td><strong>$2,130,752.26</strong></td>
<td><strong>4.8%</strong></td>
<td><strong>5%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fixed Income</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Treasury Strips</td>
<td>$66,143.00</td>
<td>0.1%</td>
<td></td>
</tr>
<tr>
<td>JPMorgan Core Bond Fund Select</td>
<td>5,463,108.28</td>
<td>12.2%</td>
<td></td>
</tr>
<tr>
<td>PIMCO Total Return Bond Fund</td>
<td>25,633,170.93</td>
<td>57.4%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Fixed Income</strong></td>
<td><strong>$31,162,422.21</strong></td>
<td><strong>69.8%</strong></td>
<td><strong>70%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Equivalent/Other</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Cash Equivalent</td>
<td>$0.00</td>
<td>0.0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total Long-Term Investments</strong></td>
<td><strong>$44,672,415.20</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
### Eastern Michigan University
### Student Accounts Receivable Activity
### July 1, 2010 - October 31, 2010

#### Accounts Receivable Balance June 30, 2010 per EMU Financial Statements

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>11,049,462</td>
</tr>
<tr>
<td>Revenue</td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td>68,586,794</td>
</tr>
<tr>
<td>Fees</td>
<td>18,928,328</td>
</tr>
<tr>
<td>Summer 2010 Tuition and Fees Collected in 09-10</td>
<td>7,707,447</td>
</tr>
<tr>
<td>Summer 2010 Tuition and Fees Collected in 10-11</td>
<td>3,737,748</td>
</tr>
<tr>
<td>Room / Board</td>
<td>11,037,736</td>
</tr>
<tr>
<td>Misc.</td>
<td>1,054,409</td>
</tr>
<tr>
<td>Financial Aid</td>
<td></td>
</tr>
<tr>
<td>Federal Pell Grants</td>
<td>(16,633,613)</td>
</tr>
<tr>
<td>FFELP Loans</td>
<td>(5,946,056)</td>
</tr>
<tr>
<td>Perkins Loans</td>
<td>(473,052)</td>
</tr>
<tr>
<td>Federal SEOG Grants</td>
<td>(453,706)</td>
</tr>
<tr>
<td>Michigan Grant &amp; Scholarships</td>
<td>(86,082)</td>
</tr>
<tr>
<td>Alternative Loans</td>
<td>(2,496,761)</td>
</tr>
<tr>
<td>Institutional Grants</td>
<td>(1,496,980)</td>
</tr>
<tr>
<td>Federal Direct Loans</td>
<td>(62,361,004)</td>
</tr>
<tr>
<td>In Transit</td>
<td>215,700</td>
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<tr>
<td>Total Financial Aid</td>
<td>(102,734,573)</td>
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<tr>
<td>Payments</td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>(8,197,130)</td>
</tr>
<tr>
<td>Web Check</td>
<td>(16,323,110)</td>
</tr>
<tr>
<td>Credit Card</td>
<td>(2,660,832)</td>
</tr>
<tr>
<td>Third Party</td>
<td>(5,993,340)</td>
</tr>
<tr>
<td>Total Payments</td>
<td>(32,180,421)</td>
</tr>
<tr>
<td>Grad Assistants, Doctorial Fellowships and Waivers</td>
<td>(2,583,257)</td>
</tr>
<tr>
<td>Collection Agency Assignments</td>
<td>(2,165,525)</td>
</tr>
<tr>
<td>Refunds of Credits to Students</td>
<td></td>
</tr>
<tr>
<td>Total Activity</td>
<td>12,453,588</td>
</tr>
<tr>
<td>Less Income for Summer 2010 Collected in 09-10</td>
<td>7,707,447</td>
</tr>
<tr>
<td>Accounts Receivable Balance October 31,2010</td>
<td>11,658,567</td>
</tr>
</tbody>
</table>
Eastern Michigan University
Student Accounts Receivable Activity
As of October 31, 2010 and 2009

October 2010
Total $11,658,567

October 2009
Total $16,060,828
### ASSETS

#### Current Assets:
- Cash and short-term investments: $48,346,022
- Student Accounts receivable, net of allowance: $11,105,884
- Nonallowsance: $548,683
- Other Accounts receivable, net: $1,477,043
- Appropriation receivable: $20,760
- Inventories: $534,079
- Deposits and prepaid expenses: $920,756
- Accrued interest receivable: $63,427,405

#### Total current assets: $62,427,405

#### Noncurrent Assets:
- Student Loans receivable, net: $553,160
- Long-term investments: $27,090
- Capital Assets, net: $386,478
- Unamortized Bond Expenses, net: $2,440,072

#### Total noncurrent assets: $62,427,405

#### Total assets:
- $62,427,405

### LIABILITIES

#### Current Liabilities:
- Current portion of long-term debt: $0
- Accounts payable and accrued liabilities: $2,440,072
- Accrued payroll: $3,389,886
- Payroll taxes and accrued fringe benefits: $534,079
- Unearned fees and deposits: $(112,891)
- Insurance and other claims payable: $2,499,500

#### Total current liabilities: $15,218,700

#### Noncurrent Liabilities:
- Accrued Compensated Absences: $4,308,145
- Long-term debt: $0
- Fair value of derivative instruments: $0
- Federal Part of Perkins Program: $0

#### Total noncurrent liabilities: $4,308,145

#### Total liabilities:
- $20,016,844

### NET ASSETS:

- Invested in capital assets, net of related debt: $0
- Restricted, expendable: $4,622,034
- Unrestricted: $42,210,551

#### Total net assets:
- $42,210,551

#### Total Liabilities and net assets:
- $62,427,405
### UNIVERSITY BUDGET STATUS REPORT FY 2011
As of October 31, 2010

#### General Fund

<table>
<thead>
<tr>
<th>FY 2010-11</th>
<th>FY 2011-12</th>
<th>FY 2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>Auxillary</td>
<td>Total</td>
</tr>
<tr>
<td>Budget</td>
<td>Budget</td>
<td>Budget</td>
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<td>-----------------</td>
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</tr>
<tr>
<td>Operating Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Tuition Revenues</td>
<td></td>
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</tr>
<tr>
<td>Student Fees</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and Contracts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Operating Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instruction</td>
<td>108,103,331</td>
<td>108,103,331</td>
</tr>
<tr>
<td>Public Service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Support</td>
<td></td>
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</tr>
<tr>
<td>Student Services</td>
<td></td>
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<tr>
<td>Institutional Support</td>
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<tr>
<td>Scholarships and Financial Aid</td>
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<tr>
<td>Operation and Maintenance</td>
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<tr>
<td>Other</td>
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<td></td>
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<tr>
<td>Total Operating Expenses</td>
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<tr>
<td>Net Operating Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-operating Revenues (Expenditures)</td>
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<td></td>
</tr>
<tr>
<td>Appropriations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td></td>
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<tr>
<td>Investment Income</td>
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<tr>
<td>Fund Balances</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Non-operating Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increases (Decreases) in Net Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summary</td>
<td></td>
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</tbody>
</table>

#### Variance

<table>
<thead>
<tr>
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<th>FY 2012-13</th>
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</thead>
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<td>Total Operating Revenues</td>
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<td>Operation and Maintenance</td>
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<tr>
<td>Net Operating Revenues</td>
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<td></td>
</tr>
<tr>
<td>Non-operating Revenues (Expenditures)</td>
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<td></td>
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<td>Investment Income</td>
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<td></td>
</tr>
<tr>
<td>Net Non-operating Revenues</td>
<td></td>
<td></td>
</tr>
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<td></td>
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</tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>Summary</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Percentages of Budget Totals

- Tuition and Fees
- Non-Tuition Revenues
- Operating Revenues
- Operating Expenses
- Net Operating Revenues
- Non-operating Revenues
- Total Revenues
- Increases (Decreases) in Net Assets

#### Variance Ratios

- Variance Ratios are calculated as the difference between the budget and actual amounts divided by the budget amounts.

#### Summary

- The summary includes a breakdown of the budgeted and actual revenues, expenses, and net assets for the fiscal years 2010-11, 2011-12, and 2012-13.

- The report highlights the variances between the budgeted and actual financial performance, providing insights into the university's financial status.
The 2009-2010 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, 2010.

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, 2010. 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 $40,726,822. This represents a 12.1 percent increase from the June 30, 2009 market value, which was $36,335,495. Contributions during 2009-2010 were $5,377,582, of which $5,162,890 represented cash gifts, an increase of 21.8 percent from fiscal year 2009 cash contributions. Contributions designated toward endowed scholarships, endowments and planned gifts managed by the Foundation totaled $1,518,393.

During this fiscal year, the endowment portfolio experienced an investment return of 15.5 percent vs. the portfolio benchmark of 17 percent, which compares quite favorably to endowment portfolio returns at other institutions. The average annual return since inception on September 30, 1992, of 7.4 percent continues to surpass the benchmark of 6.6 percent.

Current expendable gifts and gifts-in-kind distributed to and received directly by Eastern Michigan University for programs and scholarships totaled $5,198,126 for the year ended June 30, 2010. Of that total, $4,677,940 was transferred to EMU by the EMU Foundation; $214,692 represents gifts of property and equipment that were received by EMU directly; and $305,494 represents cash gifts that were received by EMU directly. In addition, funding received from endowed scholarships and endowments totaled $1,175,038.

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

Consolidated Financial Report

June 30, 2010
Eastern Michigan University Foundation

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Balance Sheet .................................................. 2

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Statement of Cash Flows ...................................... 4

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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, 2010 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.

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 provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of Eastern Michigan University Foundation at June 30, 2010 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 15, 2010
### Consolidated Balance Sheet
#### June 30, 2010

#### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,203,817</td>
</tr>
<tr>
<td>Investments (Note 4)</td>
<td>36,633,172</td>
</tr>
<tr>
<td>Dividend and Interest receivable</td>
<td>58,643</td>
</tr>
<tr>
<td>Contributions receivable (Note 2)</td>
<td>1,004,220</td>
</tr>
<tr>
<td>Other assets:</td>
<td></td>
</tr>
<tr>
<td>Cash surrender value of life insurance</td>
<td>269,996</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>100,451</td>
</tr>
<tr>
<td>Property and equipment - Net (Note 3)</td>
<td>1,977,217</td>
</tr>
<tr>
<td>Investments held under split-Interest agreements (Note 4)</td>
<td>1,051,253</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>$45,298,769</strong></td>
</tr>
</tbody>
</table>

#### Liabilities and Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>$854,511</td>
</tr>
<tr>
<td>Split-Interest obligations</td>
<td>783,682</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>8,635</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>1,646,828</strong></td>
</tr>
</tbody>
</table>

#### Net Assets (Note 5)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>836,921</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>10,422,838</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>32,392,182</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>43,651,941</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$45,298,769</strong></td>
</tr>
</tbody>
</table>
Eastern Michigan University Foundation

Consolidated Statement of Activities and Changes in Net Assets
Year Ended June 30, 2010

<table>
<thead>
<tr>
<th>Revenue, Gains, and Other Support</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$ 280,946</td>
<td>$ 4,117,349</td>
<td>$ 962,843</td>
<td>$ 5,361,138</td>
</tr>
<tr>
<td>Administrative and management fee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Note 6)</td>
<td>2,155,000</td>
<td>-</td>
<td>-</td>
<td>2,155,000</td>
</tr>
<tr>
<td>Investment Income (Note 4)</td>
<td>831,914</td>
<td>-</td>
<td>-</td>
<td>831,914</td>
</tr>
<tr>
<td>Net realized and unrealized gains on investments (Note 4)</td>
<td>725,621</td>
<td>3,845,540</td>
<td>-</td>
<td>4,571,161</td>
</tr>
<tr>
<td>Miscellaneous Income</td>
<td>55,305</td>
<td>18,864</td>
<td>-</td>
<td>74,169</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>5,850,478</td>
<td>(5,850,478)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total revenue, gains, and other support</td>
<td>9,899,264</td>
<td>2,131,275</td>
<td>962,843</td>
<td>12,993,382</td>
</tr>
</tbody>
</table>

Expenses

| Contributions to EMU:             |              |                        |                        |            |
| Expendable contributions          | 4,677,940    | -                      | -                      | 4,677,940  |
| Contributions from endowment income | 1,175,038  | -                      | -                      | 1,175,038  |
| General and administrative - Foundation management | 541,074 | - | - | 541,074 |
| Fundraising (Note 9)              | 2,795,232    | -                      | -                      | 2,795,232  |
| Total expenses                    | 9,189,284    | -                      | -                      | 9,189,284  |

Increase in Net Assets - Before other changes in net assets

| Funds Transferred from EMU         |              | 21,491                 | -                      | 21,491     |
| Change in Value of Split-Interest Agreements | -           | (129,635)              | -                      | (129,635)  |
| Increase in Net Assets             | 709,980      | 2,023,131              | 962,843                | 3,695,954  |
| Net Assets - Beginning of year     | 126,941      | 8,399,707              | 31,429,339             | 39,955,987 |
| Net Assets - End of year           | $ 836,921    | $ 10,422,838           | $ 32,392,182           | $ 43,651,941 |

See Notes to Consolidated Financial Statements.
Eastern Michigan University Foundation

Consolidated Statement of Cash Flows
Year Ended June 30, 2010

Cash Flows from Operating Activities
Increase in net assets $ 3,695,954

Adjustments to reconcile increase in net assets to net cash from operating activities:
Depreciation 90,401
Net realized and unrealized gain on investments (4,571,161)
Change in cash surrender value of life insurance (18,029)
Change in value of split-interest agreements 129,635
Contributions restricted for long-term purposes (962,843)
Changes in operating assets and liabilities which provided (used) cash:
Contributions receivable (569,353)
Accrued interest and dividends 58,915
Other assets 6,401
Accounts payable 450,641
Accrued liabilities and other 541

Net cash used in operating activities (1,688,898)

Cash Flows from Investing Activities
Purchases of property and equipment (82,497)
Purchases of investments (24,455,876)
Proceeds from sales and maturities of investments 28,863,116

Net cash provided by investing activities 4,324,743

Cash Flows from Financing Activities
Net payments on mortgage payable (2,031,499)
Payments on split-interest agreements (156,022)
Proceeds from new split-interest agreements 65,611
Proceeds from contributions restricted for long-term purposes 962,843

Net cash used in financing activities (1,159,067)

Net Increase in Cash and Cash Equivalents 1,476,778

Cash and Cash Equivalents - Beginning of year 2,727,039

Cash and Cash Equivalents - End of year $ 4,203,817

Supplemental Disclosure of Cash Flow Information - Cash paid for interest $ 113,655

See Notes to Consolidated Financial Statements. 4
Eastern Michigan University Foundation

Notes to Consolidated Financial Statements
June 30, 2010

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, 2010, PREC did not hold any assets or liabilities and had no revenue and expense transactions.

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 lower of cost or fair value. 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 $383,786 for the year ended June 30, 2010.

Endowed funds use an investment pool approach, under which each restricted purpose endowment has a specific unit interest based on its capital contributions to the pool. Income earned in the pool is allocated quarterly to unrestricted funds for general operations and to the individual endowments in proportion to the unit interests as of the end of the quarter. Gains and losses from the sale of pooled investments and unrealized gains and losses on investments held are allocated in the same manner.
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, 2010 amounted to $90,401.

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 3.2 percent to 10 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 donor or applicable law specifies 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 1 - 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.

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.

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 15, 2010, 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, 2010:

- Gross contributions promised: $1,434,699
- Less allowance for uncollectibles: (385,422)
  
  **Subtotal:** 1,049,277

- Less unamortized discount: (45,057)
  
  **Net unconditional promises to give:** $1,004,220

Amounts due in:
- Less than one year: $1,046,399
- One to five years: 388,300
  
  **Total:** $1,434,699

Note 3 - Property and Equipment

The cost of property and equipment at June 30, 2010 is summarized as follows:

- Buildings: $2,148,146
- Equipment and software: 1,015,253
  
  **Total cost:** 3,163,399

- Less accumulated depreciation: (1,186,182)
  
  **Net carrying amount:** $1,977,217
Note 4 - Investments

Investments consisted of the following at June 30, 2010, including investments held under split-interest agreements:

- Mutual funds - Equity: $4,444,474
- Mutual funds - Fixed Income: 1,196,507
- Corporate stock securities - Domestic: 18,052,896
- Corporate stock securities - International: 5,437,270
- Corporate bonds: 3,522,949
- U.S. government securities: 4,354,365
- Venture capital partnership: 8,630
- Real estate holding: 55,000

Subtotal: $37,072,091

Land: 612,334

Total: $37,684,425

Net realized and unrealized gains in the accompanying financial statements have been offset with related losses. Investment income for the year ended June 30, 2010 is as follows:

- Dividend and interest income: $831,914
- Realized gains - Net: 1,748,734
  - Net realized income: 2,580,648
  - Net unrealized gain: 2,822,427
- Total investment gain: $5,403,075

Note 5 - Net Assets

Temporarily restricted net assets are available for the following purposes:

Purpose-restricted:
- Scholarships: $5,065,206
- Specific program use: 5,090,061
- Time-restricted - Annuity trust agreements: 267,571

Total: $10,422,838

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

Notes to Consolidated Financial Statements

June 30, 2010

Note 5 - Net Assets (Continued)

Unrestricted net assets consist of the following:

Designated to support underfunded EMU priorities - Endowments that support scholarships and academic programs and departments:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funds functioning as endowments for specific purposes</td>
<td>$563,541</td>
</tr>
<tr>
<td>Funds not yet allocated</td>
<td>$228,244</td>
</tr>
<tr>
<td><strong>Total designated</strong></td>
<td><strong>$791,785</strong></td>
</tr>
</tbody>
</table>

Undesignated:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation operations</td>
<td>$1,499,927</td>
</tr>
<tr>
<td>Permanently restricted endowment losses in excess of corpus</td>
<td>(1,454,791)</td>
</tr>
<tr>
<td><strong>Total undesignated</strong></td>
<td><strong>45,136</strong></td>
</tr>
</tbody>
</table>

**Total unrestricted net assets** $836,921

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 University, EMU pays to the Foundation an amount to be determined annually. For the year ended June 30, 2010, the amount paid to the Foundation was $2,155,000.

As of June 30, 2010, the Foundation has contributions payable to EMU of approximately $740,000 and management, general, and fundraising payables to EMU of approximately $47,000 recorded in accounts payable. During the year ended June 30, 2010, the Foundation paid EMU approximately $494,000 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 2010, the Foundation contributed 4 percent of the employees' base salaries.

Total contributions to the plan for the year ended June 30, 2010 amounted to approximately $55,500.
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 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, 2010 were as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrual basis contribution revenue</td>
<td>$ 5,361,138</td>
</tr>
<tr>
<td>Gifts in-kind made directly to EMU</td>
<td>214,692</td>
</tr>
<tr>
<td>Collections on deferred gifts in excess of current gift deferrals and amortization</td>
<td>(569,353)</td>
</tr>
<tr>
<td>Current year adjustment to split-interest agreements</td>
<td>65,611</td>
</tr>
<tr>
<td>Gifts deposited directly at EMU</td>
<td>305,494</td>
</tr>
<tr>
<td><strong>Total fundraising collections</strong></td>
<td><strong>$ 5,377,582</strong></td>
</tr>
</tbody>
</table>

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>$ 746,331</td>
</tr>
<tr>
<td>Other fundraising</td>
<td>2,048,901</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 2,795,232</strong></td>
</tr>
</tbody>
</table>

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, 2010, 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.

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.
Eastern Michigan University Foundation

Notes to Consolidated Financial Statements
June 30, 2010

Note 10 - Fair Value (Continued)

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.

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

Fair Value Measurements at June 30, 2010

<table>
<thead>
<tr>
<th>Investments, including investments held under split-interest agreements:</th>
<th>Balance at June 30, 2010</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>$4,444,474</td>
<td>$4,444,474</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Mutual funds - Fixed Income</td>
<td>1,196,507</td>
<td>1,196,507</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate stock securities - Domestic</td>
<td>18,052,896</td>
<td>18,052,896</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate stock securities - International</td>
<td>5,437,270</td>
<td>5,437,270</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate bonds</td>
<td>3,522,949</td>
<td></td>
<td>3,522,949</td>
<td></td>
</tr>
<tr>
<td>U.S. government securities</td>
<td>4,354,365</td>
<td></td>
<td>4,354,365</td>
<td></td>
</tr>
<tr>
<td>Venture capital partnership</td>
<td>8,630</td>
<td></td>
<td></td>
<td>8,630</td>
</tr>
</tbody>
</table>

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, 2009</td>
</tr>
<tr>
<td>Total unrealized gains included in change in net assets</td>
</tr>
<tr>
<td>Balance - June 30, 2010</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, 2010, the unrealized gain for the year ended June 30, 2010 was $1,196, which is recognized in increase in net assets in the statement of activities and changes in net assets.
Note 10 - Fair Value (Continued)

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 and losses for these assets presented in the tables above may include changes in fair value that were attributable to both observable and unobservable inputs.

Land held for investment of $612,334 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
Note 11 - Donor- and Board-restricted Endowments (Continued)

Endowment Net Asset Composition by Type of Fund as of June 30, 2010

<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>$1,454,791</td>
<td>$8,174,637</td>
<td>$32,392,182</td>
<td>$39,112,028</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>$1,998,250</td>
<td>$8,174,637</td>
<td>$32,392,182</td>
<td>$39,675,569</td>
</tr>
</tbody>
</table>

Changes in Endowment Net Assets for the Fiscal Year Ended June 30, 2010

<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 - Beginning of year</td>
<td>$886,877</td>
<td>$5,266,481</td>
<td>$31,429,339</td>
<td>$35,808,943</td>
</tr>
<tr>
<td>Investment return - Net of depreciation (realized and unrealized)</td>
<td>(4,373)</td>
<td>$8,100,350</td>
<td></td>
<td>5,095,977</td>
</tr>
<tr>
<td>Contributions and board transfers to endowment funds</td>
<td>-</td>
<td>$503,717</td>
<td>$962,843</td>
<td>1,466,560</td>
</tr>
<tr>
<td>Appropriation of endowment assets for expenditure</td>
<td>-</td>
<td>(2,695,911)</td>
<td></td>
<td>(2,695,911)</td>
</tr>
<tr>
<td>Endowment net assets - End of year</td>
<td>$891,250</td>
<td>$8,174,637</td>
<td>$32,392,182</td>
<td>$39,675,569</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 $1,454,791 as of June 30, 2010. 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.
Eastern Michigan University Foundation

Notes to Consolidated Financial Statements
June 30, 2010

Note 11 - Donor- and Board-restricted Endowments (Continued)

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.

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 2009-2010 appropriation was based on the 12-quarter average market value of the fund as of June 30, 2008. 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 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.
Note 11 - Donor- and Board-restricted Endowments (Continued)

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 $2,006,903 at June 30, 2010.
RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents extend the employment of President Susan Martin beyond the expiration of its term on July 7, 2011. Further, it is recommended that the Board authorize the Board Chair and Personnel and Compensation Committee Chair to negotiate, on behalf of the Board, the Second Amendment to President’s Employment Contract with Dr. Martin, and authorize the Chair to sign the Second Amendment to President’s Employment Contract on behalf of the Board.

STAFF SUMMARY

Bylaw 4.05 authorizes the Board of Regents to “as often as necessary, elect a President of the University ...” Bylaw 5.10 provides that the Personnel and Compensation Committee of the Board of Regents “shall be charged with reviewing all policy matters regarding the establishment of goals and objectives, performance assessment and pay structures for the President of the University.” It is therefore necessary to formally authorize the action requested above.

FISCAL IMPLICATIONS

Total amount of the Amendment will be determined once the Second Amendment has been agreed upon and finalized.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Office

Date

12-07-10
RECOMMENDATION

Election of Board Officers

ACTIONS REQUESTED

ELECTION OF CHAIR
In accordance with the Board of Regents By-Laws, Article IV, Section 4.01, it is recommended that the Board of Regents elect ______ as Chair of the Board of Regents.

ELECTION OF VICE CHAIR
In accordance with the Board of Regents By-Laws, Article IV, Section 4.02, it is recommended that the Board of Regents elect ______ as Vice Chair of the Board of Regents.

APPOINTMENT OF BOARD TREASURER
In accordance with the Board of Regents By-Laws, Article IV, Section 4.07, it is recommended that the Board of Regents appoint ______ John Lumm ______ as Treasurer to the Board of Regents.

APPOINTMENT OF THE SECRETARY TO THE BOARD
In accordance with the Board of Regents By-Laws, Article IV, Section 4.05, it is recommended that the Board of Regents appoint ______ Vicki Reaume ______ as Secretary to the Board of Regents.
Board of Regents Meeting Dates for 2011

Tuesday, February 15, 2011

Thursday, April 14, 2011 (in keeping with holding Board meetings in proximity to Commencement which will be Saturday, April 16)

Tuesday, June 21, 2011

Tuesday, September 20, 2011

Tuesday, October 18, 2011

Thursday, December 15, 2011 (with Commencement on Sunday, December 18)
RECOMMENDATION

Appointment of Eagle Administrative Services Board Members

ACTIONS REQUESTED

In accordance with the Eagle Administrative Services By-Laws, Article III, Section 3.2, it is recommended that the Board of Regents appoint Regent Floyd Clack to serve a one-year term on the Eagle Administrative Services Board from January 1, 2011 to December 31, 2011 and Regent James Stapleton serve a two-year term on the Eagle Administrative Services Board from January 1, 2011 to December 31, 2012 and Regent Roy Wilbanks serve a two-year term on the Eagle Administrative Services Board from January 1, 2011 to 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