AGENDA

Call to Order
Roll Call Attendance
Tab A  Open Communications
Tab B  President’s Report
Tab C  Proposed Minutes of the June 19, 2012 Regular Board Meeting
Tab D  Proposed Minutes of the July 24, 2012 Special Board Meeting

CONSENT AGENDA

Section 1  Emeritus Faculty Recommendations
Section 2  Academic Affairs Administrative/Professional Appointments/Transfers
Section 3  Academic Retirements/Separations
Section 4  Faculty Appointments
Section 5  Staff Appointments
Section 6  Staff Separations/Retirements
Section 7  Emeritus Staff Recommendations
REGULAR AGENDA

Student Affairs Committee
Section 8 Report and Minutes
Section 9 Policy Revision: 8.1:5.B - Student Conduct Code

Athletic Affairs Committee
Section 10 Report and Minutes
Section 11 Review and Approval of Coach Rob Murphy’s Employment Agreement

Faculty Affairs Committee
Section 12 Report and Minutes

Educational Policies Committee
Section 13 Report and Minutes
Section 14 Deletion of Academic Program
Section 15 Board Bylaw Amendment: 5.08.01

Finance, Audit and Investment Committee
Section 16 Informational Reports and Financial Updates

New Business
Section 17 Collective Bargaining Agreement Between Eastern Michigan University and the American Association of University Professors (AAUP)
Section 18 Collective Bargaining Agreement Between Eastern Michigan University and UAW International Union and Local 1975 Clerical/Secretarial (CS)
Section 19 Ground Lease Agreement (EMU and Ypsilanti Township)

Chairman’s Comments

Adjournment
SIX PEOPLE HAVE REQUESTED TO SPEAK – as of September 17, 2012

SIX CONFIRMED SPEAKERS – 5 minutes each

1. Dr. Mary Schneider and Dr. Amy Knopps (EMU Marching Band) – Present new marching band uniforms and speak to the overall outcome of the project

2. Laura Schulz and Stacy Morris (Young Alumni Council) – Update on the Young Alumni Council

3. Howard Bunsis (EMU-AAUP) – Contract Negotiations

4. Matthew Norfleet (Student Government) – Priorities of Student Government

5. Desmond Miller (Student Government) – Special thanks to Board of Regents

6. Katie Mercer (EMU Dare to Dream and the Latino Student Association) – EMU Dare to Dream organizer/EMU Residency Policy
President's Report
EASTERN MICHIGAN UNIVERSITY
Board of Regents’ Meeting
September 18, 2012

We are pleased to announce that we have the largest incoming class of new undergraduates in the University’s 163-year history and the largest freshman class in a decade! New undergraduate enrollment for the fall opening term (includes freshmen, transfers, and others) totals 5,076 this fall -- an increase of about 6 percent from the previous high of 4,751 in 2001. The freshman class of 2,595 increased by 21 percent from 2,130 last fall. This is the largest incoming class of new freshmen since 2003. At a time when Michigan’s population is declining and the projection of Michigan high school graduates is expected to fall from 100,009 in 2012 to 91,972 in 2122, Eastern grew!

The incoming freshman class also shows distinctly higher grades than last year, and is more diverse as well. Final figures indicate that 725 freshmen had a high school GPA of 3.50 or higher, compared to 532 last fall, an increase of 36 percent. In addition, 877 freshmen earned a high school GPA of 3.0 to 3.49, compared to 663 last year -- a 32 percent increase. Further evidence of the improved academic standing of students is enrollment in Eastern’s respected Honors College -- up from 165 last fall to more than 370 this fall. Minority students, defined as African American, Hispanic or Native American, total 892 compared to 632 last year, a rise of 24 percent.

As a result of the enrollment gains and the reinvestment in upgrades to campus housing, more students are living on campus. This fall, 1,840 first-time students are living in EMU residence halls and apartments, about a 19 percent increase from last fall’s total of 1,549. Overall, 3,343 students are living in EMU housing this fall, an increase of 11 percent from last year's total of 3,013. I would like to thank everyone who helped with move-in and orientation to help new students feel at home at Eastern.

I would like to congratulate the work of the faculty contract bargaining teams, led by Susan Moeller, EMU-AAUP president and professor of accounting and finance, and James Carroll, associate provost and associate vice president for research and administration, and interim dean of the Graduate School. A tentative agreement was reached two weeks before the expiration of the current contract in a positive spirit of cooperation and mutual respect. I also would like to acknowledge our clerical secretarial bargaining teams for their hard work on difficult issues, led by Michael Shumaker, chief negotiator for UAW CS local 1975 and library assistant, and David Trakul, director of employment relations and policy. All contracts in the past four years have been accomplished internally without outside counsel and without any interruption of work.

As I begin my fifth fall at Eastern, I thank the Board of Regents and all of our students, faculty and staff, alumni, friends and supporters for what we have accomplished together in the past four years. Fall enrollment has grown from 228,520 student credit hours to 246,059. Total student headcount has grown from 21,926 to 23,502. After capital improvements of over $200 million, the campus looks beautiful and the $90 million science complex and renovation of Pray-Harrold and residence halls create a vibrant campus atmosphere to live and learn in. The endowment is at a record $51,413,003 with completion of the “Invest, Inspire.” campaign which raised $56 million.
In the past four years, University House has hosted 241 events and 10,798 guests. We have hired over 100 new faculty and authorized 37 searches for next fall. At the same time, we have kept college affordable by keeping tuition low with an average increase of 2.86 percent and increased financial aid to a high of $35.7 million. In the past two fiscal years we have eliminated 111 administrative staff positions totaling $5,890,807 and increased spending on Academic Affairs by $4.7 million, from 52.7 percent of our budget in FY 11 to 54 percent in FY 12. We are embarked on strategic planning for the future and will utilize a market analysis and benchmarking studies to inform the strategic plan process this fall. Campus safety is paramount and investment in a crime response team, dispatchers, cameras and technology have resulted in a decline in burglaries from 47 in 2008 to 13 last year. Crimes that do occur are swiftly solved. We have a stable and strong leadership team that loves Eastern. Our future is bright and strong.

This is a time of exceptional momentum, growth, pride and excitement on campus. Many other accomplishments are listed in the Appendix. The full President’s Report is available on the University’s website. Thank you, Chairman Wilbanks.

Susan Martin
Recognition:

- **Senior Clara Balmer** traveled to Alaska with fellow student **Naomi Watanabe** and physics professor **James Sheering** to research shooting radio waves into the ionosphere to create turbulence and measure its effect, which is applicable for GPS systems.

- **Dawn Bilobran**, a graduate student in historic preservation, was named a student-scholar by the Association for Preservation Technology for her abstract, “Deconstructing Detroit Partnerships in Reuse and Renewal.” She will give an oral presentation based on her abstract at the APT conference in Charleston, S.C. in October.

- Sophomore **Valerie Eby** has won the Ken Peterson Award from Foresters, a life insurance company based in Toronto. The $5,000 scholarship was awarded to Eby for her dedication to her community. WWJ radio recently interviewed Eby for her outstanding work as both a parent of 10 children and as a full time undergraduate student.

- **Chelsea Lockwood**, a first-year MBA student studying international business, presented her research, which focuses on the use of poetic devices in social media to increase ad response rates, at the European Institute of Retailing and Service Studies conference in Vienna. The paper was co-authored with EMU business student **Amy Rule**, and **Sheila Sasser**, an associate professor of marketing in the College of Business.

- Student **Fatisha Moteso** was awarded a Turkish Coalition of America scholarship to study at Koc University in Istanbul, Turkey for the Fall 2012 semester. Moteso, of Ann Arbor, is an undergraduate student in the College of Business studying international business.

- Eastern Michigan’s **student chapter of the Society for Human Resource Management** has once again earned a Superior Merit Award from the national organization. EMU’s chapter was one of the top ten chapters in the country. Nearly 500 chapters applied for the honor. **Fraya Wagner-Marsh**, head of EMU’s management department in the College of Business, and lecturer **Toni Knechtges**, are co-advisors for the group.

- Eastern Michigan’s Business Side of Youth’s program, **Digital Inclusion**, recently partnered with HDL (Wireless Ypsi) and the Ypsilanti Housing Commission to bring free wireless Internet access to two low-income housing developments in Ypsilanti. Digital Inclusion is both a youth development program and a social enterprise. EMU students train the young participants in computer refurbishing and software installation.

that examines Wall Street’s recent financial meltdown and its impact on the
country. Dr. Barak is a nationally known criminologist.

- **Ann Blakeslee**, professor of English, was honored by the Society for Technical
  Communication with the Ken Rainey Award for Excellence in Research. The
  award is given annually to individuals whose research has made outstanding
  contributions to the field of technical writing.

- **Dibya Choudhuri**, professor of counseling, has become Chair-Elect of the
  National Board of Certified Counselors, Inc. and Affiliates (NBCC). NBCC is an
  independent not-for-profit credentialing body for counselors established to
  monitor a national certificate system. The organization will provide support for
  Dr. Choudhuri’s travel throughout the U.S. and to Argentina and Venezuela next
  year.

- **Sam Fullerton**, a professor of marketing in the College of Business, was named
  an 'extraordinary professor' by North-West University in South Africa. He was
  honored for his work as an external moderator, providing input on the business
  school’s comprehensive exam, grading marketing exams and serving as an
  external reviewer for dissertations submitted for an advanced degree in
  marketing.

- Eastern Michigan public relations professor **Regina Luttrell** will be presenting
  at the Public Relations Society of America’s International Conference in October
  with EMU PR alum **Jennifer Brown** and the Chief Marketing Officer of IZEA
  Ryan Schram. The presentation, "The Integration of Public Relations: Can’t We
  All Just Get Along?" looks at the changing workplace and how the functions of
  teams change.

- Eastern’s **Bachelor of Science in Mechanical Engineering Technology** has
  received initial accreditation by ABET retroactive to October 1, 2010 through
  September 30, 2014.

- The **Princeton Review** has named Eastern Michigan University as one of the
  best colleges in the Midwest for the tenth consecutive time, and it was cited for
  being a “great value,” in terms of tuition and education.

- Eastern Michigan’s linguists have teamed up with Google and the University of
  Hawai’i at Manoa to preserve endangered languages. The **Endangered
  Languages Project** provides information on endangered languages and helps
  speakers preserve their languages and cultures. More than 3,000 endangered
  languages have been collected. Anthony Aristar, professor of linguistics, is
  moderator of The LINGUIST List, the world’s largest online linguistics information
  resource.

- The **Michigan Small Business & Technology Development Center** and
  Eastern Michigan will offer a start-up training class for veterans, starting
  October 13 at the EMU Livonia campus. The veteran-specific program will help
entrepreneurs evaluate business opportunities and develop an action plan for owning their own businesses.

- **EMU’s associate vice president of marketing, Ted Coutilish, and his wife Mary Beth Langan** received the Halstead-Bresnahan Family Award at the 13th Annual International Fragile X Conference. The award recognizes those who have made a profound difference to families affected by Fragile X Syndrome. Fragile X Syndrome is the most common known cause of inherited intellectual disability and the most common known genetic cause of autism or autism spectrum disorders.

- **Jess Klein**, program coordinator for EMU’s Women’s Resource Center, will be presenting at the National Women’s Studies Association Conference in Oakland, California in November. Her topic, “Bridging the Gap Between Theory and Activism: Interweaving WGST Coursework with Women’s Center Feminist Action While Integrating As-L and Information Literacy,” is a cross-divisional collaboration that explores the integration of in-class instruction, civic engagement and social action. She will be presenting with Dr. Solange Simoes, assistant professor of sociology and women’s and gender studies; Suzanne Gray, information literacy librarian; and two undergraduate students, Madelyn Prebola and Brooke O’Neil.

- **Chris Sorenson** was named the new manager and chief flight instructor at Eagle Flight Center located at Willow Run Airport. EMU’s aviation program offers bachelor’s degree programs in aviation flight technology, aviation management and dispatch certification.

- Three EMU employees were recognized at the American Association of University Women – Ann Arbor Chapter annual spring luncheon on May 15. **Betty Stremich** (Foundation) and **Glenna Frank Miller** and **Michele Rich** (Student Affairs) were noted for their collaborative work with the AAUW to bring 10 women students from EMU to the National Conference for Women Student Leaders in Washington, D.C. in June 2012. This is the third year of collaboration and it resulted in double the number of EMU student participants this year.

- **Linda Yohn** was named Jazz Programmer of the Year in a major market for the fourth consecutive year at the JazzWeek Summit’s annual awards. JazzWeek is the weekly online publication dedicated to jazz and jazz radio programming. **WEMU** was runner-up for National Station of the Year.

- **EMU alumnus Marquin Parks**, who participated in the **Eastern Michigan Writing Project**, published his first book, “Wrinkles Wallace: Knights of Night School.” Parks, who specializes in children’s books, mixes humor with real-life issues to teach children. EMU’s program is part of the National Writing Project, an intensive four-week session for teachers and administrators who teach writing in various areas.
Gifts/Grants:

- **Lynn Malinoff** and **Russell Olwell** (Institute for the Study of Children, Families and Communities) received a $674,725 award from the Michigan Department of Education in support of the project, “21st Century Community Learning Centers, Bright Futures at Middle and High Schools.” This is year four of a project whose goal is to increase academic achievement, academic learning, non-academic learning, knowledge of career options and how to achieve them, and the experience of progressing to the next level, for middle and high school students in seven local districts.

- **WEMU-FM 89.1** achieved a one-year record $651,684 in contributions, pledges and commitments on June 26 – $50,000 more than the previous one-year high.

- **David Pawlowski**, assistant professor of physics and astronomy at Eastern Michigan, recently won $345,418 from NASA for a project that examines the Martian atmosphere. It is the first NASA grant directly funded to Eastern Michigan since 1997. His three year project, “Understanding the Time-Dependent responses of the Martian Upper Atmosphere to Solar Flares and Dust Storms,” promises to provide an in-depth, quantitative understanding of a planet that can’t protect itself from solar wind because it no longer has a shield, or global magnetic field.

- **Mansoor Moaddel** (professor of sociology, anthropology and criminology) received a $236,000 award from the Office of Naval Research, Human, Social, Cultural and Behavior Sciences to support his project focusing on a cross-national analysis of Islamic fundamentalism.

- Eastern has been selected to receive further funding under the **Ronald McNair Post-baccalaureate Achievement program** in the amount of $220,000 from October 2012 through September 2013.

- **Barbara Scheffer** (CHHS Dean’s Office) received a $166,000 award from the National Institutes of Health, in partnership with the University of Michigan, in support of the project “UM: NIH Michigan Bridges to Doctorate.” This is a three-year program in which 12 students from underrepresented populations in terminal masters’ social work and nursing degree programs will be provided with academic preparation and skills to facilitate their eventual successful completion of doctoral degrees emphasizing behavioral sciences and health disparities research.

- **Helen Aristar-Dry** and **Anthony Aristar** (Institute for Language Information and Technology) received a $153,900 award from the National Science Foundation to support the project, “MultiTree: Completing the Library of Language Relationships.” The project will augment the MultiTree database with missing family trees, and ensure the maintenance of site content by building facilities to engage more scholars in the update process.
- William Tucker (English Language and Literature) received a $139,000 award from the National Writing Project in support of the EMU Writing Project – 2012-2013. This project will continue to develop and conduct Summer Invitational Institutes for teachers of writing from all grade levels.

- Leslie Atzmon and Ryan Molloy (Art) received a $100,000 award from the National Endowment for the Arts to support their "Open Book" project, which involves the production and dissemination of a high-end catalog for an exhibition of experimental artists’ books. A workshop will focus on creating artists’ books that can be understood as design objects.

- Thanks to generous donors, the EMU Marching Band has new uniforms that fuse a traditional military style with a contemporary flair, accented by a richer green. Inside the jacket are two historic logos representing EMU’s past. Alumnus Ed Jakeway and his wife, Suzanne, started off the fundraising campaign for the new uniforms by donating a $25,000 leadership gift. More than $80,000 was raised during the ongoing campaign. The remainder came from the President’s discretionary fund.

- Steven Huprich, associate professor of psychology, has received $12,000 from the American Psychoanalytic Association and $4,000 from the International Psychoanalytic Association for a one-year research project. Huprich will evaluate the clinical usefulness of three methods of assessing personality disorders. His graduate students will be involved in data collection.

- Claudia Wasik and Lucy Parker, both EMU graduates and former EMU tennis coaches, have generously contributed to the building of new tennis courts at the University. Wasik contributed a leadership gift and Parker gave a supporting gift. The six courts, which will sit north of the EMU Indoor Practice Facility, are set to open for the women’s tennis team’s fall practices. The courts will be called the Claudia Wasik Tennis Complex.

Of Note:

- John W. Porter, former president of Eastern Michigan, who led Eastern from 1979-89 during its 'Decade of Advancement,' died June 27 at age 80. Porter served as EMU’s 17th president during a time when the University experienced numerous achievements. These included establishing the Colleges of Technology and Business, achieving record enrollment growth, strengthening academics, and the building of the Olds Student Recreation Center. The John W. Porter College of Education Building and the annual John W. Porter speaker series in urban education were created in his honor.

- Michael McGuire, whose life touched thousands of students in music therapy, died July 16. McGuire, a professor of music therapy, elevated EMU’s program to national prominence. Before his death, he was given the American Musical Therapy Association’s Presidential Award for outstanding service as an educator,
mentor, innovator and leader. He also was presented with the association’s Great Lakes Region 2012 Service Award.

Events:

- More than 3,300 new and returning students and their families experienced the excitement of the EMU campus when they participated in Fusion. Fusion featured Move-In-Day, the Convocation Ceremony/Welcome ceremony, New Student Orientation and the CloseUp Performance Theatre among other activities. More than 200 student volunteers and student-athletes helped with Move-In. Later in the week, students participated in such events as Fajita Fest; Community Plunge, a volunteer program in the Ypsilanti neighborhoods; Meijer Mania; and, the on-campus Eastern Block Party.

- The Autism Collaborative Center at Eastern offered a series of special summer camps, called S.P.L.A.S.H., designed for children on the autism spectrum. Campers were exposed to socially engaging, sensor rich and creative recreation opportunities. The week-long camp themes were The Mad Scientist, Disney Across the Ages, Olympics 2012, Wacky Holiday Week, Author’s Week, and Who’s Your Hero.

- Eastern Michigan students traveled back to 1500s England during the summer semester to follow in the footsteps of the dramatist William Shakespeare. Sponsored by EMU’s study abroad program, the tour provided 11 students with a two-week opportunity to experience Shakespeare’s world while earning three credit hours. Craig Dionne, professor of English and a Shakespearean scholar, led the students through the Bard’s haunts.

- Science, technology, engineering and mathematics (STEM) educators and industry leaders came together at the Synergy Summit conference at EMU last month. The conference provided an opportunity for educators from colleges and universities, K-12 schools and the business industry to share ideas and create opportunities to improve a student’s interest in learning about the STEM disciplines.

- Eastern Michigan again played host to the three-day Robotics State Championship. Eastern has held the most robotics events in the state’s history with EMU students and alumni mentoring many of the teams.

- The University continues to expand its international outreach. Ambassadors from the Republics of Namibia and Botswana visited campus August 16 to explore academic partnerships and exchange programs. Eastern’s Ambassadorial and Consular Corps Liaison Office, which partners with the Consular Corps of Michigan, sponsored the event.
• The **School of Nursing** hosted a group of Taiwanese nursing students and their professor last month as part of the School’s outreach program. The students, from Hung Kuang University School of Nursing, studied innovative nursing roles and policy issues in the U.S. The exchange program began when six senior nursing students at EMU traveled to the Taiwanese university in 2011 for their community clinical rotations.

• **EMU’s planetarium** debuted the movie, “Star” during the 2012 Ypsilanti Heritage Festival. Visitors were treated to a galactic experience where black holes, pulsars and other celestial facts were discussed. **Norbert Vance**, professor of astronomy and observatory director, and astronomy club members also conducted tours of Sherzer Hall’s historic observatory.

• **Jack Kay**, a professor in communication, media and theatre arts, discussed the dramatic increase of hate messages in cyberspace last month at the Holocaust Memorial Center Zekelman Family Campus in Farmington Hills. Kay, an expert on extremist groups, frequently lectures on hate music and hate messages in cyberspace.

• EMU will launch its **campaign to purchase Steinway pianos** that will be used in training future performers and music educators. The Department of Music and Dance and the EMU Foundation will begin the campaign with a special film and performance event at the Michigan Theatre in Ann Arbor Sept. 23. The documentary, “The Making of Steinway L1037,” follows the creation of a Steinway concert grand piano. After the film, EMU faculty and students will perform on the grand piano featured in the movie.

• Student Government President **Matthew Norfleet** and Vice President **Desmond Miller** will host their **first student town hall open forum** Sept. 19. Norfleet has also arranged for EMU to take part in **TurboVote**. Students can go to emich.turbovote.org and sign up for text message alerts and emails that will remind them about elections, information about their local precincts and request voter registration forms and absentee ballots.

• To celebrate Constitution Day, the **Department of Political Science, Division of Academic & Student Affairs** and the **College of Arts and Sciences** hosts a program this afternoon (Sept. 18) about ‘Lawrence v. Texas,’ a landmark decision by the U.S. Supreme Court that halted decades of discrimination against gay Americans.

• Eastern Michigan will host a golf outing Sept. 28 that honors the late Greg O’Dell, former chief of police at EMU who died in December 2011. Proceeds will fund the **Greg O’Dell Criminal Justice Student Scholarship** for students pursuing careers in criminal justice.

• EMU hosted **George Zimmerman**, vice president of Travel Michigan, on July 9. Zimmerman shared the story behind **Pure Michigan**, one of the world’s most
successful tourism campaigns. In 2011, the campaign had its strongest returns as the brand gained further traction nationally and drew more people to the state.

- Eastern Michigan University faculty, staff, students and the Ypsilanti community participated in a Pure Michigan video shoot in front of the Ypsilanti Water Tower. The new Pure Michigan commercial will involve 50 cities across Michigan. The Ypsilanti video portion will showcase the historic water tower, EMU, the Michigan Firehouse Museum, the Auto Heritage Museum and Ypsilanti citizens during a four-second clip.

Athletics highlights:

- Baseball: Five members from the 2012 EMU baseball team were named to the Academic All-MAC team. Bo Kinder, Brent Ohrman, Sam Ott, Tucker Rubino and Steve Weber each earned the honor. The special team is for student-athletes who have excelled in academics and athletics.

- Baseball: EMU infielder John Rubino has been named to the first team of the Horizon Air Summer Series All-Series Team for his outstanding performance as a member of the Marysville Gold Sox.

- Baseball: Starting pitcher Steve Weber has been named to the top 75 prospects in the Rochester, Minn. based Northwoods League by Perfect Game USA. Weber was drafted in the 33rd round of the 2012 Major League Baseball Draft.

- Baseball: Recent EMU graduates and baseball players Matt Hitt and Ben Magsig have become the first from the class of 2012 to sign professional contracts. Hitt signed with the Arizona Centennials of the Freedom Pro Baseball League, while Magsig joined the London Rippers of the Frontier League.

- Women’s Cross Country: Victoria Voronko finished second at the Mel Brodt Invitational on Sept. 1, and won the individual title at the George Fales Invitational, Sept. 7 in Three Rivers, Mich.

- Football: EMU sophomore player Demarius Reed was named to the 2012 College Football Performance Awards – Special Teams Watch List. He is among 30 individuals across the country who is on the Watch List for the 2012 CFPA Punt Returner Trophy.

- Football: EMU tight end Garrett Hoskins has been added to the 2012 CFPA Offensive Awards Watch List.

- Football: Former EMU football player and offensive lineman Bridger Buche signed a one-year deal with the Pittsburgh Steelers as a rookie free-agent.
• Men's Golf: EMU golfer Brian Churchill-Smith shot a 68, two under par, at the Burlington Golf and Country Club to finish the competition and win the John Honderich Trophy at the Toronto Star Men's Amateur tournament.

• Men's Golf: Brian Churchill-Smith won the 2012 National Golf Club of Canada Invitational at the National Golf Club in Ontario. He shot a tournament-best 147 in the two-round invitational. EMU golfer Graham Hill also participated, placing eighth with a score of 152.

• Women's Golf: Head coach Ryan Ray's 2012 team, along with two individuals, has earned Intercollegiate Tennis Association (ITA) national academic awards. EMU players Nino Mebuke and Marcela Rivero were both named to the ITA National Scholar-Athlete squad.

• Women's Golf: EMU golfers Corey Crossan, Meredith Fairbairn and Alyssa Kwon were named to the National Golf Coaches Association (NGCA) All-American Scholar Teams for Division I.

• Men's Track & Field: Eight members of the EMU men's track and field squad earned an Academic All-MAC award. Max Babits, Cody Chabola, Harry Dixon, Terefe Ejigu, Joshua George, Grzegorz Kalinowski, Daryl Smith and Joe Tesner were each named to the Academic All-MAC team.

• Men's Track & Field: Alum Jamie Nieto competed in the XXX Olympiad in London in July, finishing sixth in the high jump finals while competing for Team USA. Alum Eric Alejandro competed for Puerto Rico and set a personal best in the 400-meter hurdles, but failed to qualify for the final round.

• Women's Track & Field: ReJeana Marigna was the sole member of the EMU women's track and field squad to be named to the Academic All-MAC team. Team members Cassie Coffman, Tiffany Kincaid, Tiara Oates, Rachel Quaintance, Angela Scarber, Brooke Scullio, Ashley Warley and Natalie Webb each earned honorable mention.

• Women's Track & Field: Lydia Gomez-Diaz, Angela Scarber and Victoria Voronko were named to the USTFCCA All-Academic Track & Field team for the 2011-2012 year.

• Softball: Katy Blaharsi was the lone Eagle to be named to the 2012 Academic All-MAC conference team.

• Volleyball: The EMU volleyball team was one of 102 NCAA Division I programs to receive the American Volleyball Coaches Association (AVCA) Team Academic Achievement Award for the 2011-2012 school year. The honor marks the 12th time in the program's history, and the 8th consecutive year that EMU has earned the award.
- Volleyball: **Kim Hildreth** and **Rachel Iaquaniello** were each selected to head to Hermosa Beach, California for the 2012 senior Beach High Performance Program directed by USA Volleyball.

- Volleyball: **Rachel Iaquaniello** was named Most Outstanding Player at the Memphis Invitational, Aug. 24 – 25 and was named to the All-Tournament Team and the UIC Tournament, Aug. 31 – Sept. 1.

- Volleyball: **Kristen Baker** was named the North Texas Tournament Most Valuable Player; and teammates **Rachel Iaquaniello** and **Erin Short** were named to the All-Tournament Team as EMU won the team title.

- **Nikki Bober** has been named the director of women’s basketball operations at Eastern Michigan University. Her primary responsibilities will be coordinating the Eagles’ travel arrangements, directing the summer basketball camp program, supervising the managerial staff, as well as other administrative duties. Bober was a standout student-athlete at the University of Nebraska-Lincoln.

- EMU athletic trainer **Steve Nordwall** was named the Michigan Athletic Trainers Society (MATS) Distinguished Athletic Trainer Award honoree for 2011-12. Nordwall just completed his 10th season with the Eagles.

- The **EMU baseball team** will host its annual golf outing on Sunday, Sept. 30 on the Golden Fox Championship Course at the Fox Hills Golf Club in Plymouth, MI.

- The **Eastern Michigan-Michigan State football game**, scheduled for Saturday, Sept. 22, will be televised on the Big Ten Network. Kick-off is at 3:30 p.m. at Spartan Stadium. MSU and EMU will be meeting for the ninth time in the series, which started in 1898.

- The **EMU women’s golf team** held its seventh annual golf outing and fundraiser on Sept. 9 at the Eagle Crest Golf Club. For the past seven years, the women’s golf team has raised more than $100,000 in additional funds for its program as a result of this fundraiser.

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Eastern Michigan University
Undergraduate Enrollment (Headcount) in Fall

Fall 2003: 19,577
Fall 2004: 18,868
Fall 2005: 18,578
Fall 2006: 18,172
Fall 2007: 17,808
Fall 2008: 17,213
Fall 2009: 17,762
Fall 2010: 18,529
Fall 2011: 18,509
Fall 2012: 18,944
Eastern Michigan University
New FTIAC and Transfer Enrollment (Headcount) in Fall
Eastern Michigan University
Student Credit Hours in Fall

- Fall 2003: 233,799
- Fall 2004: 222,958
- Fall 2005: 221,190
- Fall 2006: 215,267
- Fall 2007: 211,652
- Fall 2008: 204,465
- Fall 2009: 212,773
- Fall 2010: 218,968
- Fall 2011: 216,657
- Fall 2012: 221,585

Legend:
- EMU UG
- EMU GR
- EMU Total
### Fall Enrollment Trends by Colleges and by Level (Headcount)

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

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Wilbanks at 1:10 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were:

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

**TAB A**

**OPEN COMMUNICATIONS**

Secretary Reaume announced that three people requested to address the Board of Regents. Each speaker was given up to 10 minutes to speak.

1. Jacinda Lisi (Creative Science Inquiry Experience) – The CSIE program is retaining and increasing the number of science, technology, engineering and mathematics (STEM) graduates by providing a community-learning atmosphere, enhanced academic support and experiential learning. – DID NOT ATTEND

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

3. R. Matthew Norfleet (Student Government) – Issues pertinent to the student body

**TAB B**

President’s Report

EASTERN MICHIGAN UNIVERSITY

Board of Regents’ Meeting

June 19, 2012
Michigan and Eastern Michigan University have weathered difficult and challenging economic times. Last year we absorbed a 15% state appropriation cut of $11.6 million which resulted in layoffs on campus; a painful, emotional time. Last year the Board adopted a budget based upon a growth estimate of 1.7% and we did not achieve that resulting in $5.9 million less in revenue than projected on top of the state cut. The budget recommendation for 2012-13 is based upon these principles:

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

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

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

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

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

A capital expenditure budget of $21.7 million is recommended, including $8.5 million for the Science Complex; Mark Jefferson is scheduled to reopen this fall. In five years capital spending will exceed $210 million, with 67 percent targeted for academic facility enhancements, 8 percent for housing improvements, 5 percent for IT infrastructure, 4 percent for athletics facilities, and the rest for safety and security, energy savings and high priority asset preservation and infrastructure projects.

A new enrollment innovation and growth plan to welcome students and make it easy to come to Eastern is being recommended for Board approval which includes “Come Home to Eastern – Come Home to Michigan,” a new award for out-of-state alumni and their
children to receive in-state tuition rates. This program is similar to Eastern’s VET Connect program, established in 2009, to provide an out-of-state tuition differential to non-resident veterans of the U.S. military. We welcome our alumni and children home to Michigan and Eastern.

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

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

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

Susan Martin

Tab C

RESOLUTION: DR. SALLY BURTON-HOYLE

Regent Sidlik moved and Regent Morris seconded that the Board approve the Resolution recognizing Dr. Sally Burton-Hoyle, Associate Professor of Special Education in the College of Education, for being selected to serve on the federal Interagency Autism Coordinating Committee. She is one of only 15 members of the public appointed to the national committee.

Motion Carried

Tab D

RESOLUTION: DEAN MORELL D. BOONE

Regent Stapleton moved and Regent Parker seconded that the Board approve the Resolution recognizing Dean Morell D. Boone for more than 31 years of service as an administrator and faculty member.

Motion Carried
TAB E

RESOLUTION: DEAN DAVID E. MIELKE

Regent Parker moved and Regent Morris seconded that the Board approve the Resolution recognizing Dean David E. Mielke for providing exemplary and dedicated service as Dean of the College of Business.

Motion Carried

TAB F

PROPOSED MINUTES OF THE APRIL 17, 2012 REGULAR BOARD MEETING

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

Motion Carried

CONSENT AGENDA

Regent Sidlik moved and Regent Clack seconded that the items on the Consent Agenda be approved (Section 1-10)

Section 1

EMERITUS FACULTY STATUS

Recommended that the Board of Regents grant Emeritus Faculty Status to seven (7) former faculty members: Jeffrey L. Duncan, Robert O. Holkeboer, Sarah Huyvaert, Russell R. Larson, Sheila M. Most, M. Gaie Rubenfeld, and Alida S. Westman.

Section 2

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS/TRANSFERS

Recommended that the Board of Regents approve two (2) Administrative/Professional appointments (Jay Peterson and Michael Tidwell) and two (2) Administrative/Professional transfers (Richard Nation and Colleen Croxall).
Section 3

ACADEMIC RETIREMENTS/SEPARATIONS

Recommended that the Board of Regents approve one (1) retirement (Marlene Rubenfeld) for reporting period February 1, 2012 to April 30, 2012.

Section 4

FACULTY APPOINTMENTS

Recommended that the Board of Regents approve seventeen (17) new faculty appointments for the 2012-2013 academic year: Sadaf Ali, Xiangdong Che, Michelle Hersh, Heather Hutchins-Wiese, Sandra Jackson, Ingo Janser, Eddia McDade, Rusty McIntyre, Beverly Mihalko, Micah Murphy, Chong Oh, Barbara Patrick, Yaman Roumani, Theresa Saunders, James Saunoris, Sarah Shea and Christina Wall.

Section 5

FACULTY REAPPOINTMENTS

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

Section 6

FACULTY TENURE APPOINTMENTS

Recommended that the Board of Regents approve the granting of tenure, effective beginning with the Fall semester, for twenty-one (21) faculty members: Barbara Bleyaert, John Dunn, Jr., Gavin Edwards, Christopher Herman, Jeromy Hopgood, Kristen Judd, John Knight, Natasa Kovacevic, Mary Kubitskey, Jacqueline LaRose, Michael McVey, MeeAe Nam, Robert Peavler, Delbert Raymond III, Thomas Schmitt, Mary Schneider, Lynn Shetron, Shinming Shyu, Julie Slack, Brooks Stevens and Samir Tout.

Section 7

FACULTY PROMOTIONS

Recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2012.
Section 8

LECTURER PROMOTIONS

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

Section 9

STAFF APPOINTMENTS

Recommended that the Board of Regents approve fourteen (14) staff appointments for reporting period April 15, 2012 to May 31, 2012: Salvatore Verdi, Candice Finley, Robert Norris, Kristin Haynie, Steven LaChance, Brelanda Pirani, Joshua Tabaka, Sarah Kelley, Larry Smith, Erin Hunt-Carter, Anthony Duty, Erin Schade, Casey Jordan and Andrea Smith.

Section 10

STAFF SEP ARA TIONS/RETIREMENTS

Recommended that the Board of Regents approve five (5) separations and retirements for the reporting period of April 15, 2012 to May 31, 2012: David Hardcastle, Nijole Banush, Liberty Del Rosario, LaTonya Tate and Yvette Harris.

Motion Carried

Section 11

MONTHLY REPORT AND MINUTES – STUDENT AFFAIRS COMMITTEE

Regent Fitzsimmons moved and Regent Sidlik seconded that the Student Affairs Committee Agenda for June 19, 2012 and the Minutes of the April 17, 2012 meeting be received and placed on file.

Motion Carried
Section 12

MONTHLY REPORT AND MINUTES – ATHLETIC AFFAIRS COMMITTEE

Regent Hawks moved and Regent Fitzsimmons seconded that the Athletic Affairs Committee Agenda for June 19, 2012 and the Minutes of the April 17, 2012 meeting be received and placed on file.

Motion Carried

Section 13

FISCAL YEAR 2012-2013 DEPARTMENT OF INTERCOLLEGIATE ATHLETICS BUDGET

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

Motion Carried

Section 14

EMPLOYMENT AGREEMENT FOR COACH SALVATORE VERDI

Regent Hawks moved and Regent Sidlik seconded that the Board of Regents approve the employment agreement for Head Women’s Basketball Coach Salvatore Verdi.

Motion Carried
Section 15

MONTHLY REPORT AND MINUTES – EDUCATIONAL POLICIES COMMITTEE

Regent Sidlik moved and Regent Parker seconded that the Educational Policies Committee Agenda for June 19, 2012 and the Minutes of the April 17, 2012 meeting be received and placed on file.

Motion Carried

Section 16

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

Regent Sidlik moved and Regent Parker seconded that the Board of Regents approve the appointments of the presented Charter Schools Board Members.

Motion Carried

Section 17

REISSUANCE OF CHARTERS FOR ACADEMY FOR BUSINESS AND TECHNOLOGY (K-12) AND GREAT LAKES ACADEMY (K-7)

Regent Sidlik moved and Regent Clack seconded that the Board of Regents reissue the charters for Academy for Business and Technology and the Great Lakes Academy.

Motion Carried
Section 18

AUTHORIZATION TO PROCESS NEW CHARTER SCHOOL APPLICATIONS

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

Motion Carried

Section 19

INSTITUTIONAL ACCREDITATION PROCESS

Regent Sidlik moved and Regent Clack seconded that the Board of Regents approve the adoption of the Open Pathway process for institutional accreditation from The Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools (NCA).

Motion Carried

Section 20

DELETION OF ACADEMIC PROGRAMS

Regent Sidlik moved and Regent Clack seconded that the Board of Regents approve the deletion of five existing degree programs: the Secondary Education Computer Science Major, the Graduate Certificate in Artificial Intelligence, the Master of Arts in Mathematics-Computer Science, the Master of Science in Physical Education Pedagogy - Interdisciplinary Adapted Physical Education Concentration, and the Master of Arts in Sociology – Family Specialty Concentration.

Motion Carried
Section 21

NEW ACADEMIC PROGRAMS

Regent Sidlik moved and Regent Parker seconded that the Board of Regents approve a new academic program: Master of Science in Physician Assistant Studies.

Motion Carried

Section 22

NEW POLICY: ENROLLMENT INNOVATION AND GROWTH

Regent Sidlik moved and Regent Parker seconded that the Board of Regents approve the new policy: Enrollment Innovation and Growth. Chairman Wilbanks indicated that the policy was long overdue and the Board appreciated the support in getting the policy established.

Motion Carried

Section 23

MONTHLY REPORT AND MINUTES – FINANCE, AUDIT AND INVESTMENT COMMITTEE

Regent Morris moved and Regent Clack seconded that the Board of Regents receive and place on file the Minutes from the April 17, 2012 Finance, Audit and Investment Committee meeting, the Agenda for the June 19, 2012 meeting and the Informational Reports and Financial Updates.

Motion Carried

Section 24

FISCAL YEAR 2012-2013 TUITION AND FEES RECOMMENDATION

Regent Morris moved and Regent Clack seconded that the Board of Regents approve a 3.95% increase in tuition and fees for the 2012-2013 academic year.

Motion Carried
Section 25

FISCAL YEAR 2012-2013 GENERAL FUND OPERATING BUDGET RECOMMENDATION

Regent Morris moved and Regent Clack seconded that the Board of Regents approve a 2012-2013 General Fund operating budget of $290.6 million.

Motion Carried

Section 26

FISCAL YEAR 2012-2013 AUXILIARIES FUND OPERATING BUDGET RECOMMENDATION

Regent Morris moved and Regent Clack seconded that the Board of Regents approve a fiscal year 2012-2013 Auxiliary Activities operating budget of $42.1 million.

Motion Carried

Section 27

FISCAL YEAR 2012-2013 CAPITAL BUDGET RECOMMENDATION AND 3-YEAR CAPITAL PLAN

Regent Morris moved and Regent Clack seconded that the Board of Regents approve a fiscal year 2012-2013 University Capital budget of $21.7 million.

Motion Carried

Section 28

POLICY REVISION: EMERITUS STAFF STATUS 3.4:2.4

Regent Sidlik moved and Regent Parker seconded that the Board of Regents approve the revisions to the Emeritus Staff Status Policy.

Motion Carried
Section 29

NEW POLICY: GRAMM-LEACH-BLILEY ACT

Regent Morris moved and Regent Clack seconded that the Board of Regents adopt the new policy establishing an Identity Theft Prevention Program at the University as Required by Federal Law (Gramm-Leach-Bliley Act).

Motion Carried

Section 30

NEW POLICY: FRAUD

Regent Morris moved and Regent Hawks seconded that the Board of Regents adopt the new policy on fraud.

Motion Carried

Section 31

POLICY REVISION: POLICY ON POLICIES

Regent Morris moved and Regent Clack seconded that the Board of Regents approve revisions to the University’s Policy on Policies.

Motion Carried
Section 32

TERMINATION OF THE MANAGEMENT AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND EAGLE CREST MANAGEMENT CORPORATION AND THE APPROVAL OF THE REVISED MANAGEMENT AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND EAGLE ADMINISTRATIVE SERVICES

Regent Clack moved and Regent Hawks seconded that the Board of Regents approve the termination of the July 1, 2001 Management Agreement between Eastern Michigan University and Eagle Crest Management Corporation and approve the revised Management Agreement between EMU and Eagle Administrative Services.

Motion Carried

Section 33

APPOINTMENT OF TWO MEMBERS TO THE JOINT OVERSIGHT COMMITTEE ESTABLISHED IN SECTION 9.1 OF THE MANAGEMENT AGREEMENT BETWEEN EMU AND MFS YSPILANTI HOLDINGS, LLC

Regent Clack moved and Regent Parker seconded that the Board of Regents approve the appointment of Roy Wilbanks and Wes Blevens to the Joint Oversight Committee that was established in the April 17, 2012 Management Agreement between Eastern Michigan University and MFS Ypsilanti Holdings, LLC.

Motion Carried

Chairman Wilbanks called for any further business to be brought before the Board. There being none, the meeting was adjourned at 2:04 p.m.

Respectfully submitted,

Vicki Reaume
Vice President and Secretary to the Board of Regents
EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
July 24, 2012

These are the proposed minutes of the July 24, 2012 special Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Wilbanks at 4:05 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were:

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

Section 1

COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (Campus Police Unit)

Regent Parker moved and Regent Clack seconded that the Board approve the new collective bargaining agreement between Eastern Michigan University and the Police Officers Association of Michigan (Campus Police Unit) and authorize the President to execute the Agreement on behalf of the Board of Regents.

Motion Carried

Chairman Wilbanks complimented the negotiation teams for their hard work and said he was looking forward to getting the other labor agreements settled. Vice Chair Parker indicated that she was very pleased with the four-year agreement. Regent Stapleton appreciated the good work that was completed and congratulated the employees. Chairman Wilbanks called for any further business to be brought before the Board. There being none, the meeting was adjourned at 4:12 p.m.

Respectfully submitted,

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

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Faculty Status to one (1) former faculty member: Max Plank, Professor, Department of Music and Dance from 1968 to 2012 (45 years). He retired July 20, 2012.

STAFF SUMMARY

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

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Provost and Vice President

Date
Dr. Max Plank

Professor, Department of Music and Dance from 1968-2012
(45 years)

Doctoral        University of Michigan
Masters         Emporia State University
Baccalaureate  Emporia State University
The Department of Music and Dance recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Max Planck

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 9-1-68 Retirement Date: 7-30-82

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: E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: Emporia State Univ. 1962

Masters: Emporia State Univ. 1964

Doctoral: A. Mus.D Saxophone Performance, Univ. of Michigan 1971

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

Recommended by ___________________________ (please print) Date

Department Head ___________________________ Date Dean ___________________________ Date

Provost ___________________________ Date Submitted to Board of Regents 9-4-12

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

8/3/04
Recommendation for Dr. Max Plank to be awarded the status of Emeritus Faculty at Eastern Michigan University

Max Plank and I have been colleagues at Eastern Michigan University since fall, 1967. His loyalty to Eastern Michigan University is unsurpassed. No one in my experience is more deserving of being awarded Emeritus Faculty status. His accomplishments both on and off campus are epic as one can read from his bio below. His commitment to his students was not just for their musical development but for their growth and maturity as individuals as well. His former students represent some of the finest performers and educators in Michigan and beyond.

Max Plank is, in my opinion, the most original thinker in the Department. His "wheels" were always turning and nearly every innovation in the Department was due, to some degree, to him. Speaking as a member of the Wind and Percussion faculty, I became a better teacher and performer because of the example he set. I viewed him as a role model for faculty and students alike.

I am positive that retirement will not end Max Plank's contributions to Eastern Michigan University.

It is my honor to recommend that Dr. Max Plank be awarded the status of Emeritus Faculty.

Carter Eggers

Dr. Max Plank
Saxophone

Max Plank has been an advocate for students, music education, and contemporary music for 37 years at Eastern Michigan University. He came to the University in 1967 as a lecturer in saxophone while beginning doctoral studies at the University of Michigan with Larry Teal.

In 1968 he was appointed to the faculty as instructor of saxophone and Associate Conductor of Bands, where he served with Director of Bands Thomas Tyra until 1976, completing the A.Mus.D. in Saxophone Performance in 1971. After serving for three years as undergraduate adviser and assistant to Department Head James B. Hause, he returned to the bands as Director of Bands in 1979.

During his tenure with the bands, six different groups performed at the Midwestern Conference; the Marching Band performed at two bowl games and at venues as large as Rich Stadium in Buffalo, N.Y., and the Pontiac Silverdome and as small as Colon High School in Michigan; groups under his direction have
performed music of and been conducted by Karel Husa, Vincent Persichetti, Fisher Tull, Dan Welcher and John Corigliano.

In the Fall of 2002 Plank returned to his first love in music, the saxophone, and taught saxophone and supervised student teachers at the University. His interest in and advocacy for contemporary music has produced the EMU Contemporary Music Festival which he has co-chaired for twelve biennia with Anthony Iannaccone. Their collaboration resulted in the commissioning of new works for winds by composers such as Joseph Schwantner, Dana Wilson, Michael Colgrass, David Gillingham, Walter Mays and others. He formed and conducted the Clarion Wind Symphony and recorded six wind pieces by Anthony Iannaccone which were released by Albany records in 1998. An honorary member, he has proudly adjudicated at the MSBOA State Solo and Ensemble Festival each year since 1968. He lives in Chelsea, Michigan, with his wife of 40 years, Sherri, a kindergarten teacher. He has two grown sons and one granddaughter.

Max Plank
322 Alexander
734.487.0295
max.plank@emich.edu
It is recommended that the Board of Regents approve (2) Administrative/Professional appointments and (8) Administrative/Professional transfers at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Effective Date</th>
<th>Salary</th>
<th>Rank</th>
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<td>Pernecky, Steven</td>
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<td>Department Head, Chemistry</td>
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<tr>
<td>Risi, Susan</td>
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<td>$60,000</td>
<td>Director, Diagnostics &amp; Training (Autism Center)</td>
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<td>Clemans, Daniel</td>
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<td>Interim Department Head, Biology</td>
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<tr>
<td>Gray, Suzanne</td>
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<td>Interim Department Head, Women &amp; Gender Studies</td>
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<td>Marz, Mary Sue</td>
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<td>$154,803</td>
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<td>Nybell, Lynn</td>
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<td>Interim School Director, Social Work</td>
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<td>Interim Department Head, Communication, Media &amp; Theatre Arts</td>
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<td>Interim Academic Dean, College of Technology (and Interim School Director, Technology Studies)</td>
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RECOMMENDATION

ACADEMIC RETIREMENTS / SEPARATIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve (12) retirements and (8) separations for the reporting period May 1, 2012 through August 31, 2012.

STAFF SUMMARY

Of the twenty (20) retirements and separations, eleven (11) are male and nine (9) are female. Demographics show that eighteen (18) are Caucasian, one (1) is Asian-American and one (1) is unknown.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer Date
<table>
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<tr>
<th>NAME</th>
<th>CURR HIRE DT</th>
<th>TERM DATE</th>
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<td>Carney, Karen</td>
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<td>David, Nina P</td>
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<td>McGuire, Michael G</td>
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<td>Westman, Alida S</td>
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RECOMMENDATION

FACULTY APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve one (1) new faculty appointment for the 2012-2013 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Demographics show that the new faculty appointment is male.

FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

Executive Officer

Date
NEW FACULTY APPOINTMENTS

Edwin Joseph (Geography & Geology)
Associate Professor effective August 29, 2012 at an academic year base salary of $64,000.

Education
Ph.D. University of Wisconsin-Madison, 2003
M.S. University of Wisconsin-Madison, 1996
B.S. University of Wisconsin-Madison, 1994
Dipl University of The West Indies (Trinidad), 1988
Dipl Eastern Caribbean Institute of Agriculture & Forestry (Trinidad), 1979
STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 15 staff appointments for the reporting period of June 1st, 2012 to August 31st, 2012.

STAFF SUMMARY

Of the 15 appointments, 8 (53 percent) are females, 7 (47 percent) are males. Demographics of the total group indicate 10 Caucasians (67 percent) and 5 African American (33 percent).

FISCAL IMPLICATIONS

The salaries are part of the University’s 2012-2013 budget as approved by the Board of Regents.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Job Title</th>
<th>E Class</th>
<th>Grade</th>
<th>Org Title</th>
<th>Current Hire Date</th>
<th>Activity Date</th>
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<th>Appt %</th>
<th>Ethnicity</th>
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<td>Diez</td>
<td>Alan</td>
<td>Web Analyst/Programmer, CE</td>
<td>PT</td>
<td>09*</td>
<td>EM Innov TECH</td>
<td>6/4/2012</td>
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<td>Elverson</td>
<td>Katie</td>
<td>COB Acad Prag Advisor</td>
<td>PT</td>
<td>07</td>
<td>COB Deans Office</td>
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<td>Densic</td>
<td>Robert</td>
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<td>Blake</td>
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<td>Bober</td>
<td>Nicole</td>
<td>Mgr Bskball/Football Ops</td>
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<td>Rashad</td>
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<td>Maint Mech/Emer Stat Engineer</td>
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<td>8/31/2012</td>
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STAFF SEPARATIONS/RETIREMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 15 separations and retirements for the reporting period of June 1st, 2012 to August 31st, 2012.

STAFF SUMMARY

Of the 15 separations and retirements there are 8 (53 percent) females and 7 (47 percent) males. Demographics of the total group indicate 6 Caucasians (40 percent), 8 African American (53 percent) and 1 Hispanic (7 percent).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Job Title</th>
<th>E Class</th>
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<th>Org Title</th>
<th>Current Hire Date</th>
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<td>Crawford</td>
<td>Cali</td>
<td>Dir Women's Basketball Oper.</td>
<td>AC</td>
<td>11</td>
<td>I A Womens Bktsball</td>
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<td>09</td>
<td>Physical Plant Ofc</td>
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<td>BL</td>
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<td>Bree</td>
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<td>Rec M Admin</td>
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<td>M</td>
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RECOMMENDATION

EMERITUS STAFF STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to six (6) staff members: Ada Barrett, Supervisor of the Audit Support Team in Records and Registration, who retired June 9, 2011; Henry Braunz, Heating Plant foreperson for the Physical Plant, retired on March 1, 2012; Veda Jenkins, Associate Director, Budget Management, who retired March 30, 2012; Loretta Newman, Administrative Secretary to the Assistant Vice President for Academic Affairs, who retired February 3, 2012; Teri Papp, Administrative Associate to the Vice President for Student Affairs, who retired on January 13, 2012; and Art Timko, Executive Director of WEMU, who retired on December 23, 2010.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
President

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

Name of Staff Member: ADA LOUISE BARRETT

Current Status at EMU: ________________________________

Date of Hire at EMU: 7/20/1993 Retirement Date: June 9, 2011

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

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

Masters: ________________________________

Doctoral: ________________________________

Please Attach a Brief Statement of Support to this Form

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

Recommended by ____________________________ Date ____________________________

Department Head and/or Supervisor ____________________________ Date ____________________________

Dean and/or Vice President ____________________________ Date ____________________________

Provost ____________________________ Date ____________________________

Date Submitted to Board of Regents ____________________________

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

8/22/06
April 12, 2012

To Whom It May Concern:

It is with pleasure that I may recommend Ada Louise Barrett for Emeritus Staff status. Ada was employed as a clerical support staff in the Office of Records and Registration for almost 18 years and retired from that position on June 9, 2011.

She was a valuable member of the Records and Registration staff. She processed all graduation applications and teacher certification applications to the Michigan Department of Education.

She continually embraced learning the new systems imposed to allow our graduates to reach their goals and earn their degrees.

I would highly recommend Ada for Emeritus Staff status for her 18 years of loyal service and her contributions to the EMU family.

Sincerely

Judy Massingill

Coordinator, Graduation Audit, Records and Registration
August 14, 2012

To Whom It May Concern,

I worked directly with Ada Barrett from 1997 until she retired in 2011 and am pleased to write this letter of recommendation for Emeritus status on her behalf. Ada was an invaluable part of our office, as well as a knowledgeable resource. Her assistance in the graduation process was vital to our office by ensuring that every graduation application was manually, and correctly, processed into our current electronic system and sending all recommendations for teacher certificate candidates to the State of Michigan, among many other duties. As one of her co-workers, I saw examples of her dedication to EMU and our students every day and have long been impressed by her willingness and work ethic.

Ada had an outstanding understanding of EMU’s graduation and graduation audit processes and had become a person you could always count on to assist you. I must also make note of Ada’s positive attitude and “never quit” frame of mind. Regardless of how mundane a task was, she forged through and always did her best. Her pleasant demeanor enhanced and created a positive atmosphere within our office, always making her a joy to work with.

In conclusion, I would like to reaffirm my strong recommendation for Emeritus status for Ada Barrett. If your program is seeking superior candidates, Ada is an excellent choice. If you have any further questions regarding Ada or this recommendation, please do not hesitate to contact me.

Sincerely,

Amy L. Frady
Manager, Operations
Office of Records and Registration
Eastern Michigan University
303 Pierce Hall
Ypsilanti, MI 48197
734-487-4112
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: Henry Braunz

Current Status at EMU: Full Time - Permanent

Date of Hire at EMU: 2/15/1982   Retirement Date: March 1, 2012

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

Degree(s)/Institutions/Year: Baccalaureate: B.A. - U. of Michigan - Ann Arbor

Masters: __________________________

Doctoral: __________________________

Please Attach a Brief Statement of Support to this Form

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

Recommended by (please print) Date

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

Provost Date   Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall

8/22/06
March 3, 2012

Nicki Banush
Academic Affairs
106 Welch Hall

RE: Emeritus Staff Recommendation for Henry Braunz

Dear Ms. Banush,

I am honored to nominate Mr. Henry Braunz for emeritus staff status. Henry retired March 1, 2012 after over 30 years of service as the Heating Plant foreperson.

Henry was responsible for the continued operation and maintenance of the Heating Plant, leading the effort to provide consistent heating and electricity to the buildings on campus. Because the Heating Plant is in continuous operation, Henry was on call and available at all times to assist the operators through any problems that were encountered. Henry’s expertise and experience proved invaluable in many situations, especially during electrical outages on campus. Henry could always be counted on to keep a cool head and make sure the proper procedures were followed to restore normal operation.

During the 18 months that I was Henry’s supervisor, I was able to work closely with him on a number of matters, including utility billing, compliance documentation and reporting, and daily Heating Plant operations. Henry always proved more than capable of completing assigned tasks, and could be counted on to provide background information for all of his decisions and analysis. It was a pleasure working with someone that was always available, accurate, and thorough in all matters.

I highly recommend Henry for emeritus staff status and strongly encourage you to approve this request. If you need further information, please let me know.

Thank you.

Sincerely,

Steven Moore II, PE, CEM, LEED AP
Energy and Sustainability Manager
August 22, 2012

RE: Emeritus Staff Recommendation for Henry Braunz

To Whom it May Concern:

I am honored to nominate Mr. Henry Braunz for emeritus staff status. Henry retired as the Heating Plant Foreperson on March 1, 2012 after more than 30 years of service.

Henry was responsible for the operation and maintenance of the Heating Plant which supplies steam and electric services to the majority of the buildings on campus. Henry’s knowledge of the Heating Plant operation and attention to detail proved invaluable on many occasions. Whether dealing with an electrical outage, utility billing issues, or environmental compliance issues, Henry would always do his best to do what was best for Eastern.

During his extensive career as Heating Plant foreperson, Henry was instrumental in several upgrades/improvements to the campus infrastructure. These improvements include installation of the cogeneration unit whereby EMU began generating a portion of its own electricity realizing an initial annual savings of almost $1,000,000/yr and upgrading the campus electrical distribution system from a 4,800 volt system to a 13,200 volt system to support the ever growing campus.

I recommend Henry for emeritus staff status and encourage you to approve this request. Please feel free to contact me if you need additional information. Thank you.

Sincerely,

Mark Monarch
Maintenance and Operations Manager
Physical Plant
The Department/Office of Budget recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: Veda Jenkins

Current Status at EMU: Retired

Date of Hire at EMU: May 13, 1985 Retirement Date: March 30, 2012

Number of Years at EMU: 27 years (Minimum of 15 years of service required)

Degree(s)/Institutions/Year: Baccalaureate: Business Administration 1999

Masters: ______

Doctoral: ______

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

Todd Ohmer 8/20/12
Recommended by (please print) Date

Department Head and/or Supervisor Date

Executive Council Member Date

President Date

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form to: Office of the President, 202 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Business and Finance Office.

8/13/12
To Whom It May Concern:

I have been asked to write a letter of support for Ms. Veda Jenkins as a candidate for consideration of Emeritus Staff Status. I am pleased to do so. I have known Ms. Jenkins as a colleague for over fifteen years. Throughout those years Veda has dedicated herself by providing quality service for the University as a Business and Finance staff member.

Most of my experience with Veda came as a result of her support for the Division of Student Affairs. Veda served as the faculty advisor for several student organizations, and aided my student groups with working through the sometimes complicated system in order that a vendor was paid on a timely basis. Most recently Veda helped many students prepare and represent themselves for grade grievance and student conduct hearings. She has been a very successful and devoted advocate.

Ms. Jenkins has committed to keeping in touch with her friends at Eastern Michigan University. Emeritus Staff Status would certainly provide her the opportunity to do so. I am pleased to recommend Ms. Veda Jenkins for Emeritus Status.

Sincerely,

Gregory Al Peoples, University Ombudsman
August 16th, 2012

To whom it may concern:

I am submitting this letter of support for Veda Jenkins for Emeritus Staff Status. Veda worked for Eastern Michigan University for over twenty-seven years, with the majority of that time in the Budget Office. I have known Veda for the last ten years. Over the last few years when the University was transitioning between Budget Managers, I got to work with Veda more. She would help out with budget reports, forecasting, health care projections, etc. She was what was constant within the department. To me, she was “the rock” within the department. If you needed something from the budget office you could always count on Veda to deliver. Veda always has a knack for customer service and her commitment to the University never wavered. She would always go out of her way to help you in any situation and did it with a smile on her face.

Veda also was the link between the University and the community. Veda serves on the Board for the Ypsilanti Meals and Wheels and was instrumental in the relationship between the University and this wonderful organization.

Veda is passionate about Eastern and keeps in regular contact with her former colleagues. I can’t stress enough how much of an honor this would mean to her. With that, I am proud to recommend Veda Jenkins for Emeritus Staff Status.

Sincerely,

Todd Ohmer

Assistant to the Chief Financial Officer
EASTERN MICHIGAN UNIVERSITY  
Division of Academic Affairs  
EMERITUS STAFF STATUS RECOMMENDATION  

The Department of Academic Human Resources recommends the awarding of **Emeritus Staff Status** for the following retiring/retired staff member:

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<th>Name of Staff Member:</th>
<th>Loretta Newman</th>
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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.

<table>
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<th>Mary Linblade</th>
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<td>(please print)</td>
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<table>
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<th>Department Head and/or Supervisor</th>
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<tbody>
<tr>
<td>Dean and/or Vice President</td>
<td>Date</td>
</tr>
<tr>
<td>Provost</td>
<td>Date</td>
</tr>
</tbody>
</table>

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

8/22/06
April 25, 2012

RE: Emeritus Staff Status for Loretta Newman

Dear Board Members:

It is my pleasure to recommend Emeritus Staff Status for Loretta Newman. During her time at EMU, Loretta served as Administrative Secretary to the Executive Director of Budget, the Vice President for University Relations and the Assistant Vice President for Academic Affairs.

Loretta initially retired in 2003 and moved to Florida, but she found retirement not to her liking and ended up moving back to Michigan. In July, 2006 she decided that she truly missed working for EMU and interacting with her friends and colleagues and applied for a position in Academic Human Resources, for which she was hired. She retired a second time in February of this year, giving her a total of 22 years of service to the University.

In her various positions at the University, Loretta had always performed her duties in a professional manner and provided the best customer service possible. She had a great love for the EMU community and well as the Ypsilanti Community and this was reflected by her participation in graduation events, Alumni Homecoming tailgates, Relay for Life, Ypsilanti Meals on Wheels and the Washtenaw County Red Cross.

Loretta’s years of dedication to both EMU and the community make her an excellent candidate to consider for Staff Emeritus Status.

Thank you for your consideration of this recommendation. She is truly deserving.

Sincerely,

Mary Linblade
Associate Director
Academic Human Resources
August 14, 2012

To Whom It May Concern:

RE: Emeritus Status for Loretta Newman

I am happy to support the recommendation for Loretta Newman for Emeritus Staff Status. I have worked closely with Loretta on many campus and community projects in the last 15 years. You can count on the job or project being done quickly and professionally when Loretta takes it on. Her love for Eastern Michigan University was evident when she retired after 16 years of service and then came back to work for six more years. She definitely bleeds green!

I have worked with Loretta on the Ypsilanti Meals on Wheels Home Tour planning committee for the last 6 years. Loretta was in charge of distributing the tickets and collecting the sales for all of the stores and restaurants. In her usual organized fashion, she took on the responsibility and made the job look easy! She has also been a Home Tour guide for many years and has represented EMU well.

I have also worked side by side with Loretta on many United Way Day of Caring projects. I specifically remember one year when we split wood for firewood at a camp. There are no jobs that Loretta won’t do to help her community and those she loves. She is a fun-loving person and makes the task she is doing fun no matter how grueling it may be!

Loretta has given a lot of herself to Eastern Michigan University and this small token of appreciation would be only fitting.

Respectfully,

Cathie McClure
Executive Secretary to the Chief Financial Officer
Eastern Michigan University
The Department of Student Affairs recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: Teri Papp

Current Status of EMU: Retired

Date of Hire at EMU: 6/10/85 Retirement Date: 1/3/20

Number of Years at EMU: 26.5 (Minimum of 15 years of service required)

Degree(s)/Institutions/Year: Baccalaureate:

Masters:

Doctoral:

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

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

Recommended by (please print) Date Phone Number

Supervisor

Dean or Vice President

Date Submitted to Board of Regents Office

Please forward this completed form to: Board of Regents Office
207 Welch Hall
To: Board of Regents

From: Bernice A. Lindke
Vice President
Division of Student Affairs

Date: March 16, 2012

Subject: Emeritus Staff Status
Recommendation for Teri Papp

I am delighted to recommend Teri Papp for Emeritus Staff Status at Eastern Michigan University. This is a distinction that acknowledges her 26 years of excellent service to this university.

This tenure, in and of itself, says a lot about Teri. It demonstrates her commitment, loyalty and strong sense of duty to Eastern Michigan University and to those for whom she served...our students, administration and colleagues. Her choice to devote her time in Student Affairs is also significant. She clearly was passionate about her impact on students’ lives and truly cared about their growth and development. A testament to her effect on students was when past student leaders returned to see her to tell her about their lives. Teri clearly mattered to them.

I have worked side-by-side with Teri for five years and have appreciated her loyalty, honesty and support. She is unassuming, never presumptuous, kind and extremely competent. Our division has advanced and benefitted from her competence through her high-quality work and methodical way of getting projects completed.

During her distinguished career, Ms. Papp provided administrative support to three vice presidents. She helped to shape the operations in the central administrative office of the Student Affairs division through her professionalism and focus on students. She served on the Wellness Committee, always participated in the annual House Calls Program, was a BEST Program experiential coach to graduate assistants, and co-chaired our division’s Walk for Women’s Athletics team.

Teri also received many awards and recognition while she was here. Among the honors bestowed upon her are:
- Role Model and Mentor Award, LGBT Resource Center: 2002 and 2005
- Women of Excellence Award, Women’s Resource Center: 2001
- LGBT Student Advocate: 2000
- Gold Medallion Award: 1997

Teri deserves to be among the special retirees who have Emeritus Staff status. Your consideration of this recommendation is greatly appreciated.
May 11, 2012

Dear Vicki:

I am pleased to write this letter of support for Emeritus Staff status for Ms. Teri Papp. Teri had a long and dedicated career here at Eastern Michigan University. Teri and I worked together on innumerable projects and committees over the years and I know her commitment to EMU as well as anyone.

There is no one who personifies the word “professional” like Teri Papp. She is the consummate professional and has been the rock for three vice presidents of Student Affairs over more than twenty-seven years here at Eastern Michigan University. This was demonstrated vividly for me a few years ago as we co-chaired the team to coordinate the nomination of Emeritus VP Laurence Smith for a prestigious Alumni Association Award. Teri was the foundation for the communications to many of our alumni who were contacted to support the nomination of Mr. Smith. They all knew Teri well as she was the backbone of support for the VP’s Office, a fact recognized by everyone and heartily appreciated.

But Teri is so much more than that. Over the years one comes to realize that Teri has a finely developed philosophy of student affairs and student development. She acts thoughtfully and carefully to respect and support the many students who sought out the Vice President for Student Affairs. Her style was to work mostly behind the scenes, thoroughly reviewing issues, and completely focused on helping students and staff. She enabled us to do the best job possible.

For me, Teri’s retirement in January was the end of an era. We lost an important Student Affairs voice in the division and at EMU. Some said that Teri was a professional student affairs worker in disguise. In fact, she was a very effective student advocate and certainly a student affairs professional. Her voice was an important voice for students, and integrity, and doing the right thing. Teri has been dependable, consistent, student-focused, caring, detailed, insightful...those would be just a few of the words I would use to describe her. Some of our current professional staff at EMU started here as students and then student leaders. They know Teri as all of these characteristics.

Teri has been the backbone of the EMU Relay for Life team in the Ypsilanti American Cancer Society event every June. Again we see the behind the scenes leadership so evident over the years, never taking credit, but always part of the accomplishment and solution. She was a member of many university committees and volunteered for important university events such as the WEMU fund drives, Fall Orientation and the United Way. She was invaluable on the Student Center Grand Opening team. The list goes on and on.
Fortunately, she has been recognized over the years with important awards from student organizations and the university including the LGBT Role Model and Mentor Award and the DSA Gold Medallion. The Emeritus Status is the appropriate recognition now. I hope you will join me in honoring the outstanding commitment and contributions of Teri Papp. Thank you.

Sincerely,

Glenna Frank Miller

Executive Director, Student Life
Dear Vicki,

I am writing in support of the recommendation to award Emeritus Staff Status to Teri Papp, who retired on January 13, 2012 after serving Eastern Michigan University for 26½ years. I have had the privilege of knowing and working alongside Teri during her whole tenure at Eastern.

While Teri has matured and grown in her various work roles over the years, her commitment to and passion for this university (and especially for our students) on both a professional and personal level has always been strong.

Teri epitomizes the term “goodwill ambassador” for the Division of Student Affairs and the university as a whole. In her various roles in the Vice President’s office, she has had the opportunity to interact with many students, faculty and staff in a wide range of circumstances, and always works to meet the needs of those constituents, so they feel like they have had a quality interaction with the vice president’s office. She has been recognized in her role with several university awards such as the DSA Gold Medallion, Women of Excellence Award, and LGBT Resource Center Role Model and Mentor Award.

She has served on numerous university committees in her 26 years at EMU. From committees such as the Continuous Improvement Operating Council and EMU United Way Day of Caring Steering Committee to the DSA Council for Student Wellness and Systems Portfolio Category Team, Teri has extended herself well beyond the call of duty to serve the EMU campus community.

Not only has Teri been an ambassador within the university, she has been an ambassador in the Ypsilanti community on behalf of Eastern. Teri has co-captained Team EMU for the Ypsilanti Relay for Life, participated on the EMU Heart Walk team, and worked on the EMU United Way Day of Caring Team, to name just a few involvements.

One specific initiative that I have worked closely with Teri on in the past couple years is in the development and implementation of a divisional strategic plan. Her contributions to the strategic planning process were invaluable, working in a small DSA team to think through the process, masterfully write the goals, develop and follow a timeline for operationalizing the plan, and most importantly, proving a much needed perspective and willingness to share it.

I can think of no better retired employee to award the status of emeritus to than Teri Papp. She has and will continue to bleed ‘green and white’ for years to come. If I can provide further information, feel free to contact me.

Sincerely,

Ellen Gold
Executive Director, Student Well Being
EASTERN MICHIGAN UNIVERSITY  
Division of Academic Affairs

EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: Arthur Timko

Current Status at EMU: Retired - WEMU Executive Director

Date of Hire at EMU: August 30, 1971 Retirement Date: December 23, 2010

Number of Years at EMU: 42 (Minimum of 15 years of service required)

Degree(s)/Institutions/Year: Baccalaureate: Eastern Michigan University 1968

Masters: Eastern Michigan University 1971

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.

Malverne C. Winborne 10-10-11
Recommended by (please print) Date

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

Provost Date Date Submitted to Board of Regents

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

8/22/06
October 13, 2011

It is my pleasure to nominate Mr. Arthur Timko for emeritus status. Art retired from Eastern Michigan University (EMU) as executive director of WEMU radio station in December 2010 after 42 years of service.

Art Timko received his bachelor’s degree in August 1968 from Eastern Michigan University. Shortly thereafter, he joined the Army and served the United States honorably in Vietnam as a sergeant with the 101st Airborne Division. Upon completing his military duty, Art obtained a Master’s Degree in 1971 from EMU while working as a graduate assistant at the station.

Art began his long-term association with WEMU as a student employee in 1968, reconnecting with the station following his military service. He held several positions at the station including student employee, producer/director, program director, station manager and finally executive director.

Art Timko had a distinguished career at WEMU. The following list highlights some of his accomplishments.

- Helped raise annual donor income from $35,000 to more than $580,000 per year.
- Expanded the station’s on-air time from seven and one-half hours, five days-a-week to 24 hours, seven-days-a-week.
- Expanded the staff to 12 full-time employees from its initial six.
- Under his leadership, WEMU earned multiple awards for news coverage and national recognition as a premier jazz station.
- Executive producer of four national broadcasts from the Detroit International Jazz Festival.
- Executive producer of a 13-part series of one-hour programs featuring music from the 1981 Montreux/Detroit Jazz Festival.
- Executive producer of four music record albums recorded at the Detroit International Jazz Festival.
- Financed (via a re-paid loan from EMU) a new broadcast tower which increased the station’s coverage area significantly, resulting in a broadened audience and a sizeable increase in donations.
- Developed numerous partnerships with community organizations.
• In partnership with EMU and UAW Local 1976, established a category of temporary employee which permitted WEMU to use specialized talent to work at WEMU which led the way to an increased audience and donations. Three of these positions were eventually converted to full-time, donor-funded positions.

These accomplishments have enhanced Eastern Michigan University’s presence in the greater Ypsilanti/Washtenaw County area.

In addition, Art assisted the University when called upon filling in as the interim vice president for communications thereby allowing EMU to complete a thorough job search. Art Timko has a strong sense of loyalty to the Eastern Michigan University family.

When Art made his decision to retire, he delayed his departure to ensure that the succession process from WEMU, a radio station he led and loved for more than four decades, would be as seamless as possible.

Art’s greatest assets were his focused, firm yet calm leadership style and his commitment to the University and the public at large which assured that WEMU delivered in providing the community with outstanding jazz music, news, and public information.

Hence, I am proud to nominate my friend and Eastern Michigan University’s friend, Mr. Arthur Timko. I cannot think of a more deserving person to receive this honor.

Malverne G. Winborne, Ph.D.
Director of Charter Schools
I am writing in support of Dr. Malverne Winborne’s nomination of Arthur Timko for EMU Emeritus Staff status.

I had the good fortune to work with Art for nineteen years, from 1991 to 2010. In that time he went from supervisor to adviser to trusted mentor. Under his supervision and direction I learned not only about WEMU but about the entire public broadcasting industry and its relationship to EMU. He taught me about forming strong institutional relationships and lived that every day. I never have seen anyone more genuinely liked and respected on this campus across all departments and divisions. His dignity, grace, and humility served him well as station manager and earned him the trust, respect, and friendship of a diverse group of staff members. He left a strong legacy that we work every day to uphold.

Art’s reputation for integrity and his expertise as a public broadcaster carried him far beyond King Hall on the EMU campus. He held every office on the Michigan Association of Public Broadcasters’ Board of Directors and was president at least twice. In addition, he served as a station representative on the NPR Board of Directors. The relationships he formed with Public Radio In Middle America (PRIMA), the University Station Alliance (USA), the Public Radio Program Directors (PRPD) continue to bear fruit to this day. And he generously shared his expertise by teaching a broadcast management class at EMU for many years.

Art was a public radio innovator; taking chances on programs as they became available instead of taking the cautious approach of much of WEMU’s competition. NPR stalwarts Morning Edition, Fresh Air, Car Talk, and Weekend Edition all made their SE Michigan debuts on WEMU as did the PRI powerhouse, A Prairie Home Companion. Just as shrewdly, Art also made the bold decision to drop some of the more expensive programs when they became cost-prohibitive, seeking out newer sensations such as Wait Wait….Don’t Tell Me and Bob Edwards Weekend. He is well respected in the industry as a creative and strong programmer.

Finally, throughout his career, Art remained committed and dedicated to Eastern Michigan University. As a two-time alumnus, he is immensely proud of the education he received here. He has supported the University financially and with his time, serving on various committees and commissions throughout his tenure, attending athletic and cultural events, and serving as a mentor to the hundreds of students who have taken his class and/or worked at WEMU. His dedication to EMU was rewarded with a Distinguished Alumni Award in 2000.

As WEMU moves forward, Art’s legacy of integrity, ethics, programming, and dedication continues to serve us well. Art Timko put WEMU on the map and we work diligently to uphold his vision every day. Art Timko is TruEMU and I wholeheartedly endorse his nomination for Emeritus status.

Sincerely,

Mary Merwell
General Manager

P. O. Box 980350, Ypsilanti, MI 48198-0350 • 734.487.2229 • Division of Communications, Eastern Michigan University
Fax 734.487.1015 • E-mail: wemu@emich.edu • www.wemu.org
RECOMMENDATION

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for September 18, 2012 and the Minutes of June 19, 2012 be received and placed on file.

STAFF SUMMARY

At the June 19, 2012 meeting new members who were on campus for the summer were introduced. The committee received the report on the Sample of Student Engagement: Leadership, Service and Activities presented on campus during Winter 2012, and a report on the Minor Alcohol Exemption Bill and the process that will be undertaken for complying with the law.

Announcements included the review of the issue of tuition status for undocumented students and the decision that Eastern Michigan University is unable to change its tuition policy for undocumented students at this time. Additionally, a pilot program will begin in the fall to shift the 24 hour computer lab from the Student Center to Halle Library, and an exploration of reciprocal library privileges for this coming fall for graduate and undergraduate students for privileges at U of M and EMU.

The September 18, 2012 agenda includes introduction of new members, the annual fall start-up report, the 2012-13 Student Affairs Advisory Council and Student Government priorities, a report from the Minor Alcohol Exemption Bill (Medical Amnesty) Committee and the Medical Amnesty Policy.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
Eastern Michigan University
Board of Regents
Student Affairs Committee

Tuesday, September 18, 2012
10:00 a.m.

Room 201
Welch Hall

Agenda

1. Approval of June 19, 2012 minutes
   Regent Fitzsimmons

2. Introduction of New Members and Regents in Attendance
   Kim Schatzel

3. Annual Fall Start-Up Report
   Meilssa Ginotti,
   Marney Buss,
   BJ Selfridge & students

4. Report on the Development of the SAAC and Student
   Government Actions Items for 2012-13
   Student Members of
   the SAAC

5. Report from the Minor Alcohol Exemption Bill (Medical
   Amnesty) Committee and the Medical Amnesty Policy
   Gloria Hage,
   Jesus Hernandez &
   Matthew Norfleet

6. Announcements
   • New Library Service of Reciprocal Borrowing from
     University of Michigan Libraries
   • Turbo Vote
   • Latino Heritage Month
MEMBERS PRESENT

Regents: Beth Fitzsimmons

Administration: Bernice Lindke, Melissa Ginotti

Students: Allison Barkel, Cherese Dafney, Desmond Miller, Brittany Galloway, Muneeb Khan, Matthew Norfleet, Bryan Michalowski, Jessica Potter, Trevis Harrold, Oona Friedland

GUESTS

Administration: Chris Aris, Reggie Barnes, Meredith Blaine, Marney Buss, Cliff Camp, Brian Fitzgerald, Lou Gianino, Ellen Gold, Robert Heighes, Jesús Hernández, Katie Holdgreve Resendez, Jessica Klein, Amanda Lefeld, Glenna Frank Miller, Carl Powell, Nik Rachowicz, Deb deLaski-Smith, Kyle Sutherland, Colleen Tompkins, Kathy Walz, Casey Wooster

Regent Fitzsimmons convened the meeting at 10:01 a.m. Minutes of the April 17, 2012 meeting were approved as presented.

Introductions

Members of the Student Affairs Advisory Council introduced themselves and the constituents they represent.

Sample of Student Engagement: Leadership, Services and Activities

Research shows that student engagement is directly related to student success. For example, a student, who devotes considerable time and energy to studying, participating in student organizations and campus activities, and interacting more frequently with faculty members and other students, is more likely to stay in school and graduate.

Student volunteerism through the VISION Volunteer Center provides students and EMU community members with opportunities to learn more about social issues, develop leadership skills and get involved to make a positive change in our communities. America Reads, Best Buddies, Kid Konnection, GREEN, Habitat for Humanity and Alternative Breaks are just some of the many programs in which our students participate.

EMU LeaderShape is a 6-day intensive experience for students and is facilitated by faculty, staff and alumni. LeaderShape just celebrated 12 years with 597 graduates from the program.

The Greek Standards and Assessment program was designed to hold fraternities and sororities to a higher standard of excellence in intellectual development, leadership development, civic engagement, integration of purpose and positive relationships. 22 Greek Chapters participated in this year's program.

EMU After Dark began in 2008 and is a series of late night events with the purpose of offering regularly scheduled weekly alcohol free social activities. Some of the programs are the Sky Lounge, Laugh Lounge, Lyric Lounge, Storytellers Lounge and Friday Night Movies. All programs have continually increased in attendance with the movie attendance more than doubling this year compared to four years ago.

This was the first year that TEDx was held on campus. TEDx is designed to give communities, organizations and individuals the opportunity to stimulate dialogue through TED-like experiences through carefully prepared presentations, demonstrations and performances to foster learning, inspiration and
Major Alcohol Exemption Bill
The new "medical amnesty" law, otherwise known as the MIP (minor in possession) law, took effect on June 1, 2012. It amends the broader law that governs sale and use of alcohol to persons under age 21. The amendment creates certain exceptions to the MIP act and provides that there is not a violation of the law if a person under age 21 initiates medical or police assistance for treatment or observation for him/herself or for another.

A report was received regarding the process that will be undertaken for complying with the law, which will consist of a small group of individuals convening from affected areas – General Counsel, DPS, Student Health, Student Conduct, Student Government and other Student Affairs personnel – who will study the new law and make recommendations to the administration and to the Board in September regarding implications for the university and recommended policy changes.

Undocumented Students
The administration and regents have reviewed the issue of tuition status for undocumented students. After thoughtful and careful research on this issue, it was concluded that allowing instate tuition to undocumented students violates federal law. As such, Eastern Michigan University is unable to change its tuition policy for undocumented students at this time.

Announcements
A pilot program will begin in the fall to shift the 24 hour computer lab from the Student Center to Halle Library. Carl Powell, Chief Information Officer and Dean Tara Fulton, Librarian, accepted the recommendation from Student Government and indicated that it will be relatively easy to extend the lab to a 24/7 operation. As a pilot program, it will allow students and faculty to provide feedback on the move.

Provost Schatzel and Dean Fulton are working with the University of Michigan for reciprocal library privileges for this coming fall. Hopefully, graduate and undergraduate students will have borrowing privileges at U of M and EMU, and be able to use databases at both libraries.

The meeting was adjourned at 10:45 a.m.

Respectfully submitted,

Student Affairs Committee Recording Secretary
Fall Start Up Report 2012

Introduction of Presenters: Marney Buss, BJ Selfridge, Melissa Ginotti, student representatives

1. Changes

Significant changes and improvements this year that related to the recruiting and matriculation of new students.

- Scholarship Awarding
- Text Campaign
- Fast Track
- Facebook
- Family Text Club
- Living Learning and Theme Communities

2. Campus Welcome

Activities involved in transitioning new students to EMU.

- Orientation Programs
  - First Four
  - Transfer
  - International
  - Graduate
  - Honors College
  - Veterans
- Move In and Meals

3. Crew

Recognition to all staff and students involved in recruitment and fall start up.
R. Matthew Norfleet  
*Student Body President*

Desmond Miller  
*Student Body Vice President*

Proposal Updates

1. **24 hour Halle Library Lab - SG**  
   Student Government believes that 24 hour access to an academic environment where students can study, engage and research is essential. Student Government has taken the appropriate steps to ensure that the bottom level of Halle Library is available for all students, any time of the day, this upcoming fall. We intend to heavily encourage students to utilize this resource as its continued availability will depend upon consistent student participation.

   *Pilot will begin September 10th, 2012*

2. **No-Additional Cost Bus passes - SG**  
   Mobility is essential in shaping the college experience. This initiative in particular has been a part of SG Priorities for more than three years. Student Government is committed to expanding access of the AATA bus system to all EMU Students via Transportation Fee proposals and other methods.

   **IN THE WORKS**

3. **EMU Tuition Rebate Incentive - SG**  
   We are committed to maintaining and strengthening the key advantage that Eastern Michigan University holds over its competitors; affordability. Over the years, the university has passed low to no tuition increases for the student body. In light of state funding cuts and rising increases in higher education costs, SG intends to research, draft and propose an inclusive program that awards students upon graduation if certain conditions are met. This program will be sculpted among overall grade point average, four year UG completion for FTIAC students, three year UG completion for transfer students, community service participation, etc. Students that meet the requirements will be rewarded with the sum of increases incurred during their tenure here at Eastern Michigan University.

   **IN THE WORKS**

4. **Community Meal Plans - SG & SAAC**
We believe that a strengthened relationship between Eastern Michigan University and the surrounding community is important in shaping the overall college experience for students. In an effort to encourage community exploration, appreciation and enrichment, SG will craft a proposal that will in effect allow the student body to purchase a meal plan that can be utilized at local restaurants in addition to dining service options.

**IN THE WORKS**

5. University wide recycled paper initiative- SAAC

In an effort to decrease the university’s impact on the environment, we call for the creation, implementation and enforcement of a policy by which EMU requires that all standard non-gloss white 8x11 paper purchased through departments or otherwise, are composed of a minimum percentage of recycled materials. We believe that this policy should be enforced on a rolling timetable, over the next seven years or so. We envision a timetable by which the minimum \([\text{percentage of recycled materials}]\) threshold will rise based upon the affordability, brightness and quality of paper.

6. Departmental Advising- SG & SAAC

The University will be implementing academic advising reforms this upcoming school year. SG believes that additional reforms are necessary in order for academic advising to be completely accurate and meaningful for both students and faculty. SG believes that this can be done by implementing a streamlined advisory tool where students and faculty can plan for a graduation completion plan years in advance. Implementation will begin Fall 2012

7. SAAC Town hall Integration- SG & SAAC

Beginning this fall, Student Government will begin to host monthly town halls in an effort to continuously gauge the priorities of the student body. Within our capacity, we will utilize this forum to introduce, discuss and reprioritize our initiatives, aims, programming and overall vision. We believe that the expansion of this forum to include the members of the Student Affairs Advisory Committee is ideal in that it offers the student body a complete and accurate picture of Student Governance here at the University. In addition, we feel that this venue will better aid the members of SAAC in discovering the students they represent, their concerns and how we all can better address their needs.

**The First EMU Town Hall is set to take place September 19th 2012.**

8. Progressive lighting systems- SAAC

We intend to mend university capital outlay policy to require all building upgrades and repairs be accompanied by progressive lighting system installation.

9. Universal Restroom Access- SAAC

In an effort to solidify a promise made to SAAC in previous years, we will move to solidify the University’s commitment to the creation of at least (1) universal restroom for every building on campus that undergoes a significant remodeling or building process.
10. EMU DREAM Act Scholarship- SG & SAAC

In light of recent decisions, Student Government has amended the methods by which the EMU Dream Act should and can be enacted. SG believes that the aims of the EMU DREAM Act can be implemented by the creation of the EMU DA Scholarship. In an effort to evade the legal murkiness that sunk the previous proposal, the scholarship will be privately funded. The scholarship will aim to cover the financial penalty that potential undocumented EMU students would incur upon admission to Eastern Michigan University.

11. Student Conduct Reform via Medical Amnesty Implementation- SG

Student government intends to help shape the potential student conduct policy that will arise as a result of State passage of Medical Amnesty legislation.

UPDATE: Complete. Programming, Student Code Language Pending Board Approval

13. Formation of Academic Affairs Advisory Council- SG

We will continue to work with the provost to create and enact an academic affairs advisory committee that mirrors the aims of SAAC from an academic perspective.

UPDATED- Restructuring of Student Affairs Advisory Council- SAAC

With the newly implemented University structure in mind, we intend to reassess the membership, aims and priorities to better reflect the needs of the student body both inside and outside the classroom.


Voter Registration has been the work of organizations such as the EMU Votes coalition in the past, registering students at events such as Fajita Fest. This activity has had success in the past but relies largely on volunteer work. In institutionalizing voter registration, the university will strengthen our commitment to the electoral and democratic process. The Student Voter Opportunity to Encourage Registration Act, or Student VOTER Act, would designate federally funded colleges and universities as voter registration agencies, much like state departments of motor vehicles.

We are hoping this could become part of the university intake process with the hopes of registering a higher percentage of the student body to vote.

- Admissions
- Records

UPDATE: Student Government has partnered with the University to bring a voter registration & alert system in which every student will have the ability to sign up for email and text message alerts and request both voter registration forms and absent tee ballots. This service, Turbovote, will be instrumental to the success of Student Government's dynamic Civic Engagement plan.
this fall in addition to ensuring that every EMU Student has an accessible and cost-free tool to exercise their right to vote. Moving forward, we will work to make sure that this service is an element of the Student Fast Track process.

15. BOTTLING STATIONS- IN THE WORKS.

16. STUDENT WELLNESS ADVOCACY- IN THE WORKS.
Student Affairs Committee

Tuesday, September 18, 2012

Medical Amnesty Presentation

I. Impact of House Bill 4393 (Minor’s Alcohol Violation: Exemption) on EMU – Gloria Hage

II. Recommended Change to the Student Conduct Code – Gloria Hage

III. EMU Medical Amnesty Policy – Jesus Hernandez

IV. Medical Amnesty Protocol – Jesus Hernandez

V. Medical Amnesty Awareness Campaign – Matthew Norfleet

The Medical Amnesty Committee requests support from the SAC to bring the change to the Student Conduct Code related to Medical Amnesty to the full Board for approval.

Presenters:

Gloria Hage – General Counsel, Legal Affairs

Jesus Hernandez – Director, Student Conduct and Community Standards

Matthew Norfleet – President, Student Government
RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents approve the attached revision to Section 5.B. of the Student Conduct Code (Board Policy 8.1).

STAFF SUMMARY

On June 1, 2012 legislation was passed to amend the Michigan Liquor Control Code to allow additional exceptions to the minimum drinking age law. These exemptions are commonly referred to as “Medical Amnesty.” They exempt a minor (person under 21 years of age) involved in the purchase, consumption or possession of alcohol from violation of the minimum drinking age if he or she:

a) Voluntarily presents himself or herself to a health facility or agency for treatment or observation, including examination and treatment for any condition arising from criminal sexual conduct committed against the minor.

b) Accompanies an individual who has consumed alcohol and who voluntarily presents himself or herself to a health care facility for treatment or observation.

c) Initiates contact with a peace officer or emergency medical services personnel for the purpose of obtaining medical assistance for a legitimate health care concern.

The Student Conduct Code proposed amendment reflects the procedural changes EMU will implement in consideration of the new legislation on “Medical Amnesty”.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer  Date
Gloria Hage  General Counsel
UNIVERSITY POLICY STATEMENT

It is the policy of Eastern Michigan University to establish a student conduct code, to be administered by the Office of Student Conduct and Community Standards, for the purpose of maintaining a campus environment that is conducive to learning, protects the university’s educational purposes, maintains reasonable order on campus, and protects the rights of all members of the University community. The Eastern Michigan University Student Conduct Code and the accompanying student disciplinary processes are intended to foster ethical development, personal accountability and civility toward others.

UNIVERSITY PRACTICE

The Student Conduct Code, below, outlines the practices to be utilized in administering the student disciplinary system at Eastern Michigan University.

SECTION I: PURPOSE

In support of the overall goals of Eastern Michigan University, the purpose of the Student Conduct Code, administered by the Office of Student Conduct and Community Standards, is to maintain a campus environment that is conducive to learning, protects the university’s educational purposes, maintains reasonable order on campus, and protects the rights of all members of the University community. The Student Conduct Code and the accompanying student disciplinary processes are intended to foster ethical development, personal accountability and civility toward others.

The Code embraces several core philosophies: preservation of the rights of free speech and peaceable assembly; respect for freedom of inquiry and constructive criticism; a conviction that honesty and integrity are key values to the University community; and the belief that all members of the University should be part of a campus environment that respects differences of culture, gender, religion, race, age, lifestyle, or ability.

SECTION II: RESPONSIBILITY FOR IMPLEMENTATION

The President, as Chief Executive Officer of the University, has overall responsibility for implementation of the Student Conduct Code and the student disciplinary process and has delegated its overall management to the Vice President for Student Affairs and Enrollment Management and the Director of Student Conduct and Community Standards. The Office of Student Conduct and Community Standards is directly responsible for the daily administration of the University’s student judicial system.

SECTION III: JURISDICTION

The University will have jurisdiction over misconduct that occurs on University premises and/or at University-sponsored activities but may also address off-campus behavior if the University determines that the behavior, or the continued presence of the student, impairs, obstructs, interferes with or adversely affects the mission, processes or functions of the University.
A student committing a criminal offense, off-campus that is also a violation of the Student Conduct Code may be subject to University discipline.

The University may pursue disciplinary action against a student at the same time the student is facing criminal charges for the same offense, even if the criminal prosecution is pending, has been dismissed or the charges have been reduced.

**SECTION IV: DEFINITIONS**

A. For purposes of the Student Conduct Code only, the following definitions apply.

1. **FACULTY MEMBER** means any person hired by the University to conduct classes.

2. **INSTITUTION** or **UNIVERSITY** means Eastern Michigan University.

3. **MEMBER OF THE UNIVERSITY COMMUNITY** includes any person who is a student, faculty member, University official or any other person employed by the University.

4. **STUDENT** includes all persons enrolled for courses through or at EMU, both full-time and part-time, and those who attend educational institutions other than EMU but who reside in EMU residence halls. Persons who are not officially enrolled for a particular term but whose EMU record indicates a continuing relationship with the University are considered “students”. Persons who have been accepted into EMU but have not yet enrolled for courses are considered “students”.

5. **STUDENT GROUP** means a number of students who are associated with each other and have not complied with University requirements for registration as an organization.

6. **STUDENT IN GOOD STANDING** means a student who is in good academic standing AND who is not presently under any University disciplinary sanctions.

7. **STUDENT ORGANIZATION** means a number of students who have complied with University requirements for registration and/or recognition.

8. **UNIVERSITY PREMISES** includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University.

9. **UNIVERSITY SPONSORED ACTIVITY** means any activity on or off campus, which is initiated, aided, authorized or supervised by the University.

**SECTION V: VIOLATIONS**

The following behavior is subject to disciplinary action under this Code. An individual, a group of individuals or a student organization may be charged with any of the violations. In cases where a violation is committed by an individual member of a student organization, the entire organization may be held responsible, in addition to the individual member, when those members not directly involved participate in the activity by encouraging, witnessing or condoning the act in any manner.
A. Academic Dishonesty

Engaging in academic dishonesty in any form with respect to examinations, course assignments, research projects, grades, and/or academic records, including, but not limited to the following:

1. Cheating - using or attempting to use unauthorized materials, information or study aids in any academic assignment. Examples of cheating are: looking on someone else’s paper, using any kind of “cheat” sheet or other enhancement during a test; allowing someone else to take an exam in your place; submitting the same work more than once for credit; using someone else’s homework or lab assignments; collaborating with another student on any assignment or take-home test if told that collaboration was not allowed; assisting another student in committing an act of academic dishonesty by allowing another student to copy homework or an exam; taking an exam for someone else; or giving test information to students in other sections of the same class.

2. Falsification - intentional and unauthorized falsification or invention of any information or citation in an academic assignment. Examples of falsification are: making up data on an assignment; making up a source to cite in a paper; altering then resubmitting returned academic work; giving false information to a faculty or staff member to increase one’s grade; or attempting to change, actually changing, altering grades or any other unauthorized tampering with grades.

3. Plagiarism - deliberate and knowing use of someone else’s work or ideas as one’s own. Examples of plagiarism are: quoting a source verbatim, or paraphrasing text from a given source, without properly citing the source; turning in a research paper that was written by someone else; or in any other way passing off someone else’s work as one’s own; or failing to give credit for ideas or materials taken from someone else.

B. Alcohol Violations

1. Possession or consumption of alcoholic beverages by persons under the legal drinking age in violation of Michigan law.
2. Dispensing, selling or supplying alcoholic beverages to a person under the legal drinking age as defined by Michigan law.
3. Possession or consumption of alcoholic beverages in violation of federal, state and local laws.

NOTES:

1. Transportation in sealed containers to and from an authorized area or place is permissible if the person in possession is of legal age to possess alcoholic beverages as allowed by Michigan law.

2. Use of alcohol and controlled substances by Greek Organizations is covered under Student Conduct Code Section XI: Special Provisions Governing the University Recognition and Conduct of Greek Letter Social Organizations”. Those provisions should be used to address alcohol violations committed by a Greek organization.

C. Computer Misuse

1. Unauthorized access, entry or use of a computer, computer system, network, software, password, account or data.
2. Unauthorized alteration or tampering with computer equipment, software, network, or data.
3. Unauthorized copying or distribution of computer software or data.
4. Use of computing facilities or equipment to send obscene, harassing or abusive messages.
5. Use of computers to falsify records, tamper with records or commit any act of academic dishonesty.
6. Any other act in violation of law and/or University policies and guidelines regulating computer-related use.

D. Discrimination by Student Organizations

Selecting its membership upon the basis of restrictive clauses involving race, religion, color, national origin, gender, age, sexual orientation or disability unless any given student organization’s membership restriction is shown to be specifically allowed by law.
E. Disruptive Conduct
1. Actions that impair, interfere with, or obstruct the normal operations of the University and/or interfere with the rights of other members of the University community or visitors. This includes intentional occupation of or blocking the entry or exit of University facilities, including but not limited to, buildings, classrooms, offices, hallways, entryways, conference rooms and campus grounds.
2. Actions that impair, interfere with, or obstruct the orderly conduct, processes and functions within any classroom or other instructional setting. This includes interfering with a faculty member’s or instructor’s role to carry out the normal academic or educational functions of his/her class.
3. Participating in, leading or inciting others to disrupt scheduled and/or normal campus activities, events and programs.
4. Intentional obstruction of the free flow of pedestrian or vehicular traffic on University premises or at University sponsored or supervised functions.
5. Disturbance of any member of the University community or visitor.
6. Solicitation on campus without prior approval from appropriate University officials. This includes, but is not limited to, the disbursement of any forms of promotional/informational material on University property or on items (e.g. motor vehicles) on University property, requests for donations, or the selling or vending of any merchandise or services.

F. Drugs
1. Possession or use of narcotics, prescription drugs or other controlled substances in violation of local, state or federal drug or narcotic laws.
2. Distribution, delivery or sale of narcotics, prescription drugs or other controlled substances in violation of local, state or federal drug or narcotic laws.
3. Possession or use of drug paraphernalia.

G. Failure to Comply
1. Failure to comply with a lawful order of a University official, including a campus police officer, in the performance of his/her duty.
2. Failure to comply with the sanctions rendered during the student judicial process.
3. Failure to comply with a request to be interviewed by a University judicial officer during the investigation of a conduct code violation. (Students may choose not to appear and present testimony at a student judicial proceeding after meeting with the judicial officer.)

H. Falsification/Fraud/False Testimony
1. Furnishing false information to the University, including false reporting of emergencies, knowingly making false accusations or giving false testimony during the disciplinary process.
2. Misuse, reproduction, alteration or forgery of any University related documents, records, identification, keys, access codes or property.
3. Providing a worthless check or money order in payment to the University or to a member of the university community.

I. Fire and Safety
1. Damage to, removal of or tampering with any fire safety systems, firefighting equipment or other emergency warning equipment.
2. Intentional or reckless burning or setting fire to any building or piece of property owned or controlled by the University.
J. Gambling
Gambling or participation in games of chance on campus for money or other things of value except as provided by law.

K. Guests
Students are responsible for informing their guests about campus regulations and may be held accountable for the behavior of their guests.

L. Harassment/Stalking
1. Conduct (not of a sexual nature) that creates an intimidating, hostile, or offensive campus, educational or work environment for another person or group.
2. Conduct (not of a sexual nature) that threatens, intimidates, humiliates, or otherwise harms another person or group.
3. Stalking, defined as following or otherwise contacting, via any means, another person repeatedly for no legitimate purpose, so as to put that person in fear for his/her life or personal safety, or to cause that person substantial emotional distress. Stalking includes:
   a. Repeatedly following or harassing another person.
   b. Contacting a person after being asked or ordered not to contact the person.
   c. Violating any provision of the Michigan Stalking Law.

M. Hazing
1. Any action or activity committed by either active members, associate members or pledges of an organization which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade, or disgrace any person, regardless of location, intent or consent of participants. Hazing includes, but is not limited to:
   a. Interference with a student’s academic or work performance.
   b. Forced consumption of any food, alcohol, other drugs, or any other substance.
   c. Forced physical activity.
   d. Deprivation of food or sleep.
   e. Physical acts such as branding and paddling
   f. Requiring participation in any activity that violates University policies or any local, state or federal law.
   g. Other violations as outlined in the Interfraternity Council (IFC), College Panhellenic Council (CPC) or National Pan-Hellenic Council (NPHC) Constitutions.
2. Any action or situation, which intentionally or unintentionally endangers a student who is attempting admission into or affiliation with any student organization.

NOTES:
1. In cases where the activity is performed by an individual member of a student organization, the total organization may be held responsible, when those members not directly involved participate in said activity by encouraging, witnessing, or condoning the act in any manner.
2. Any individual and/or organization found guilty of hazing will be subject to a minimum penalty of suspension.

N. Physical Abuse and Endangerment
1. Physical violence or attempted physical violence toward another person or group.
2. Threat of physical violence against another person or group.
3. Any action that endangers the health, safety or welfare of a person or group.
4. Attempt to harm, or actual harm to, oneself.

O. Property/Facilities/Services
1. Theft of University property or property of a member of the University or visitor.
2. Damage, destruction, or defacement of University property or property of a member of the University or visitor, including littering.
3. Wrongful appropriation of University property or property of a member of the University or visitor.
4. Public posting, selling of, or in any other way, distribution of notes of class lectures, course handouts and outlines, and/or any other University-supplied materials without the express written permission of the instructor.
5. Unauthorized possession and/or use of University property or property of a member of the University or visitor, including knowingly being in possession of stolen goods. This includes unauthorized use of vehicles, equipment, services, the University name and logo.
6. Unauthorized entry into University facilities, including but not limited to buildings, classrooms, hallways, entryways, conference rooms, and campus grounds.
7. Bringing animals and/or pets into University buildings, except where properly authorized. Use or operation of rollerblades, skates, skateboards, bicycles, and similar items inside University facilities, unless expressly permitted.
8. Violation of any policy or guidelines pertaining to specific usage of a University facility.

P. Sexual Misconduct/Sexual Harassment
1. Any sexual act that occurs without the consent of the other person or occurs when the other person is unable to give consent.
2. Conduct of a sexual nature that creates an intimidating, hostile or offensive campus, educational or working environment for another person. This includes unwelcome sexual advances or requests for sexual favors, inappropriate sexual or gender-based activities, comments or gestures, or other forms of verbal or physical conduct or communications constituting sexual harassment.
3. Obscene or indecent behavior, which includes, but is not limited to, indecent exposure or the display of sexual behavior that would reasonably be offensive to others.

Q. Weapons/Firearms/Explosives
1. Possession, storage or use of firearms and other weapons, including non-lethal weapons. Examples of such weapons may include, but are not limited to pellet guns, air-soft guns and paintball guns.
2. Possession, storage or use of firecrackers, gunpowder, ammunition, explosives or incendiary devices, or other articles or substances which could endanger health or safety.

R. Other Violations
1. Violation of any other published or posted University regulations not specifically mentioned in this Section, including, but not limited to, the EMU Policy Manual(s); EMU’S Alcohol and Other Drug Policy; Residence Hall Contract and the Guide to Campus Living; Campus Life Council regulations and guidelines for organizations; Student Government monetary allocation guidelines; EMU published undergraduate and graduate catalogs; EMU’S Athletics Alcohol and Other Drug Education and Testing Policy; ORD Research Guidelines; and Greek Social Policy.
2. Aiding and abetting another in any violation of laws and/or University policies.
3. Attempt or intent to commit any violation outlined in the Student Conduct Code.
4. Off-Campus Conduct as described in the Student Conduct Code, Section III: Jurisdiction.

SECTION VI: SANCTIONS FOR MISCONDUCT

The purpose of University discipline is to be corrective and educational as well as punitive. The disciplinary experience is intended to make clear to students the limits of acceptable behavior and to give students who violate the rules an opportunity to more fully understand the rules and incorporate the experience into
assigned discipline may include a combination of sanctions for a particular incident. The sanctions which may be incurred include, but are not limited to, the following:

A. Sanctions for Students and/or Student Groups
1. **Verbal Warning**: Notice that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.
2. **Formal Reprimand**: An official written statement of the University’s disapproval of a student’s actions and a warning that any future violation(s) will be dealt with more severely.
3. **Disciplinary Probation**: An official notice that the student’s conduct is in violation of the Student Conduct Code but does not warrant suspension or permanent dismissal. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student commits another conduct code violation during the probationary period. During the Probation period, a student will be considered “not in good standing” and may be excluded from some programs and curricular or extra-curricular activities, including running for and/or holding office in any student organization.
4. **Suspension**: An involuntary separation of the student from the University for a definite period of time and/or until certain conditions for readmission are met. The student is not guaranteed readmission at the end of such period of time, but is guaranteed a review of the case and a decision regarding eligibility for readmission. (Suspension requires administrative review and approval by the President or his/her designee.)
5. **Deferred Suspension**: The sanction of Suspension may be placed in deferred status provided that the student completes other assigned sanctions by the specified deadline dates. Failure to complete all sanctions and provide proof of completion by the deadline date(s) will result in the automatic enactment of the suspension without charges or hearing. If a student is found responsible for another violation of the Student Conduct Code during the period of deferred suspension, the student may be permanently dismissed from the University.
6. **Permanent Dismissal**: An involuntary permanent separation from the University. (Permanent dismissal requires administrative review and approval by the President or his/her designee.)
7. **Delay and/or Denial of Degree Award**: During the period disciplinary charges are pending against a student, the University may deny and/or delay issuance of a degree. Further, the University may refuse to issue a degree to a student who is serving a suspension or has been permanently dismissed from the University.
8. **Revocation of Degree**: An awarded degree may be revoked for violations of the Student Conduct Code, which occur prior to the award of the degree but are discovered after the degree has been awarded, where the violation is sufficient to justify the suspension or permanent dismissal of the student. (Revocation of a degree requires administrative review and approval by the President or his/her designee.)
9. **Other Secondary Sanctions** may be imposed instead of or in addition to those specified above. Secondary sanctions include, but are not limited to:
   a. **Restitution** (compensation for loss, damage or injury)
   b. **Fines** (for alcohol or drug violations)
      - First Offense = $100; Second Offense = $200; Third Offense = $300
   c. **Community Service**
   d. **Educational activities** such as a reflective writing assignment or attendance at an event directly related to the violation committed. (e.g. alcohol/drug workshop, diversity awareness training, ethics workshop)
   e. **Restrictions** (temporary or permanent loss of privileges or the use of a University facility or service)
B. **Sanctions for Student Organizations**

1. **Verbal Warning**: Notice that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.

2. **Formal Reprimand**: An official written statement of the University's disapproval of a student organization's actions and a warning that any future violation(s) will be dealt with more severely.

3. **Disciplinary Probation**: An official notice that the student organization's conduct is in violation of the Student Conduct Code but does not warrant suspension of or permanent termination of the organization's University status. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student organization commits another conduct code violation during the probationary period. During the Probationary period, a student organization may also be excluded from campus activities, forfeit student monetary allocations, and lose Campus Life status.

4. **Suspension**: An involuntary withdrawal of student organization status from the University for a definite period of time and/or until certain conditions for renewal of recognition are met. During this time, the University will not in any way recognize nor support the continued operation of said student organization. The Student organization must re-apply to the University for renewed recognition following any period of suspension. The suspension shall be reported to said organization's national office, if applicable. (Suspension requires administrative review and approval by the President or his/her official designee.)

5. **Deferred Suspension**: The sanction of Suspension may be placed in deferred status provided that the student organization completes other assigned sanctions by the specified deadline dates. Failure to complete all sanctions and provide proof of completion by the deadline date(s) will result in the automatic enactment of the suspension without charges or hearing. If a student organization is found responsible for another violation of the Student Conduct Code during the period of deferred suspension, the student organization may have its University status permanently terminated.

6. **Permanent Termination of University Status**: An involuntary permanent withdrawal of student organization status from the University. The University will not in any way recognize nor support the continued operation of said student organization. The permanent termination shall be reported to said organization's national office, if applicable. (Permanent termination requires administrative review and approval by the President or his/her official-designee.)

7. **Other Secondary Sanctions** may be imposed instead of or in addition to those specified above.

Secondary sanctions include, but are not limited to:

- **Restitution** (compensation for loss, damage or injury)
- **Fines** (for alcohol or drug violations)
  - First Offense = $300, Second Offense = $400; Third Offense = $500
- **Community Service**
- **Educational activities** such as a reflective writing assignment or attendance at an event directly related to the violation committed. (e.g. alcohol/drug workshop, diversity awareness training, ethics workshop)
- **Restrictions** (temporary or permanent loss of privileges or the use of a University facility or service)

C. **Enhanced Sanctions**

Any violation of the Student Conduct Code against any individual, group or student organization which is shown to be motivated by the individual's, group's or student organization's racial identity, religion or religious beliefs, disability, national origin, gender, sexual orientation or other personal characteristic will subject a student/student organization to a more severe sanction than would ordinarily accompany that violation.
D. Counseling Assessments and Counseling

In addition to any sanctions assigned, a student may also be required to undergo a mandated counseling assessment. Participation in counseling may be recommended. Issuance of sanctions may be postponed pending the results of the counseling assessment.

SECTION VII: ORGANIZATION OF THE UNIVERSITY JUDICIAL SYSTEM

A. University Judicial Board

1. **Composition** - The University Judicial Board will consist of ten (10) enrolled students and four (4) alternates; four (4) full-time faculty members and two (2) alternates; and four (4) full-time members of the University community and two (2) alternates. A student member must be a student in good standing in order to be selected for and remain on the University Judicial Board.

2. **Selection of board members** - In consultation with the Director of Student Conduct and Community Standards, student members will be appointed by the Student Government; faculty members will be selected by Faculty Council; and the full-time members from the University community will be selected by the President or his/her designee.

3. **Terms of Office** - Board members will be appointed for a two-year term. They may be reappointed by the person or body who appointed them. Two members serving as Chairpersons will be elected by a majority vote of all of the University Judicial Board members.

4. **Removal from office** - A board member may be removed from the board for poor attendance by a simple majority vote of the total University Judicial Board.

5. **Jurisdiction** - The University Judicial Board will serve as the panel to hear the case of any student(s)/student organization seeking resolution of the case through the formal hearing process.

6. **Procedural Considerations**
   a. Selection of the University Judicial Board members for any given case depends on the availability of the members at the time scheduled for the hearing.
   b. A quorum for a given hearing will exist with the presence of any five (5) members. During vacation periods or summer session, the University Judicial Board has the authority to convene a disciplinary hearing with only three (3) justices, provided that at least one of those justices is a student.
   c. The Chief Justice will exercise control over the proceedings.

B. Judicial Appeals Board

1. **Composition** - The Judicial Appeals Board will consist of four (4) enrolled students, four (4) full-time faculty members, and four (4) full-time members of the University community. A student member must be a student in good standing in order to be selected for and remain on the Judicial Appeals Board.

2. **Selection of board members** - In consultation with the Director of Student Conduct and Community Standards, student members will be appointed by the Student Government; faculty members will be selected by Faculty Council; and the full-time members from the University community will be selected by the President or his/her designee.

3. **Terms of Office** - Board members will be appointed for a three-year term. They may be reappointed by the person or body who appointed them. Two members serving as Chairpersons will be elected by a majority vote of all of the Judicial Appeals Board members.

4. **Removal from office** - A board member who is consistently unavailable for appellate reviews may be removed from the board by a simple majority vote of the total Judicial Appeals Board.

5. **Jurisdiction** - The Judicial Appeals Board will serve as the panel to review decisions rendered by the University Judicial Board during the formal hearing process. Both the charged party and the University will have the right to appeal a University Judicial Board decision.

6. **Procedural Considerations**
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a. Selection of the Judicial Appeals Board members for any given case depends on the availability of the members at the time scheduled for the appeal.

b. A quorum will exist with the presence of a Chairperson and any two (2) other Judicial Appeals Board members, EXCEPT that any three (3) Judicial Appeals Board members may hear the appeal if a Chairperson cannot be available within a reasonable time, not to exceed fourteen (14) work days from the date of receipt of the written appeal.

SECTION VIII: RIGHTS OF CHARGED STUDENT(S)/STUDENT ORGANIZATIONS IN DISCIPLINARY PROCEEDINGS

A. The following rights apply to a student conduct proceeding that has reached the level of a formal hearing, EXCEPT that Rights One (1) through Four (4) apply also to any investigative meeting held with Student Conduct and Community Standards and to the Informal Disposition Conference.

Student(s)/student organizations will have the right to:

1. Remain silent and not have that silence used against them.

2. Have a voluntary advisor or conduct advocate present who may participate in the proceedings. The advisor or advocate must be a member of the university community, and if the advisor or advocate is another EMU student, she/he must be a student in good standing.

3. Engage an attorney, at the student/student organization's own expense only when criminal prosecution is pending on charges stemming from the same incident. The attorney may appear at the proceedings with the student(s)/student organization to provide advice, but may not represent the student(s)/student organization, directly question or cross-examine witnesses, or in any other way, participate in the proceedings.

4. Be given a written statement of the charges against them, in accordance with the provisions of Section IX.B. of the Student Conduct Code.

5. Adequate notice of dates set for all hearings, and related conferences and meetings.

6. Reasonable review of the disciplinary case file maintained by the Office of Student Conduct and Community Standards prior to a formal hearing and/or appeal.

7. Question and cross-examine the complainant and all witnesses.

8. Present witnesses and submit any pertinent, supportive documentation. The hearing board, by a 2/3 vote of members present at the hearing, may limit the number of witnesses in order to avoid dilatory tactics.

9. An open or closed hearing. A hearing will be considered open if no person is excluded until the room's capacity has been reached EXCEPT that a person may be removed if his/her behavior is disruptive to the hearing process. A closed hearing will include only the charged student(s)/student organization, Student Conduct and Community Standards official(s), witnesses, and members of the particular judicial board hearing the case.

10. Challenge a judicial board member on the grounds of bias, conflict of interest or any other factor that could preclude the board member from rendering an impartial and fair decision. The board member may be disqualified upon majority vote of the remaining members of the board present at the hearing, conducted by secret ballot. If the board votes to exclude the challenged board member from that particular hearing, the hearing will continue with the remaining board members present, even if the number of board members remaining is less than the number required by the Student Conduct Code to reach a quorum for that hearing.

11. A written statement of the outcome of the proceeding, and a description of the appeal procedure.

12. Make a taped recording of the proceeding at their own expense.

13. Appeal the decision of the university judicial board, subject to the provisions of the Student Conduct Code, Section IX.E: Appeal of Formal Hearing Results.
SECTION IX: UNIVERSITY DISCIPLINARY PROCEDURES

A. Reporting
Any member of the university community may initiate a complaint against a student or student organization for an alleged violation of the Student Conduct Code through the Office of Student Conduct and Community Standards. A complainant shall submit the complaint to the Office of Student Conduct and Community Standards within a reasonable amount of time from the date he/she becomes aware of the alleged violation. For purposes of this Code, an incident report generated by the Department of Public Safety or an incident report generated by a member of the University will be considered a complaint to be reviewed by the Office of Student Conduct and Community Standards for possible Student Conduct Code violations.

B. Charges and Notice
1. The Office of Student Conduct and Community Standards will investigate each complaint, and if the circumstances surrounding the complaint indicate that a violation of the Student Conduct Code may have occurred, disciplinary charges may be issued. The student(s)/student organization will be notified of the charges in writing. Notice of the charges will be considered adequate if it is sent to the student(s)/student organization’s last known address registered with the University OR to the address given by a student on either an EMU Department of Public Safety’s Incident Report or on a Housing Incident Report.
2. Proper written notice to a student/student organization will include the following:
   a. Recitation of facts surrounding the incident, in as sufficient detail as possible as to date, time, and location;
   b. Statement of the specific conduct code provision(s) violated;
   c. Any penalty assigned or other action taken;
   d. Amount of time in which the student(s)/student organization has to respond to the notice;
   e. Ramifications of not responding to the notice within the time limit; and
   f. Copy of “Rights of Charged Students/Student Organizations in Disciplinary Proceedings”.
3. The Office of Student Conduct and Community Standards may place a judicial hold on a student’s academic record, and/or may go forward with disciplinary action against a student/student organization in either of the following situations:
   a. The student or student organization fails to respond to a charge letter sent by the Office of Student Conduct and Community Standards within the applicable time limit.
   b. The student withdraws from the University after allegedly committing a violation, whether or not the Office of Student Conduct and Community Standards has yet had the opportunity to charge the student with a conduct code violation.
   c. The student/student organization fails to appear at his/her scheduled formal hearing or appeal hearing.

C. Disposition of Cases
A disciplinary case may be handled in one of the following two formats:
1. Informal Disposition Conference - The student(s)/student organization representative and a judicial officer will meet informally to discuss the alleged violation(s). If the substantive facts and sanction(s) can be agreed upon by the judicial officer and the charged student(s), a disciplinary action agreement will be prepared and signed by both sides. A signed disciplinary action agreement will constitute a waiver of the right to a formal hearing and any appeal, and an acceptance of the finding(s) and sanction(s). The President or his/her designee must approve any suspension, permanent dismissal or permanent termination of a student organization’s university status.
2. Formal Hearing - If, during the informal disposition conference, the student(s)/student organization disputes the findings by the Office of Student Conduct and Community Standards
that a violation has occurred or if an appropriate sanction(s) cannot be agreed upon, the case will be referred for a formal hearing. In cases where the student(s)/student organization was issued a verbal warning or formal reprimand as part of the Informal Disposition Conference, a formal hearing will be offered before a judicial officer different than the one who proposed the original sanction. Procedures for this hearing will be consistent with those not in Section IX.D. This option allows the student(s)/student organization to respond to the charges, present witnesses on their own behalf and question witnesses. Formal hearings are tape-recorded. The judicial officer may find the party charged not responsible for violating the Code of Conduct. If the party is found responsible the student(s)/student organization will be notified in writing. This decision of the judicial officer is final and there is no right of appeal.

In cases where sanctions other than verbal warning or formal reprimand are proposed as part of the Informal Disposition conference, a formal hearing will be offered before the University Judicial Board. Procedures for this hearing are set forth in Section IX.D.

D. Procedures for Formal Hearings
1. Notice of Hearing - After the formal hearing is scheduled, the Office of Student Conduct and Community Standards will notify the student(s)/student organization involved of the date, time and place of the hearing and of the pre-conference.
2. Pre-conference - At least two (2) days prior to the formal hearing, a pre-hearing conference will be scheduled by the Office of Student Conduct and Community Standards for any charged student(s)/student organization. The two (2) day requirement may be modified by mutual consent of the charged student(s)/student organization and the Office of Student Conduct and Community Standards. The conference will include the presiding officer of the University Judicial Board or a designee, the Director of Student Conduct and Community Standards or a designee, any individual designated to represent the University, and the charged student(s)/student organization and their advisor.

The purpose of the pre-hearing conference will be to identify those issues and facts which will be presented at the hearing, to exchange information as to witnesses likely to be called, to answer procedural questions, and to settle those matters which may be agreeably concluded. The conference will not be used to settle the issue of whether or not the violation was committed or to challenge any recommended sanctions. Failure of the charged student(s)/student organization or the advisor to appear will in no way affect any of their procedural rights and will not prohibit a hearing from being set and being held.

3. Formal Hearing Premises - The following premises will govern any formal hearing:
   a. The focus of inquiry in a University hearing will be the determination of whether a violation of University rules occurred, and such decision will be totally unrelated to any criminal or civil decisions against the student(s)/student organization arising from the same incident.
   b. Formal rules of evidence will not apply to University proceedings, nor will deviations from these prescribed procedures necessarily invalidate a decision or proceeding unless significant prejudice to the charged student(s)/student organization or the University may result.
   c. The charged student(s)/student organization will be presumed to have not violated the Student Conduct Code until it is proven otherwise.
   d. The burden of proof during a formal hearing will rest with the University. The University must prove its case by a preponderance of the evidence, meaning that the evidence, considered in its entirety, indicates that, more likely than not, the charged student(s)/student organization committed the violation(s).
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e. The judicial officer may recommend a sanction to the University Judicial Board during
the formal hearing, but the University Judicial Board will have the authority to reject the
recommendation and issue any sanction(s) deemed appropriate.

f. All formal hearings will be tape-recorded. Copies of the recording will remain the
property of the University and will serve as the official record of the proceedings.

4. Disposition of the Case

a. University Judicial Board decisions as to culpability of the charged student(s)/student
organization and sanctions to be issued will be made by a simple majority of the
University Judicial Board members present at the hearing. After hearing the case, board
members will go into closed session to reach a decision.

b. Decisions of the University Judicial Board will be in writing. The decision will state what
rule was violated, the behavior constituting the violation, and any sanctions issued.
Within two (2) working days, the written decision will be submitted to the Director of
Student Conduct and Community Standards. If the recommended sanction is not a
suspension permanent dismissal of the student or permanent termination of University
status, the Director of Student Conduct and Community Standards will mail the decision
to the student(s)/student organization within two (2) working days after being submitted
to that office by the University Judicial Board.

c. If the recommended sanction is either a suspension, permanent dismissal or permanent
termination of University Status, the Director of Student Conduct and Community
Standards will submit the decision to the President or his/her designee for review. The
President or his/her designee will either accept or reject the University Judicial Board's
decision to suspend, permanently dismiss the student, or permanently terminate the
University status of a student organization. If the decision is rejected, the President or
his/her designee will provide to Student Conduct and Community Standards a written
rationale for the rejection of the University Judicial Board’s sanction. A rejection of the
University Judicial Board’s sanction will constitute an automatic appeal to the Judicial
Appeals Board.

d. The President or his/her designee will have five (5) working days after submission of the
University Judicial Board’s decision to take action. If no action is taken during that time,
the University Judicial Board’s decision will be considered approved.

e. The Office of Student Conduct and Community Standards will send the written decision
to the student(s)/student organization by using the address of record. Additional copies
will be sent to the student(s)/student organization by using an official university e-mail
address. The communication will take place within one (1) working day following any
presidential action. If the five (5) working days lapse without the President or his/her
designee taking action, the Office of Student Conduct and Community Standards will
mail the University Judicial Board’s written decision to the student(s)/student organization
on the sixth (6) working day following the submission of the decision to the President or
his/her designee for review.

E. Appeal of Formal Hearing Results

1. Right to Appeal - Student(s)/student organizations or the University (represented by the Office of
Student Conduct and Community Standards) may request that the University’s Judicial Appeals
Board review the decision rendered at the conclusion of the formal hearing process.
Student(s)/student organization(s) may challenge the finding of the University Judicial Board that a
violation occurred and/or the sanction(s) assigned. Conversely, the University may challenge the
finding of the Board that no violation occurred or that the sanction(s) issued were not severe
enough for the violation committed.

2. Appeal Process for Student(s)/Student Organizations - The following steps should be followed by
student(s)/student organizations in order to file an appeal:
a. A written request for an appeal must be submitted to the Office of Student Conduct and Community Standards within seven (7) working days from the date of the written decision from the formal hearing. The appeal will be immediately forwarded to the Judicial Appeals Board for consideration. Unless extenuating circumstances can be shown, failure to appeal within the allotted time will render the University Judicial Board’s decision final.

b. The written request for an appeal must state the grounds for appeal (citing the appropriate grounds from the “Grounds for Appeal” list below); a discussion of the evidence and facts in support of the appeal; and a recommended solution.

c. The request for an appeal must be typed and should include any supporting documentation that should be considered by the Judicial Appeals Board.

d. **Grounds for Appeal** - The following will be considered the only grounds for an appeal:
   1) There were procedural errors in the case or in the interpretation of University rules and regulations serious enough to deny the student(s)/student organization a fair hearing.
   2) There is new evidence of a substantive nature not previously available at the time of the hearing, which would have materially affected the decision.
   3) The severity of the sanction is disproportionate to the violation(s) committed.
   4) The decision of the Board was not supported by the evidence presented at the hearing.

3. **Appeal Process for the University** - The following steps should be followed by the University in order to file an appeal:

a. A written request for an appeal must be submitted by Student Conduct and Community Standards to the Judicial Appeals Board within seven (7) working days from the date of the written decision from the formal hearing. A copy of the appeal will also be made available to the student(s)/student organization. Unless extenuating circumstances can be shown, failure to appeal within the allotted time will render the University Judicial Board’s decision final and conclusive.

b. The written request for an appeal must state the grounds for appeal (citing the appropriate grounds from the “Grounds for Appeal” list below); a discussion of the evidence and facts in support of the appeal; and a recommended solution.

c. The request for an appeal must be typed and should include any supporting documentation that should be considered by the Judicial Appeals Board.

d. **Grounds for Appeal** - The following will be considered the only grounds for an appeal:
   1) There were procedural errors in the case or in the interpretation of University rules and regulations serious enough to affect the University’s chance of proving its case.
   2) The sanction is too lenient given the violation(s) committed.
   3) There is new evidence of a substantive nature not previously available at the time of the hearing, which would have materially affected the decision.
   4) The decision of the Board was not supported by the evidence presented at the hearing.

4. **Scheduling an Appeal**
   a. The Judicial Appeals Board will convene an appeal hearing as soon as possible after receiving the written appeal. A quorum will exist with the presence of a Chairperson or any two other board members, EXCEPT that any three board members may handle the appeal if a Chairperson cannot be available within a reasonable time, not to exceed fourteen (14) calendar days from the receipt of the written appeal.

b. After the appeal is scheduled, Student Conduct and Community Standards will notify the student(s)/student organization involved of the date, time and place of the hearing.

5. **Appeal Hearing Premises** - The following premises will govern any appeal hearing:
a. Deviations from these prescribed procedures will not necessarily invalidate a decision or proceeding unless significant prejudice to the charged student(s)/student organization or the University may result.

b. On appeal, the burden of proof rests with the appellant to clearly exhibit that one of the four grounds for an appeal has been met; this is not a re-hearing of the entire case.

c. All appeal hearings will be tape-recorded. Copies of the recording(s) will remain the property of the University and will serve as the official record of the proceedings.

d. Any sanction(s) issued by the University Judicial Board will not take effect until the appeal process is completed.

6. Disposition of the Appeal

a. Prior to the appeal hearing, the Judicial Appeals Board will meet in closed session to review the written decision of the University Judicial Board, the written appeal, any supporting documentation provided by the Appellant, and the recording of the formal hearing.

b. After reviewing the case materials, the Judicial Appeals Board will convene the Appeal Hearing and call in both parties to the appeal. The student(s)/student organization may bring an advisor or conduct advocate to the Hearing who may speak on their behalf. The advisor or conduct advocate must be a member of the University community, and if the advisor or conduct advocate is a student, he/she must a student in good standing.

c. The party who filed the appeal will be allowed fifteen (15) minutes to present his/her case to the Judicial Appeals Board. The Board members may then ask questions of the appellant. The opposing side will then be given fifteen (15) minutes to present its counter-arguments, after which the Board members can ask questions of that party.

d. The Judicial Appeals Board will again go into closed session to reach a decision in the case, then reconvene the hearing and read its decision. The decision will be made by a simple majority of the Judicial Appeals Board members present at the hearing.

e. The Judicial Appeals Board may take one of the following actions:
   1) Uphold the decision of the University Judicial Board in its entirety.
   2) Alter the sanctions imposed by the University Judicial Board EXCEPT that the Board can not increase the severity of the sanctions if the appeal was filed by the student(s)/student organizations.
   3) Send the case back to the University Judicial Board for a new hearing only if there were errors in procedures or interpretation of University rules and regulations or there is new evidence in the case. A decision issued by the University Judicial Board in a case sent back to it by the University Appeals Board may not be appealed again and will be the final decision, pending approval by the President or his designee in accordance with sub-section f below.
   4) Dismiss the case against the student(s)/student organization.

f. In cases where the Judicial Appeals Board, or the University Judicial Board upon a re-hearing of the case, issues a suspension, permanent dismissal of the student or permanent termination of University status of a student organization, the decision will be sent to the President or his/her designee for review. The President or his/her designee will have five (5) working days after submission of the decision to either affirm or alter the decision. This decision will be final. If no action is taken during that time, the appellate decision, or the decision from a re-hearing will be considered approved.

g. The Office of Student Conduct and Community Standards will send the written decision to the student(s)/student organization within one (1) working day following any presidential action. If the five (5) working days lapse without the President or his/her designee taking action, the Office of Student Conduct and Community Standards will mail the written decision to the student(s)/student organization on the
A. Academic dishonesty is both an academic matter between a student and his/her faculty member and a violation under the Student Conduct Code subject to University disciplinary action. An act of academic dishonesty may and should be handled by the faculty member, the student, and, if appropriate, the faculty member's department head and/or the dean over that particular academic department. Sanctions that can be assigned by a faculty member range from giving a reduced grade on the particular work in question to failing the student for the entire course. In addition, some academic departments and programs have their own policies for dealing with academic dishonesty and/or violations of Professional Codes of Ethics which allow the department or program to impose sanctions ranging from probation to program dismissal. A sanction assigned by a faculty member and/or an academic department or program is an academic, not a disciplinary sanction.

B. If the matter is resolved satisfactorily between the student and the faculty member, and the faculty member decides not to refer the student for university disciplinary action, the faculty member may still report the incident to the Office of Conduct and Community Standards. The Office of Student Conduct and Community Standards will maintain a record of the reported incident and may elect to pursue university disciplinary action against a student who is reported to that office for a subsequent act of academic dishonesty.

C. If the faculty member decides that a stronger sanction is needed instead of or in addition to any academic sanctions assigned by that faculty member, the incident may be referred to the Office of Student Conduct and Community Standards for review and possible university disciplinary action. Once the referral is made to the Office of Student Conduct and Community Standards, the incident will be handled in the same manner as would any other allegation under the Student Conduct Code.

D. In cases where the student denies the allegation of academic dishonesty, the faculty member may elect to postpone assigning any academic sanctions until after the student has gone through the university disciplinary process. If at the end of that process, the charge of academic dishonesty is upheld, the faculty member may then assign an academic sanction. The academic sanction is independent of any disciplinary actions taken against the student by the University.

E. Academic sanctions assigned by the faculty member in agreement with the student or assigned by the faculty member after the charge of academic dishonesty has been validated through the University disciplinary system cannot be grieved under the University's Grade Grievance Procedure.

SECTION XI: SPECIAL PROVISIONS GOVERNING THE UNIVERSITY RECOGNITION AND CONDUCT OF GREEK LETTER SOCIAL ORGANIZATIONS

A. Because of the importance of the Greek social system and because of the unique circumstances under which it operates, the following conditions have been established between the University and the Greek social organizations. These provisions set out the requirements for maintaining University recognition and good standing and delineate specific violations that may be handled through the Greek system's own judicial process rather than under the University's Student Conduct Code.

B. The University reserves the right to retain jurisdiction over cases in which the conduct violates both these provisions and the University's Student Conduct Code AND the University determines that the
misconduct is of such severe nature as to impair, obstruct, interfere with or adversely affect the mission, processes or functions of the University.

C. The University may take action against an individual member of a student organization for misconduct that is both a violation of this provision and of the Student Conduct Code, regardless of any separate disciplinary action taken against the student organization.

D. This section of the Student Conduct Code applies only to the relationship between the University and the Greek social organizations and has no bearing on relations between chapters and national and/or alumni agreements.

E. Good standing must be maintained in order for Greek social organizations to participate in Greek sponsored activities. Failure to do any of the following will constitute a violation of these provisions of the Student Conduct Code and will subject the Greek social organization to disciplinary action, including possible loss of good standing, as described within these provisions under sub-sections F and G:

1. Registering annually as a recognized student organization with Campus Life;
2. Participating in the appropriate Greek governing bodies (The National Pan-Hellenic Council (NPHC), The Interfraternity Council (IFC), or The College Panhellenic Council (CPC));
3. Submitting roster and grade release forms for active members and pledges/associates during the first month of the semester;
4. Following all rules and guidelines for New Member Recruitment Process, and the Greek Social policy; and
5. Abiding by all terms and conditions of the alcohol and controlled substance guidelines below:
   a. The possession, use and/or consumption of alcoholic beverages while on chapter premises during an official event or in any situation sponsored or endorsed by the chapter or organization must be in compliance with any and all applicable laws and University rules and policies.
   b. No chapter or organization members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to anyone under the legal drinking age.
   c. The possession, sale, and/or use of any illegal or controlled substance at any chapter, organization or University sponsored event are strictly prohibited.
   d. Alcohol or controlled substances will be prohibited at any and all recruitment activities.
   e. Open parties where alcohol is provided by the host chapter, meaning those with unrestricted access by non-members of the organization, without specific invitation, will be prohibited.
   f. All organizations must provide, at no charge, an alternative non-alcoholic beverage and food at any event where alcohol is provided.
   g. There will be no solicitation or encouragement of alcohol consumption by contest or promotion at any chapter event where alcoholic beverages are present.

F. Greek organizations whose members are in violation of this policy, regardless of whether the individuals are identified, will be subject to one or more of the sanctions listed in the Student Conduct Code, Section VI.B: Sanctions for Student Organizations.

G. The following process will be utilized in any incident alleging a violation of these policy provisions by a Greek Social organization:

1. The incident will be referred to the respective Greek Judicial Board for hearing and original adjudication (i.e. cases involving members of the Panhellenic Council and Interfraternity Council will be heard by the Greek Judicial Board and cases involving members of the NPHC will be heard by its own council) cases will be heard by its own council. Each Greek Council will establish its own judicial board and its own set of
hearing procedures for handling the incident. The chair of the respective Greek Judicial Board will immediately inform the Office of Student Conduct and Community Standards about any incident referred to it.

2. A decision rendered by the respective Greek Judicial Board may be appealed by either the party alleging the violation or by the Greek social organization being accused of a violation. The appeal will be made in accordance to policies governing each of the governing councils.

3. The Office of Student Conduct and Community Standards will receive written transcripts of all final judicial decisions. The Office of Student Conduct and Community Standards will review the decision and may accept or reject the proposed sanctions.

4. In the event the Office of Student Conduct and Community Standards rejects the final decision, the Director will provide a written explanation of the rejection and a recommended alternative.

5. In the event that the Office of Student Conduct and Community Standards and the Greek board rendering the final decision cannot reach an agreement, the case will be referred to the Eastern Michigan University Judicial Appeals Board as outlined in the Eastern Michigan University Student Conduct Code. In this instance the Office of Student Conduct and Community Standards will notify the national or international headquarters of the organization involved. In the case of local organizations, the Alumni Association will be notified.

SECTION XII: INTERIM SUSPENSIONS AND OTHER INTERIM SANCTIONS

A. For alleged violations of this Code, interim sanctions, including but not limited to, interim suspension, reassignment to alternate housing, limitation of access to designated University housing facilities and/or campus facilities by time and location, and limitation of privilege to engage in specified University activities may be imposed by the President or his/her designee. Such interim sanctions are to be utilized only when there is reason to believe that the student(s)/student organization’s conduct poses a substantial threat of harm oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.

B. FOR INTERIM SUSPENSIONS ONLY, a student will be denied access to the residence halls, and/or to the campus (including classes), and to all other University activities or events, which the student might otherwise be eligible to participate in or attend. A student organization will lose its University student organization status and will be denied access to any University activities or events which the student organization might otherwise be eligible to participate in or attend.

C. A student/student organization will be notified of an interim sanction or interim suspension, orally, by written notice served on the student/student organization, or by written notice sent to the last address on record. The interim sanctions or interim suspension takes effect the day it is issued by the President or his/her designee.

D. A student/student organization issued an interim suspension or interim sanctions will be given an opportunity to appear before the Vice President of Student Affairs and Enrollment Management or a designee within three (3) working days in order to discuss the following issues only:

1. the reliability of the information concerning the student/student organization’s alleged misconduct,

2. whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student on University premises poses a substantial and immediate threat to himself/herself, to others, or to property.
E. The Vice President for Student Affairs and Enrollment Management or his/her designee may affirm or alter the interim sanctions or interim suspension based on the discussion with the student/student organization. If the decision is affirmed, the Vice President or his/her designee will inform the student/student organization of that decision at the conclusion of the discussion. Regardless of whether the interim sanctions or interim suspension is affirmed or altered, the Vice President or his/her designee will direct that a formal hearing before the University Judicial Board take place within ten (10) days. If the University fails to schedule the formal hearing within the ten (10) day period, the interim sanctions or interim suspension will cease although the original charges will not be dropped and will still be handled through the University’s disciplinary process.

SECTION XIII: EMERGENCY POWERS OF THE PRESIDENT

A. The President, as Chief Executive Officer of the University, is charged with the maintenance of that degree of order and safety necessary to the successful continuation of the University’s lawful mission, and he/she is further charged with the authority to protect the members of the University community and University property.

B. When faced with mass disruptions, activity of a violent and destructive nature, or other dangerous violations of University rules of a serious enough nature to threaten the University, the President, after consultation with and approval of the Board of Regents, may declare a “state of emergency” and do any of the following:
1. Impose and have enforced a curfew on all or portions of the University campus.
2. Curtail or suspend services.
3. Close the University or portions of the University entirely for the period of emergency.
4. Issue an emergency suspension and forbid the presence on campus of any student(s)/student organization(s) if they have been sufficiently identified to him/her as participants in activities which violated University policy and led to the conditions described above. Suspensions issued under this section of the code are effective immediately upon notice to the student(s)/student organization(s).
5. Appoint a Special Hearing Board on an ad hoc or extraordinary basis to make a recommendation as to whether any emergency suspensions issued should be continued. The Special Hearing Board will convene and make its recommendations to the President within seven (7) calendar days from the effective date of the emergency suspension. Regardless of the recommendation to the President as to the continuation of the emergency suspension, the President will direct the Office of Student Conduct and Community Standards to convene a formal hearing before the University Judicial Board within ten (10) days of the date of the Special Hearing Board’s recommendation to the President in order to rule on the original charges brought against the student(s)/student organization(s).
6. Take other actions that may be explicitly stated in or implied by any laws governing the authority of the University and/or the President in emergency situations.

NOTES: Due to the unique circumstances and severe conditions that would lead the President to exercise any of his/her emergency powers, an emergency suspension issued under this section of the Code is to be considered different from an interim suspension issued under the conditions stated in Section XIII. The issuance and review of an emergency suspension will be handled in accordance with the procedures outlined above in sub-sections 4 and 5.
C. The Board of Regents, regardless of granting any emergency powers to the President, in no way restricts its own powers and prerogative to carry out its obligations and duties as imposed by the Constitution and laws of the State of Michigan.

SECTION XIV: STUDENT DISCIPLINARY FILES AND RECORDS

A. Student Conduct and Community Standards will establish a student disciplinary file whenever a case is referred for investigation of a possible conduct code violation. A student or student organization's file will be destroyed if the investigation indicates that no violation occurred. The file of a student/student organization found to have violated the conduct code will be retained for four (4) years from the date of the sanction or until the student's graduation from the University, whichever comes first. Student conduct records may be retained longer or permanently if the student was suspended or permanently dismissed or if there is reason to believe the case could result in future litigation.

B. A notation will be made on the student's official University transcript if the student was suspended, permanently dismissed or given an "E" grade in a course as a result of academic dishonesty.

C. The release of student disciplinary records will be governed by applicable federal and state laws governing the privacy of educational records.

SECTION XV: REVIEW OF THE STUDENT JUDICIAL SYSTEM

A. The Office of Student Conduct and Community Standards will convene a Student Judicial System Review Committee at least every four (4) years that will be responsible for carrying out the following tasks:
   1. Reviewing the goals and effectiveness of the University's disciplinary system;
   2. Reviewing the effectiveness of the types of sanctions issued;
   3. Recommending changes to the Student Conduct Code;
   4. Recommending changes in the judicial processes and procedures established and followed by the Office of Student Conduct and Community Standards; and
   5. Recommending training sessions and publications on topics related to the mission of the Office of Student Conduct and Community Standards to educate the campus community about student conduct and the campus judicial processes.

B. The Committee will be appointed and chaired by the Director of Student Conduct and Community Standards and will include one representative from the following areas: Office of the Ombudsman; Legal Affairs; Housing; Health Services; Counseling Services; Student Government; Faculty Council; Department of Public Safety; Campus Life; a Chairperson of the University Judicial Board; and a Chairperson of the Judicial Appeals Board.

C. Amendments to the Student Conduct Code that receive the support of the Review Committee will be forwarded, in accordance with University procedures, to the Board of Regents for approval.

RESPONSIBILITY FOR IMPLEMENTATION

The President, as Chief Executive Officer of the University, has overall responsibility for implementation of the Student Conduct Code and the student disciplinary process and has delegated its overall management to the Vice President for Student Affairs and Enrollment Management and the Director of the
The Office of Student Conduct and Community Standards is directly responsible for the daily administration of the University's student judicial system.

**SCOPE OF POLICY COVERAGE**

This policy applies to all students, student groups, and student organizations as defined in Section IV of the Student Conduct Code.

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**Authority for Creation or Revision**

Minutes of the Board of Regents, September 17, 1969; para .816M. August 19, 1970; para .921M. March 27, 1991; para .4356M. December 1, 1992; para .4630M. June 20, 2000, para .5687M. March 8, 2003; para .6103M. January 17, 2006; para .6558M. Minutes of the Board of Regents February 24, 2009
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
Working agenda for September 18, 2012 and June 19, 2012 minutes to be received and placed on file.

STAFF SUMMARY
- Department of Intercollegiate Athletics goals and Objective for 2012-2013
- Update on Athletic Facility Projects
- Athletic Marketing and Promotions Update
- Robert Murphy Employment Agreement
- 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: September 18, 2012
BOARD OF REGENTS

ATHLETIC AFFAIRS COMMITTEE
Tuesday, September 18, 2012
201 Welch Hall
9 a.m.

AGENDA

A. Approval of the June 19th, 2012 Minutes
B. Department of I. Athletics Goals & Objectives for 2012-2013
C. Update on Athletic Facility Projects – John Donegan
D. Athletic Marketing and Promotions Update – Ted Coutilish
E. Robert Murphy Employment Agreement
F. Good News from Athletics
The Athletic Affairs Committee meeting was called to order at 9:01 a.m., by Regent Mike Hawks.

Motion to accept the April 17, 2012 minutes. So moved. Motion carried.

**Annual EMU Sport Program Review**

Dr. Gragg was introduced by Chair, Mike Hawks and Dr. Gragg introduced Dr. Melody Werner who assisted Dr. Gragg in his power point presentation (see attached) Grade Report, showing outstanding GPA’s. We have achieved the highest semester in GPA with a 3.120. Seventy-nine percent of our athletic teams posted a 3.0 this semester. During winter 2012 an increase from the 20 who earned a 4.0 during fall 2011. We have the highest number of MAC Scholar-Athletes of the Week in the conference, a total of fifteen. We had fifty-four student-athletes named to the Academic All-MAC Teams this past year.

Associate Mike Malach, presented the Athletic Affairs Committee report (see attached) indicating our accomplishments over the years. Some highlights he reflected on were the Reese and Jacoby Cup trophies, 21 MAC championships, 27 MAC Coach of the Year. Highest cumulative GPA in our history, at the awards banquet 198 upperclassman were recognized, that is an outstanding achievement. Kim Berrington was all time winning coach in Volleyball. And thank you to Melody Werner for all her efforts on helping to teach about NCAA certification etc. Regent Mike Morris asked if we were losing any returning student to other schools and Mike Malach stated – No. Regent Morris then stated what an incredible GPA increase, when he was here they did a lot different, you should be very proud and more importantly, your students should be.

**2012-2013 Athletic Department Budget**

John Lumm was then introduced to give his presentation of the 2012-2013 Athletic Department Budget. (See attachments, 1 through 5.)
Contract Recommendation

Dr. Gragg made a recommendation, that the new head women’s basketball coach, Tory Verdi, employment contract to be forwarded to the entire Board of Regents for approval. Dr. Gragg explained that Coach Tory Verdi will be presented to those assembled, at the 1p.m. portion of the Board of Regents meeting. Dr. Gragg stated that Tori had hit the ground running and that he has reached out to the community. Mike Morris asked if Legal has reviewed his contract. Dr. Gragg indicated that his contract is all covered through Legal. He then welcomed Tory to EMU Athletics.

Good News from Athletics

Dr. Gragg then updated us on some good news from athletic topics, which included a positive report on athletic fundraising. Four of the top six athletic fundraising totals have been achieved during the past six years, with this past year ranking as number 5 in history.

Lastly, as everyone knows, our Track and Field program is renowned throughout the country. EMU has had a track representative compete in every summer Olympic Games since Hall of Famer, Hayes Jones in1960. This year the streak continues as Eric Alejandro, has qualified for this summer’s Olympics in the 400-meter hurdles and will be competing for the Puerto Rican Team. Former EMU All-American high jumper Jamie Nieto, may be the next former Eagle heading to the Olympics in London. Nieto, a 1999 EMU graduate and an EMU Athletic Hall of Fame inductee in 2012, hit the Olympic Games standard of 7-feet-7 inches in a third-place finish at the NYC Adidas Meet, held June 9th in New York. That leap makes him eligible to compete for the United States at the London games, but he still must place in the top three at the U.S. Olympic Trials later this summer. We also have 7 current swimming student-athletes competing at the Olympic Trials along with 2 former swimming student-athletes.

Mr. Chairman it is recommended that the working agenda for June 19, 2012 and the April 17, 2012 minutes be received and placed on file... I so move.

Athletic Affairs Committee adjourned at 9:24a.m.p.m.

Respectfully submitted,

Karen A. Hansen
Administrative Secretary
Intercollegiate Athletics

kah
Minutes, June 19, 2012.doc
RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents approve the amended employment agreement for Head Men’s Basketball Coach, Rob Murphy.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

Yes, including

- $210,000 base salary (no change from current agreement);
- $25,000 annually for radio show appearance;
- Enhanced incentive amounts; and
- $10,000 annually if coach remains in his position as of July 1 of each year.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria A. Hage
General Counsel

Date
EASTERN MICHIGAN UNIVERSITY
ATHLETIC COACH EMPLOYMENT AGREEMENT

This Employment Agreement made this 15th day of May, 2012 by and between the Board of Regents of Eastern Michigan University (hereinafter the "University") of Ypsilanti, Michigan and Robert L. Murphy (hereinafter the "Employee"). It supersedes all previous agreements between the parties, verbal or written, and is subject to approval of the University Board of Regents.

RECITALS

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

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

TERMS

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

1. Employment

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

1.2 Employee shall work under the immediate supervision of the Athletic Director of University ("Athletic Director") or the Athletic Director's designee, and shall confer with the Athletic Director on all matters requiring administrative and technical decisions. Employee shall be under the general supervision of the President of the University. Athletic Director and Employee may confer with the President if a problem cannot otherwise be resolved. The Athletic Director shall annually conduct a performance evaluation of Employee, usually in July, which shall be reduced to writing and placed in Employee's personnel file. Employee will be provided with a copy of the performance evaluation.

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

2. Term

2.1 Employee's appointment as Head Men's Basketball Coach shall commence on April 25, 2011 and continue until March 31, 2017, unless sooner terminated as provided for herein.
2.2 Each season the Team wins 20 games and/or reaches post-season play, the term of this Agreement shall automatically be extended by one year.

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

3.0 Compensation.

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

3.1.1 Salary. University shall pay Employee an annual salary of $210,000 in full payment for the satisfactory performance of all duties required under this Agreement, less any applicable state and federal tax deductions or deductions authorized in writing by Employee. This amount will be paid through the University's normal payroll procedures and processes. All salary increases shall be based on the pay for performance Compensation Program if University funds are available.

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

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

3.1.4 Radio Show. The University agrees to make all necessary arrangements, including financial, for a radio show during the term of this Agreement. For his appearance on this radio show, Employee shall be annually paid $25,000.

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

a. Each season that the Team wins the Mid-American Conference regular season championship or the Mid-American Conference tournament championship game, Employee shall receive a lump sum payment of fifteen thousand dollars ($15,000). In the event Team wins both the Mid-American Conference regular season championship and Mid-American Conference tournament championship game, there will be a single bonus in the amount of twenty five thousand dollars ($25,000). Payment of the bonus for winning the MAC regular season championship shall negate all payments specified in Section 3.1.5 (g).

b. Each Season that the Team participates in the College Insider Tourney (CIT) or the College Basketball Invitational (CBI), Employee shall receive a lump sum payment of seven thousand five hundred ($7,500) dollars.

c. Employee will receive an additional lump sum payment of two thousand five hundred dollars ($2,500) for each win in either the CIT or CBI tournaments.
d. Each Season that the Team participates in the NIT, Employee will receive an additional lump sum payment of ten thousand dollars ($10,000).

e. Employee will receive an additional lump sum payment of five thousand dollars ($5,000) for each win in the NIT tournament;

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

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

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

iii. Each season that the Team advances to the Sweet Sixteen of the NCAA tournament, Employee shall receive an additional lump sum payment of forty thousand dollars ($40,000)

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

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

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

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

g. Each Season that the Team is the sole regular season champion of the West Division of the Mid-American Conference and/or the highest seed among West Division schools in the Mid-American Conference Tournament, Employee shall receive a lump sum payment of twelve thousand five hundred dollars ($12,500). If Team ties for the West Division championship and is not the highest seed among West Division schools in the Mid-American Conference Tournament, Employee shall receive a lump sum payment of ten thousand dollars ($10,000). Each season that the team finished in the top four (top 4 seed), Employee shall receive a lump sum payment of ten thousand dollars ($10,000). Each season that the team finishes in the top five (top 5 seed) of the Mid-American Conference, Employee shall receive a lump sum payment of five thousand ($5,000) dollars.

h. Each Season that Employee is named Mid-American Conference or National Association of Basketball Coaches Coach of the Year, Employee shall receive an additional lump sum payment of ten thousand dollars ($10,000). Employee is eligible for a maximum of $10,000 under this provision;
i. Each Season that Employee is named Naismith Men's College Basketball Coach of the Year, Employee shall receive an additional lump sum payment of twenty five thousand dollars ($25,000);

j. Each season the University determines that attendance (which for all scenarios included within shall include all student tickets, paid tickets, and complimentary tickets issued by the University) for home men's basketball games averages 1,500 to 1,999, University shall pay Employee a bonus of $10,000. Each season the University determines that attendance for home men's basketball games averages 2,000 to 3,999, University shall pay Employee a bonus of $15,000. Each season the University determines that attendance for home men's basketball games averages 4,000 to 4,999, University shall pay Employee a bonus of $20,000. Each season the University determines that attendance for home men's basketball games averages 5,000 to 5,999, University shall pay Employee a bonus of $25,000. Each season the University determines that attendance for home men's basketball games averages 6,000 or more, University shall pay Employee a bonus of $35,000. If Employee does not become eligible for any of the incentives contained in this section, University shall pay Employee a lump sum of $1,000 for each home men's basketball game in which attendance exceeds 1,500.

k. Each season the Team wins 12-14 games, University shall pay Employee a bonus of $7,500. Each season the Team wins 15-17 games, University shall pay Employee a bonus of $10,000. Each season the Team wins 18-19 games, University shall pay Employee a bonus of $15,000. Each season the Team wins 20-24 games, University shall pay Employee a bonus of $25,000. Each season the Team wins 25 or more games, University shall pay Employee a bonus of $30,000. These amounts shall not be cumulative, so the maximum amount employee is eligible to receive is $30,000.

l. The University shall pay Employee a bonus or $5,000 if Team is placed in the Top 15 of the ESPN Mid Major College Poll at any time during the season. Employee will be eligible for this payment only one time per season.

m. The University shall pay Employee a bonus of $10,000 if Team is placed in the top 25 of the Associated Press or ESPN Coaches poll at any time during the season. Employee will be eligible for this payment only one time per season.

n. The University shall pay employee a bonus of $10,000 if Employee remains in his current position on July 1 of each year.

o. The University shall pay each men's basketball assistant coach, director of basketball operations, and director of player development 5% of the total bonus incentives achieved by the head coach. Bonuses shall be paid at the same time the Head Coach receives such bonus payments. All applicable tax withholdings shall be made by the University.

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

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

3.1.7 Final Four Tickets. To the extent eight or more tickets are made available to the University for the NCAA Tournament Semi-Final and Championship games, University shall provide Employee, four (4) tickets to the NCAA Tournament Semi-Final and Championship games. Face value of tickets to be paid for from Men’s Basketball budget with Employee being responsible for applicable tax liability.

3.1.8 Professional Development. Employee will be allowed to annually request five (5) Professional Development opportunities which shall enhance Employee’s ability to coach and/or manage the Men’s Basketball Program. These development opportunities may include, but not be limited to, travel to conventions, meetings with other coaches or site visits to other basketball organizations. The cost of such development opportunities shall be funded through the Men’s Basketball budget and be requested, as appropriate, at the discretion of Employee, subject to the approval in advance of the Athletic Director.

4.0 Employee’s Duties.

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

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

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

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

4.1.4 NCAA, Mid American Conference and University Rules and Regulations: Know, recognize and comply with the laws, rules, and regulations governing the University (University Rules), the National Collegiate Athletic Association (NCAA Rules), and the Mid American Conference (Conference Rules) (The University Rules, the NCAA Rules and the Conference Rules are hereinafter sometimes referred to as the “Governing Rules”), as now constituted or as they may be amended during the term of this Agreement, in each case as in effect and interpreted by the applicable body and which relate to the Program.

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

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

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

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

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

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

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

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

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

6.0 Termination for Just Cause.

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

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

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

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

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

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

6.1.6 Prolonged absence from duty without University’s Consent;

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

6.1.8 Conduct of Employee which offends public decency or morality as shall be determined by the standards prevailing in the community; and

6.1.9 Any conduct which violates the rights of student athletes.

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

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

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

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

7.0 Termination Without Cause.

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

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

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

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

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

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

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

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

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

8.0 Outside Employment.

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

9.0 Personal Services.

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

9.2 Employee therefore agrees, and specifically promises, not to accept employment, under any circumstances, as a Basketball coach at any institution of higher education which is a member of the MAC, or for any Basketball team participating in any professional league or conference in the United States or elsewhere, requiring performance of duties prior to the termination of this Agreement or the expiration date of the term of this Agreement or any extension thereof, whichever occurs first, without first obtaining a written release of this Agreement or a negotiated settlement thereof in writing accepted by Employee and the President of the University.
9.3 Employee agrees that University shall have the right, in addition to any other rights which University may possess, to obtain an injunction by appropriate judicial proceedings to prevent Employee from performing coaching activities or other related services in violation of this Agreement, for any person, institution, firm, corporation or other entity; and against any other breach of this Agreement.

10.0 Support Staff

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

11.0 Relationship Between the Parties.

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

12.0 Governing Law.

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

13.0 Severability.

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

14.0 Entire Agreement: Modification.

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

IN WITNESS WHEREOF, Employee and the authorized representative(s) of University have executed this Agreement on this 15th day of May, 2012.

EASTERN MICHIGAN UNIVERSITY

By: ________________________________
    Derrick L. Gragg, Director
    Intercollegiate Athletics

By: ________________________________
    Robert L. Murphy
    Head Men’s Basketball Coach

By: ________________________________
    Susan W. Martin
    President
RECOMMENDATION

MONTHLY REPORT
FACULTY AFFAIRS COMMITTEE

ACTION REQUESTED

It is requested that the Faculty Affairs Committee Agenda for September 18, 2012 be received and placed on file and the Minutes of the April 17, 2012 meeting be received and placed on file.

STAFF SUMMARY

The topic for the September 18, 2012 Faculty Affairs Committee meeting is a discussion on the Honors College.

FISCAL IMPLICATIONS

There is no fiscal impact.

ADMINISTRATIVE RECOMMENDATION

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

September 18, 2012
10:00 – 10:45 a.m.
205 Welch Hall

AGENDA

Regular Agenda Items

Monthly Report and Minutes (Regent Parker, Chair)

Discussion Topic

“The Honors College”
Attendees (seated at tables): R. Baier, J. Carroll, M. Evett, F. Fedel, Regent Fitzsimmons, P. Francis, S. Gray, M. McVey, S. Moeller, Regent M. Morris, Regent Parker (Chair), M. Rahman, K. Rusiniak, M. Sauber, Provost and Vice President Schatzel, D. Selman Regent Sidlik (Vice Chair)


Regent Parker opened the meeting at 1:00 pm.

Discussion: “Technology-enabled Teaching”

Provost Kim Schatzel welcomed everyone to the meeting and introduced the discussion topic – Technology-enabled Teaching.

Associate Provost James Carroll introduced 3 faculty members: Matt Sauber (COB), Michael McVey (COE), Frank Fedel (CHHS)

Matt Sauber (Marketing) presented an overview of his online teaching shell in eCollege; he teaches Marketing 360, 365, 560, and 565. Communication is important and with the use of web pages, class materials are always available with eCollege, not just for online classes, but hybrid classes too. Every course has a web page to engage students in class whether face-to-face or online. He reviewed a lesson for Marketing 360, showing how to use the links. Regent Parker: Can you track student participation/How many times does someone access the web page/How does this improve your teaching? He monitors their progress by measuring time spent on their answers. The topics chosen relates directly to the chapter that was covered that particular week. The topics are then discussed as an application in the real world of business-marketing. Regent Parker: What responsibility do you have for copyright? Concerning the Wall Street Journal we have permission to use their website.

Michael McVey, (Coordinator for Educational Media and Technology Program) has been teaching since 1980 and has seen technology progress over the years, for example from paper notebooks to laptops and iPads. Dr. McVey demonstrated several apps, such as Evernote software, which allows students to download files that sync across devices and are great for group projects. Other applications for note taking on the market have features that allow for handwriting, typing and attaching images from a camera or the web. Regent Parker: How many of our students are equipped for this? Does it vary by age? How many are digitally homeless? The break down from McVey’s survey-all students have cell phones, only 10% have iPads, almost all have personal computer (PC/Mac) and many have netbooks. Our students are actively engaged and communicating and our faculty are connected too. Students Technology is not a toy anymore, it’s a valuable tool.
Frank Fedel, (HPHP Orthotics and Prosthetics) gets information to students before coming to the classroom using Capture Lecture. A lot of what was just discussed is incorporated into his teaching style. Capture Lecture is a method for storing and retrieving information, students see materials before class and students are ready to participate/engage during class time, these can be audio and video recordings. For this WIMPY (whiteboard information management panopto Y-clicker technology) was developed. This enables students to get information how they want, where they want and when they want. UDL (Universal Design for Learning Principals) to accommodate different learning styles, tactile, visual, auditory, and some like text learning, this keeps students engaged. Regent Fitzsimmons: Are there any statistics to show how many online students never step on campus? Provost: We have nine online master degree programs. Online programs are a great opportunity, especially in master programs. Regent Fitzsimmons: Recently, there was a study that examined how facebook makes people lonely. I can see how parents worry that online classes are making their students lonely, they never go to class to meet other people. Provost: The ability to teach Master’s courses on-line is a great opportunity for a world wide experience. By using Skype and other software they stay connected.

Regent Sidlik: What can we do to help? Frank Fedel: A group just met with Extended Programs and Educational Outreach for a pilot study. We need to invest to expand the pilot group. I estimate the cost is $10K for access for students in the pilot program, about $2 per student for the entire campus, for every class. Not everyone is going to adopt this, but it would be available for all to use if they choose.

Regent Parker thanked the contributors and those in attendance and adjourned the meeting at 1:52 p.m.

Respectfully submitted,

Debbie Clearwater
Executive Assistant
Academic and Student Affairs
MONTHLY REPORT
EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for September 18, 2012 and the Minutes of the June 19, 2012 meeting be received and placed on file.

SUMMARY

The primary items for the September 18, 2012 Educational Policies Committee meeting include: (1) Emeritus Faculty Recommendations, (2) Academic Affairs Administrative/Professional Appointments/Transfers, (3) Academic Retirements/Separations, (4) Faculty Appointments, (5) Program Deletions, (6) Board Bylaw Amendments, (7) Charter Schools Update

FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Vice President

Date
EASTERN MICHIGAN UNIVERSITY
Board of Regents
Educational Policies Committee

September 18, 2012
9:00 – 9:45 a.m.
205 Welch Hall

AGENDA

Minutes  (Regent Sidlik)

Monthly Report  (Rhonda Longworth)

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

Regular Agenda Items
Program Deletions  (Rhonda Longworth)
Board Bylaw Amendments  (Rhonda Longworth)
Charter Schools Update  (Malverne Wilborne)

Discussion Topic
“Tuition Differentiation”
Regent Sidlik convened the meeting at 9:00 a.m.

Regent Sidlik commented on Dean Mielke’s reception last night it was a nice affair. Dean Mielke has done an outstanding job as Dean of the College of Business and taken it to a nice new level. There is still plenty of opportunity for a successor to take it further. Dean Mielke thanked Regent Sidlik and wished him well in the future.

Report and Minutes (Section 15)
Regent Sidlik requested that the Educational Policies Committee Agenda for June 19, 2012 and the Minutes of the April 17, 2012 meeting be received and placed on file.

Emeritus Faculty Status (Section 1)
Dr. Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming and Services, recommended that the Board of Regents grant Emeritus Faculty Status to seven (7) former faculty members: Dr. Jeffrey L. Duncan, Professor, Department of English Language and Literature; Dr. Robert O. Holkeboer, Professor, Department of English Language and Literature; Dr. Sarah Huyvaert, Professor, Department of Teacher Education; Dr. Russell R. Larson, Department of English Language and Literature; Dr. Sheila M. Most, Professor, Department of English Language and Literature; Ms. M. Gaie Rubenfeld, Associate Professor, School of Nursing; and Dr. Alida S. Westman, Professor, Department of Psychology.

Academic Affairs Administrative/Professional Appointments/Transfers (Section 2)
Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve two (2) Administrative/Professional appointments and two (2) Administrative/Professional transfers at the rank and effective date shown on the listing provided to the Board.

Academic Separation/Retirement (Section 3)
Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve one (1) retirement and separation for the reporting period February 1, 2012 through April 30, 2012.

Faculty Appointments (Section 4)
Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve seventeen (17) new faculty appointments for the 2012-13 academic year at the rank, salary, and effective date shown on the listing provided to the Board.

Faculty Reappointments (Section 5)
Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of one-hundred seven (107) probationary faculty members for the 2012-2013 academic year.
**Faculty Tenure Appointments (Section 6)**

Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2012 fall semester, for twenty-one (21) faculty members.

**Faculty Promotions (Section 7)**

Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2012.

**Lecturer Promotions (Section 8)**

Dr. David Woike, Interim Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve six (6) new lecturer appointments for the 2012-2013 academic year as shown on the listing provided to the Board.

**Appointment of Charter Schools Board Members (Section 16)**

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

**Reissuance of Charter – Academy for Business and Technology (K-12) and Great Lakes Academy (K-7) (Section 17)**

Dr. Malverne Winborne, Director, Charter Schools, recommended that the Board of Regents reissue the charter for Academy for Business and Technology and authorize the president of the University to execute a new five-year contract which will expire July 1, 2017 and a new five-year contract for Great Lakes Academy which will expire July 1, 2017. Descriptions of these academies are included in the materials provided to the Board.

**Authorization to Process New Charter School Applications (Section 18)**

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

**Authorization to Approve the Adoption of the Open Pathway Process for Accreditation (Section 19)**

Dr. Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming and Services, recommended that the Board of Regents approve the adoption of the Open Pathway process for institutional accreditation from The Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools (NCA). The University would be moving from the Academic Quality Improvement Program (AQUIP) process to The Open Pathway process for documenting actions and success in meeting institutional criteria for accreditation.

**Deletion of Academic Programs (Section 20)**

Dr. Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming and Services, recommended that the Board of Regents approve the deletion of five (5) existing degree programs: the Secondary Education Computer Science Major, the Graduate Certificate in Artificial Intelligence, the Master of Arts in Mathematics-Computer Science, the Master of Science in Physical Education Pedagogy –
Interdisciplinary Adapted Physical Education Concentration, and the Master of Arts in Sociology – Family Specialty Concentration.

**New Academic Programs (Section 21)**

*Dr. Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming and Services,* recommended that the Board of Regents approve a new Academic Program: Master of Science in Physician Assistant Studies.

**Enrollment Innovation and Growth (Section 22)**

*Provost Kim Schatzel,* recommended that the Board of Regents approve an enrollment innovation and growth plan that provides direction for EMU to grow student credit hours and thrive by supporting students from admissions to graduation via a highly innovative, responsible, and student-centric admissions process to an affordable and active educational pathway supportive of their successful degree completion.

**Committee Assignments and Follow-Up**

<table>
<thead>
<tr>
<th>David Woike:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Check by-laws for reporting transfers, to see if transfers are required to be included in BOR meetings</td>
</tr>
<tr>
<td>Malverne Winborne:</td>
</tr>
<tr>
<td>• Email Regents information relevant to the selection of suitable candidates for Charter School board members</td>
</tr>
</tbody>
</table>

Regent Sidlik thanked those in attendance, and adjourned the meeting at 9:45 a.m.

Respectfully submitted,

Debbie Clearwater  
Executive Assistant  
Academic Affairs
RECOMMENDATION

DELETION OF ACADEMIC PROGRAM

ACTION REQUESTED
It is recommended that the Board of Regents approve the deletion of one existing degree program: the Spanish Literature Minor.

SUMMARY
The Spanish Literature Minor is being recommended for phase-out effective fall 2012. This action is the result of the regular curriculum review process.

FISCAL IMPLICATIONS
None.

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

ACTION REQUESTED

It is requested that Board of Regents Bylaw 5.08.01 be amended as highlighted in the attached document.

STAFF SUMMARY

This amendment results from the reorganization at the executive level to eliminate the position of Vice-President for Student Affairs and reassign the leadership of the Student Affairs Committee of the Board of Regents to the Provost.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer               Date
absence of the Treasurer.

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

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

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

4.06 Internal Auditor
The Board's Finance and Audit Committee shall appoint an Internal Auditor who shall report to the Finance and Audit Committee, and who shall receive supervision from the Chairperson of the Finance and Audit Committee.

4.07 Ineligibility
No Regent shall be eligible to be appointed as Secretary, Treasurer, or Assistant Treasurer of the Board, as provided in MCL 390.552.

ARTICLE V
COMMITTEES

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

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

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

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

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

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

5.05.01  
The University officer assigned to the Educational Policies Committee shall be the Provost.  

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

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

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

5.07.01

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

5.07.02

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

5.08 Student Affairs Committee

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

5.08.01

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

5.09 Athletic Affairs Committee

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

5.09.01

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

5.10 Personnel and Compensation Committee

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

FINANCE, AUDIT & INVESTMENT COMMITTEE

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the minutes from the June 19, 2012 Finance, Audit, and Investment Committee meeting, the working agenda for the September 18, meeting, and the informational reports and financial updates.

STAFF SUMMARY

June 19, 2012

Agenda items discussed at the June 19, 2012 Finance, Audit, and Investment Committee meeting included an informational report and financial updates as of May 31, 2012. The Committee also reviewed recommendations to the Board for:

- 2012-13 Tuition and Fees
- 2012-13 General Fund Operating Budget
- 2012-13 Auxiliary Fund Operating Budget
- 2012-13 Capital Budget and 3 Year Capital Plan

September 18, 2012 Meeting Agenda

Agenda items will include an informational report and financial updates including a fall enrollment and housing update as well as presentation of Emeritus Staff Awards.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

________________________________________

University Executive Officer

Date
BOARD OF REGENTS
Eastern Michigan University
201 Welch Hall
(734) 487-2410

Tuesday, September 18, 2012
3:00 PM

FINANCE, AUDIT & INVESTMENT COMMITTEE

REGULAR AGENDA

- Minutes from June 19, 2012
- September 18, 2012 Finance and Audit Committee Agenda
  - Information Reports and Financial Updates
  - Fall Enrollment and Housing Update
  - Emeritus Staff Awards
The meeting was called to order by Regent Morris at 11:00 AM.

Section 23 Recommendation Monthly Reports – Finance, Audit, and Investment Committee, Informational Reports and Financial Updates

A motion was made and seconded to accept the minutes from the April 17, 2012 Board of Regents meeting.

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

Total General Fund Revenue and Expenditures (Slide 1)
The FY12 total general fund revenue budget is $283.1 million. The full year revenue forecast is expected to be $275-$279 million, while full year expenses are forecasted to be $277-$278 million. CFO Lumm commented that this year’s forecast is expected to be within 1% of budget. Although, it is expected that revenues will be down, in relation to budget, by $4 - $8 million; expenses are also expected to be down $4 - $5 million to budget.

Total Auxiliaries Fund Operating Budget (Slide 2)
The FY12 total auxiliaries fund operating budget is $40.7 million. The full year forecast is expected to be right on budget for Auxiliaries.

Grants and Contracts (Slide 3)
Through April 2012, $8.8 million of grants and contracts have been awarded. $10.4 million had been awarded through April 2011. The total awards for FY11 were $12.5 million. The $1.6 million reduction compared to last year is mainly because of Federal awards. Everything else is up year to year.

Fundraising (Cash and Gifts-in-kind) (Slide 4)
As of June 15, 2012, $11.3 million has been received compared to $5.0 million for the same time frame last year. This year’s amount is twice that of last year’s and 19% above this year’s goal. This year includes two large donations. However, even when you exclude these two, fundraising is up 30% over last year.

Cash and Investments (Slide 5)
As of May 31, 2012, Eastern has $60.8 million in cash and investments. This includes - $8.1 million or 14% in cash & short-term investments, $11.2 million or 18% in intermediate-term investments, and $41.5 million or 68% in long-term investments. In addition, the long-term pool is dispersed into - $29.3 million or 71% in fixed income, $10.3 million or 25% in domestic equities, and $1.9 million or 4% in international equities. This is all consistent with the University’s investment policy.

The portfolio return as of June 15, 2012 was $2.5M. This is $0.6M less than the target at this time.
Information Technology (Slide 6)
- Wireless Upgrades
  - New wireless antennas installed in Pray-Harrold, Owen, Sill, and Alexander.
  - Installation of new antennas in Student Center and Halle in June.
  - Additional servers to be installed and functional by end of June.

- Voice over (VoIP) Telephone Conversion
  - VoIP conversion of Halle and Porter has begun.
  - Conversions scheduled for late summer include: Pierce, Sill, and Strong.

- Additional Cell Phone Kiosks
  - Two additional cell phone kiosks have been purchased.
  - Kiosks are now located in Pray-Harrold, Halle, and Student Center.
  - Each kiosk can charge up to ten cell phones at once.
  - Kiosks also display times and locations of computer labs and print kiosks.

Section 24: Recommendation Fiscal Year 2012-13 Tuition and Fees

It is recommended that the Board of Regents approve a 3.95% increase in tuition and fees for the 2012-13 academic year. For the past three years, Eastern’s tuition and fee increases have been 3.8%, 0.0%, and 3.65% - an average of 2.5%, the lowest among Michigan’s 15 public Universities. With the recommended increase for fiscal year 2012-13, it is expected that Eastern will remain Michigan’s leader in tuition restraint with the smallest increase over the four year period of any of the public universities. The increase in undergraduate tuition is $9.75 per credit hour and for an Undergraduate student taking 30 credits, the annual cost for tuition and mandatory fees would be $9,026. By comparison, had Eastern increased tuition the average of the other universities over the past four years, tuition and mandatory fees would be $1,000 higher.

Section 25: Recommendation Fiscal Year 2012-13 General Fund Operating Budget

It is recommended that the Board of Regents approve a 2012-13 General Fund operating budget of $290.6 million. The recommended 2012-13 General Fund operating budget is balanced with revenues and expenditures of $290.6 million. The 2011-12 General Fund operating budget adopted by the Board totaled $283.3 million. This is a 2.6% increase.

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

The expenditure budget includes additional student advising resources and reflects a $2.0 million, 5.9% increase in University-sponsored financial aid. Over the last five years, Eastern’s financial aid has grown by over 65% from $21.4 million in 2007-08 to $35.7 million in 2012-13. The recommended budget also includes $1.5 million in funding for new academic programs and initiatives to support continue enrollment growth.

The Board is requested to authorize $290.6 million in expenditures although $1.1 million contingent
No layoffs are recommended in this budget.

Section 26: Recommendation Fiscal Year 2012-13 Auxiliary Activities Operating Budgets

It is recommended that the Board of Regents approve a fiscal year 2012-13 Auxiliary Activities operating budget of $42.1 million.

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

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

Section 27: Recommendation Fiscal Year 2012-13 Capital Budget and Three-Year Capital Plan

It is recommended that the Board of Regents approve a fiscal year 2012-13 University Capital budget of $21.7 million.

The recommended University capital expenditure budget of $21.7 million for the 2011-12 fiscal year includes $8.5 million to complete Eastern’s Science Complex project. The Science Complex project will be completed on budget and on schedule.

The five years from fiscal year 2008-09 through 2012-13 represent a period of unprecedented capital investment at Eastern. Over the period, capital spending will exceed $210 million with two thirds of the spending (67%) for academic facility enhancements, 8% for housing improvements, 5% for IT infrastructure, 4% for athletics facilities, with the balance (16%) for safety & security, energy savings, and high priority asset preservation and infrastructure projects.

For fiscal year 2012-13, the remaining recommended capital spending of $13.2 million reflects a balance of housing facility enhancements, classroom technology improvements, upgrades in wireless capability on campus and other IT infrastructure investment, and critical asset preservation projects as well as parking, safety and security, athletics facility and energy saving projects.

Over the next three years (2012-13 through 2014-15) capital spending of $41.7 million is planned including significant investments in technology (classroom technology, campus wireless, IT infrastructure).

Meeting was adjourned at 11:40 a.m.
RECOMMENDATION

COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE EMU CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (EMU-AAUP)

ACTION REQUESTED

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and the EMU Chapter of the American Association of University Professors (EMU-AAUP) and authorize the President to execute the Agreement on behalf of the Board of Regents.

STAFF SUMMARY

The recommendation is based on outcomes of negotiations between Eastern Michigan University and the EMU-AAUP. The proposed agreement covers approximately 700 full-time tenure-track faculty and was ratified by the bargaining unit on September 5, 2012. Significant provisions of the proposed agreement include:

- Three year agreement, effective September 1, 2012 through August 31, 2015
- Across-the-board salary increase of 2% for each of the three years
- Restructuring of health care plans effective January 1, 2013 including:
  - Elimination of PPO4
  - Addition of new HSA and HMO plans
  - Increased premiums by 8.25% (PPO plan) and 12% (HSA and HMO plans)
  - New pharmacy initiatives
  - Retail 90 available only at Snow Health
- Voluntary phased retirement created.
- Full Professor Adjustment
- Significant changes to the administration of online courses
- New incentives for grant activities

FISCAL IMPLICATIONS

The net cost impact resulting from this agreement is funded by the FY13 General Fund operating budget approved by the Board of Regents on June 19, 2012.

ADMINISTRATIVE RECOMMENDATION

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

COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND UAW LOCAL 1975 (EMU CLERICAL/SECRETARIAL UNIT)

ACTION REQUESTED

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and UAW Local 1975 (EMU Clerical/Secretarial Unit) and authorize the President to execute the Agreement on behalf of the Board of Regents.

STAFF SUMMARY

The recommendation is based on outcomes of negotiations between Eastern Michigan University and the EMU Clerical/Secretarial bargaining unit (UAW Local 1975). The proposed agreement covers approximately 230 employees and was ratified by the bargaining unit on August 29, 2012.

Significant provisions of the proposed agreement include:

- Four year agreement, effective July 1, 2012 through June 30, 2016
- Across-the-board salary increases of 0% in the first year of the agreement, 1.5% in the second year, and 2.0% in the third and fourth years
- One-time bonus payment to members of $750 within two pay periods of Board approval of the agreement
- Effective January 1, 2013, adoption of the University’s 2013 employee health care plan structure offering three plan options (PPO, HMO, HSA) as announced for the University’s non-represented employees, adopted by the Police Officers unit (POAM), and included in the Tentative Agreement with the Faculty unit (AAUP). Employee premiums for the PPO plan increase by 8.25% annually and for the HMO and HSA plans, by 12.0% annually. The employee premiums for the HMO plan are waived for the first year (2013 Calendar Year).
- Effective upon Board approval, members receive a $1,250 increase to base salary to mitigate the impact of the increased health care cost sharing
- Significant non-economic provisions include removal of BCBS as the designated health care carrier, revisions to the bumping process to ensure a more orderly process, and doubling the size of the internal bargaining unit applicant pool for filling vacant positions

FISCAL IMPLICATIONS

The net cost impact resulting from this agreement is reflected in the FY13 General Fund operating budget approved by the Board of Regents on June 19, 2012.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents approve the Addendum to the Ground Lease between Eastern Michigan University and Ypsilanti Township dated September 26, 1986 and amended on March 1, 1988.

STAFF SUMMARY

Ypsilanti Township and EMU are parties to a lease agreement for the land on which the Eagle Crest Golf Course resides. The land is owned by Ypsilanti Township and leased to EMU. The University has retained a golf course architect to plan and design the enhancements to the Golf Course pursuant to a master plan, so that the property will continue to operate as a first class resort, consisting of the Marriott Hotel, Eagle Crest Conference Center, and Eagle Crest Golf Course, to the benefit of the EMU and the Ypsilanti Township communities. The renovations are anticipated to take place in phases over approximately five years, with each phase having to be completed during the non-peak season. Time is of the essence with respect to completion of the renovations set forth in the Golf Course Master Plan and it is therefore imperative that the Township approval process protect the interest of Township residents and also expedite decision making to facilitate enhancements to the property in the interest of all parties.

The Addendum to the Ground Lease is for a single project – the improvements to the golf course pursuant to the Master Plan, which the Township has received, reviewed and approved. As the project proceeds, the Ground Lease Addendum establishes the process by which Township review and approval will be accomplished. It provides that approval requests will be reviewed by an Administrative Review Committee, as described in the Addendum, and that all approvals will be processed within ten days of submission by EMU.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Gloria A. Hage

General Counsel

Date

C:\Documents and Settings\glorials\My Documents\board of Regents\Action Request Recommendation Approval of Ground Lease Addendum with Ypsil Twp.doc

9-Sep-12 4:41
ADDENDUM TO GROUND LEASE

The Addendum to Ground Lease ("Addendum") is made as of this 18th day of September, 2012, by and between Ypsilanti Township, a charter township established under the laws of the State of Michigan ("Landlord" or the "Township"), and Eastern Michigan University, a public university established under the laws of the State of Michigan ("Tenant" or the "University").

The circumstances leading to the execution of this Addendum are as follows:

A. The Township, as landlord, and the University, as tenant, are parties to a Ground Lease dated September 26, 1986. The Ground Lease was previously amended by an Amendment to Ground Lease dated as of March 1, 1988. The Ground Lease, as so amended, is hereinafter referred to as the "Ground Lease." Capitalized terms used but not defined in this Addendum shall have the meanings ascribed to them in the Ground Lease.

B. The University has developed an eighteen hole championship golf course (the "Golf Course") and clubhouse on the approximately 136 acres of land that is the subject of the Ground Lease (as more particularly described in attached Exhibit A, the "Golf Course Property").

C. Adjacent to the Golf Course Property are the Eagle Crest Corporate Education Center (the "CEC"), owned by the University, and a luxury hotel (currently named the Marriott Hotel at Eagle Crest Resort) (the "Hotel"), owned by a third party.

D. The Hotel, the CEC and the Golf Course (collectively, the "Resort") are managed on a coordinated basis as a first class resort and conference center. The Golf Course has a premier national rating.

E. The CEC and the Hotel offer an outstanding venue for conferences, and residents of the Township enjoy recreational activities on and along Ford Lake.

F. The University recently entered into new management arrangements with the owner of the Hotel, which arrangements are intended to enhance the CEC and Hotel facilities as well as the Golf Course. To further enhance these facilities and the Resort generally, the University intends to make significant renovations to the Golf Course that will create a world-class golf facility to attract even more business and visitors to the Township.

G. The University has retained a renowned golf course architect to plan and design the enhancements to the Golf Course. The architect has developed a master plan for the Golf Course, a copy of which is attached as Exhibit B (the "Golf Course Master Plan").

H. The renovations contemplated in the Golf Course Master Plan are anticipated to take place in phases over approximately five years, with each phase having to be completed during the non-peak season. Time is therefore of the essence with respect to completion of the renovations set forth in the Golf Course Master Plan.
I. The Township has an interest in having the opportunity to provide input on further renovations of the Golf Course Property in furtherance of the best interest of its residents.

J. The University and the Township have a mutual interest in developing and maintaining the Resort as a first class hotel, conference and golf resort, including by facilitating the completion of the renovations set forth in the Golf Course Master Plan.

The parties therefore agree as follows:

1. The Golf Course Master Plan has been received and reviewed by the Township and is hereby approved. The Township shall incorporate the appropriate improvements set forth in the Golf Course Master Plan into the Township’s Master Land Use Plan so as to ensure that the existing Golf Course, as the same may be renovated, is consistent with the Master Land Use Plan.

2. The University agrees that the Township’s Administrative Review Committee, consisting of the Township’s Planning Director and Building Director, or their respective designees, shall have the right to review, comment on and approve significant renovations to the Golf Course, including the major renovations to be implemented pursuant to the Golf Course Master Plan. If the University intends to request an approval, it shall schedule a meeting with the Administrative Review Committee and shall submit applicable drawings or other materials at or prior to the meeting. The approval of the Administrative Review Committee shall be processed administratively, and shall not be unreasonably withheld, delayed or conditioned. Any denial or withholding of approval shall be based on objective criteria that indicate that the matter in question would present a violation of applicable laws or a danger to public health or safety. All approvals shall be processed by the Administrative Review Committee within ten calendar days of submission by the University so that commencement of work on the applicable renovations is not delayed.

3. If an element of a significant renovation is of a nature that is not within the purview of the Administrative Review Committee to approve, the Administrative Review Committee may request the University to submit the applicable element or renovation to the appropriate Board, Commission or Department of the Township. If the University elects to make the submission, the Township agrees to assist the University in having the submission processed and acted upon on a timely and expedited basis.

4. Matters approved by the Administrative Review Committee shall be deemed to be in full compliance with Article 13 of the Ground Lease, as well as applicable rules, regulations and ordinances of the Township.

5. The terms of the Ground Lease and the terms of this Addendum are to be construed as being consistent with one another. However, if there is a conflict between the terms of the Ground Lease and the terms of this Addendum, the terms of this Addendum shall govern.
IN WITNESS WHEREOF, the parties have executed this Addendum on the date and year first above written.

LANDLORD:

TOWNSHIP OF YPSILANTI, a Michigan charter township

By: __________________________
    Supervisor

And By: __________________________
    Clerk

APPROVED AS TO FORM:

______________________________
Township Attorney of
Ypsilanti Township

TENANT:

EASTERN MICHIGAN UNIVERSITY

By: __________________________
    President

And By: __________________________
    Chair, Board of Regents

STATE OF MICHIGAN )
 ) SS.
COUNTY OF WASHTENAW )

The foregoing instrument was acknowledged before me this ___ day of September, 2012,
by __________________________ and __________________________, the Supervisor and Clerk,
respectively, of Ypsilanti Township on behalf of such Township.

Witness by hand and official seal.

My commission expires: __________________________
(Acting in Washtenaw County)
STATE OF MICHIGAN  
)  
COUNTY OF WASHTENAW  
)  

The foregoing instrument was acknowledged before me this ___ day of September, 2012,  
by __________________ and __________________, the President and Chair of the Board  
of Regents, respectively, of Eastern Michigan University.  

Witness by hand and official seal.  

My commission expires: ____________________________  
(Acting in Washtenaw County)  

Drafted By and When  
Recorded Return to:  

Gloria Hage  
General Counsel  
Eastern Michigan University  
100 Welch Hall  
Ypsilanti, Michigan 48197