2014

Board of Regents Meeting Materials, October 7, 2014

Eastern Michigan University

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MEETING SCHEDULE

9:00 AM - 9:45 AM Athletic Affairs Committee Room 201
9:00 AM - 9:45 AM Educational Policies Committee Room 205
10:00 AM - 10:45 AM Faculty Affairs Committee Room 205
11:00 AM - 11:40 AM Student Affairs Committee Room 205
11:45 AM - 12:30 PM Finance and Investment Committee Room 201
1:45 PM Regular Board Meeting Room 201

AGENDA

Call to Order
Roll Call Attendance
Tab A Open Communications
Tab B President’s Report
Tab C Proposed Minutes of the June 10, 2014 Regular Board Meeting
Tab D Resolution: Men’s Outdoor Track Team
Tab E Resolution: Forensics Team
Tab F Presentation: Men of Color Degree Completion and Retention Plan - Reginald Barnes
Tab G Introduction of Presidential Scholars - Dr. Becky Sipe
CONSENT AGENDA

Section 1 Staff Appointments
Section 2 Staff Separations/Retirements
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Section 5 Honorary Emeritus Status for Meritorious Service
Section 6 Academic Retirements/Separations
Section 7 Faculty Appointments
Section 8 Lecturer Appointments

REGULAR AGENDA

Student Affairs Committee
Section 9 Report and Minutes

Athletic Affairs Committee
Section 10 Report and Minutes
Section 11 Approval of Employment Agreement – Head Baseball Coach Mark Van Ameyde

Faculty Affairs Committee
Section 12 Report and Minutes

Educational Policies Committee
Section 13 Report and Minutes
Section 14 New Academic Program: Media Studies & Journalism (B.A.)
Section 15 Charter Schools Board Member Appointments
Section 16 Commencement Speaker and Honorary Degree Recipient

Finance and Investment Committee
Section 17 Report and Minutes
Section 18 Consolidated Financial Statements and Supplementary Information as of June 30, 2014
Section 19 FY2015-16 General Fund Scholarships, Awards and Grants Request
Section 20 FY 2015-16 State Capital Outlay Request
Section 21 Updated Policy: University Investment Policy: 11.1.2
Section 22 Updated Policy: Conflict of Interest Policy-Board of Regents: 1.6
Section 23 Updated Policy: Conflict of Interest Policy-University Employees: 3.1.7
Section 24 Updated Policy: Travel Policy: 11.4.1

NEW BUSINESS

Section 25 Board of Regents Meeting Dates for 2015

Comments from the Chair

Adjournment
Autumn has arrived with beautiful color and energy on Eastern Michigan University’s 165-year old campus. Our Fall 2014 class moved in on August 30th with great excitement.

Our 800-plus acres of campus has never looked better and it fills me with great pride as I walk campus and see all of the faces that reflect Eastern’s success. For example the banners that showcase 100 faculty discussing their research activities with pride.

The Fall 2014 class is the best prepared academically in recent history. The average ACT score of the new freshmen is 22.15, continuing a trend of increases since 2011 when the average score was 21.1. The average high school GPA also has risen over the last five years, increasing from 3.05 in 2010 to 3.28 for this incoming class. We’re also enrolling a higher percentage of students with GPAs between 3.5 and 4.0.

One of our most exciting stories, reflecting the academic strength of Eastern, is the continued growth of the Honors College. The Honors program accepts students with at least a 25 ACT score and a 3.5 high school GPA, while considering other factors such as background, student essays and life experience. The Honors College has nearly doubled in enrollment since 2011. This year, it admitted its largest freshman class ever, 500 students, an increase of 17 percent from the previous year’s record total. A total of 1,350 students participate in Eastern’s Honors College program. Our 17 Presidential Scholars are here today who competed and won a four-year, full-ride scholarship.

This fall we also are pleased to welcome 38 new faculty members. They continue our strong tradition of faculty excellence, small class size and direct access and involvement in the day-to-day success of our students.

We continue to see tremendous growth in health-related studies at Eastern. The College of Health and Human Services enrolled more than 4,500 students this fall, representing an increase of 117 percent over the last 10 years. Enrollment also grew in the College of Business and the College of Technology in programs that meet the needs of Michigan, as well as national and international demands for a skilled talent pool.

Eastern continues to maintain a strong position of affordability among the Michigan public universities. Eastern has the lowest dollar increase in tuition among the 15 Michigan public universities over the last six years. Eastern has increased institutional financial aid by more than 100 percent over the last seven years. For fall 2015, we are proposing, for Board of Regents approval today, a financial aid budget of $48,023,000 – representing an 8.9 percent increase from the current year’s approved budget of $44,089,000.
Ypsilanti Lincoln High School will hold its Homecoming football game at Rynearson Stadium on October 17th. EMU offered the use of our field after Lincoln announced it would relocate its remaining home games following a fatal electrical incident involving a 13 year old boy last week. Our thoughts and prayers are with the boy's family and the community as they mourn this loss.

Please join me in welcoming Michael Valdes, our new CFO, and Kenneth Dobson, our new Executive Director of Government and Community Relations. I also would like to welcome and introduce new head baseball coach Mark Van Ameyde. The search for a new Vice President of Advancement is currently underway. I am honored to serve as Eastern’s president and proud of the talented leadership team that works with our faculty, students, staff, alumni and community to shine a bright light on Eastern and improve it every day.

We are pleased to recommend for Board of Regents approval today, Gary C.K. Huang, President of Rotary International, as our December Commencement speaker. Rotary International is a service organization that brings together business and professional leaders to provide humanitarian services, encourage high ethical standards in all vocations, and help build goodwill and peace in the world. It has more than 34,000 clubs and 1.2 million members worldwide. Mr. Huang is a 1972 graduate of Eastern. He will be awarded a Doctor of Business during the ceremony.

Homecoming week is under way and we will welcome alumni, donors and the community to join us in the celebrations. Highlights include the grand opening and ribbon cutting ceremony for the new McKenny Gallery at 4:30 pm on Thursday with an exhibit entitled “A Tradition of Leadership.” There will be a pep rally and block party on Friday night followed by Coach Creighton and his football team playing Buffalo on Saturday at The Factory in Rynearson Stadium. (See www.emich.edu/homecoming for a full list of Homecoming events.)

Many other accomplishments are listed in the Appendix to this report, which is on the University's website. Thank you, Chair Parker.

Susan Martin
Recognition

• Secondary education senior Brandon Britt has been invited to present his McNair research project, “African American Male Inclusion, Involvement, Perception and Achievement at Predominantly White Institutions” at the Pell Institute for the Study of Opportunity in Higher Education Exhibition. He has also been accepted to present his project at the International Colloquium on Black Males in Education at Morehouse College in Atlanta.

• Graduate student Justin Carpenter was honored by the American Holistic Nurses Association with the Charlotte McGuire Education Scholarship for his commitment to holistic nursing practice and philosophy, and for his leadership in advancing holistic nursing.

• A team of EMU students that included Melissa Case, Kosta Kontoyiannakis, Elaine Meinzer and Jamal Mokeddem were runners-up in the first annual MBA Leadership Case Competition. Management professor Kunal Banerji served as the team’s faculty advisor.

• Political science student Trevis Harrold has been awarded one of the coveted Thomas R. Pickering Undergraduate Foreign Affairs Fellowships. As part of the fellowship, Harrold will receive financial support for tuition his senior year of undergraduate and first year of graduate studies.

• EMU student Timothy Nichols was chosen as the second recipient of the Greg O’Dell Criminal Justice Scholarship.

• Graduate students from the Integrated Marketing Communications program recently won second, third and an honorable mention in a prestigious marketing contest against other college teams from around the world.

• EMU’s student chapter of the Society for Human Resource Management won the 2013-14 Outstanding Student Chapter award from the organization.

• Biology professor Anne Casper has been recognized by the Council for Undergraduate Research with an honorable mention in their 2014 Outstanding Biology Mentor Awards.

• Tsu-Yin Wu has been selected as one of 168 new Nurse Leaders to join the American Academy of Nursing Fellowship program. The 2,200 total nurse leaders in the program were selected “because of their leadership in education, management, and policy and work to improve the health of the nation.”
• Social work professor Marjorie Ziefert was recognized for her efforts as a social justice advocate and educator by the National Association of Social Workers–Michigan Chapter when they awarded her with the 2014 Lifetime Achievement Award.

• Linda Yohn, music director at WEMU, has been named Jazz Programmer of the Year in a major market by JazzWeek. She has won the award previously in 2009, 2010, 2011 and 2012.

• The EMU Department of Athletics was awarded the 2013-14 Cartwright Award – the highest honor in the MAC Conference – which is awarded for program excellence in academics, athletics and citizenship during the academic year.

Gifts & Grants

• Nina Contis and colleagues in the Natural Sciences have been awarded a $2 million, five-year renewal of a DOE Title III SIP grant, for the Creative Scientific Inquiry Experience: Developing Integrated Science Curriculum to Increase STEM Graduates. The project will implement interventions that support high academic standards, promote faculty collaboration across disciplines, and increase student performance and persistence in demanding STEM fields. Provost Kim Schatzel will act as primary investigator for the grant.

• Geography and geology professor Yichun Xie has been awarded a National Science Foundation Grant, EMU's portion of which will be in excess of $1.5 million. This project is awarded under the NSF ITEST program, a program designed to build best practice factors, contexts and processes contributing to K-12 students’ motivation and participation in STEM and STEM careers.

• Professors Zenia Bahorski and Bill Sverdlik have been awarded a minimum two-year $310,000 grant from the National Integrated Cyber Education Research Center (NICERC). The grant calls for running a summer cyber camp for high school students and teachers, focusing on STEM and robotics but also connection to the humanities and social sciences.

• Professor Samir Tout received a grant for more than $222,000 from the National Science Foundation to develop, in collaboration with Merit Network and the University of Michigan, a multi-view capability advanced metering that will provide and propose an integrated smart grid analytic framework that identifies grid anomalies using correlative monitoring.

• The Construction Management Alumni Chapter's Dr. John Weeks Scholarship Golf Outing was sold out and raised $44,500 for the program.
Events

- Emmy Award winning producer and EMU alumnus ('72) **Sally Young** was on campus September 23 to share her experience in television with students.

- More than 500 EMU supporters attended TRUEMU night at Comerica Park on July 30. EMU music therapy major Renae Murphy sang the national anthem, new baseball coach Mark Van Ameyde threw the first pitch which was caught by VP for Communications Walter Kraft, and a check for $2,600 was presented to SOS Community Services.

- Pease Auditorium marked its 100th anniversary this year with a celebration that included a performance by the Detroit Symphony Orchestra on June 27.

Of Note

- For the 12th consecutive year, EMU has been rated as one of the best colleges in the Midwest by The Princeton Review.

Athletic Highlights

- Baseball: Four student-athletes were named to the Academic All-Mid-American Conference team. The athletes were: **Lee Longo**, **Sam Ott**, **Adam Sonabend** and **John Rubino**. Senior first baseman **Lee Longo** was named to the All-MAC Second Team.

- Cross Country (Men): **Harry Dixon** was named a member of the Capital One Academic All-America Division I Track and Field/Cross Country Third Team.

- Golf (Men): **Michael Blair** was named a Cleveland Golf/Srixon All-America Scholar by the Golf Coaches Association of America.

- Golf (Women): The Eagles were ranked 11th nationally in the Women’s Golf Coaches Association’s 2013-14 All-Scholar Team GPA Awards.
President’s Report/ 6

- Gymnastics: Six Eagles were named Academic All-Americans by the National Association of Collegiate Gymnastics Coaches/Women. The students are Shawna Ciaramella, Natalie Gervais, Chantelle Loehner, Sydney McEachern, Paulina Miller and Nikki Patterson.

- Softball: Six student athletes were named to the Academic All-Mid-America Conference honorable mention list. The students are Myranda Barnes, Abby Davidson, Aoife Duffy, Lindsay Rich, Amanda Stanton and Lauren Wells.

- Swimming & Diving: Four Eagles, Lauren Dark, Monica Dorszewski, Andrew Henry and Danielle Hulvey, were awarded the College Swimming Coaches Association of American Division I Scholar Athlete All-America Teams Honorable Mention.

- Swimming & Diving: Both men’s and women’s teams were named to the College Swimming Coaches Association of American NCAA Division I Scholar All-American Teams for the Spring 2014 semester.

- Tennis: Daphne Friedrichs and Nino Mebuke each were named to the Intercollegiate Tennis Association scholar-athlete list.

- Track & Field (Men): Donald Scott garnered First Team All-American honors in the triple jump after taking sixth in the nation.

- Track & Field (Men): Assistant coach Sterling Roberts was honored by the U.S. Track and Field and Cross Country Coaches Association as he was named the Great Lakes Regional Men’s Assistant Coach of the Year.

- Track & Field (Women): Four Eagles, Asliyah McKinney, Marina Manjon-Rivadulla, Kate Wolanin and Victoria Voronko, were named to the Academic All-Mid-American Conference team.

- Volleyball: The Eagles have won a 10th consecutive American Volleyball Coaches Association AVCA Team Academic Award for the 2013-14 school year.

* * *
These are the proposed minutes of the June 10, 2014 Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Parker at 1:02 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were:

Regent Floyd Clack, Regent Beth Fitzsimmons, Regent Michael Hawks, Vice Chair Mike Morris, Chairman Francine Parker, Regent James Stapleton, and Regent Mary Treder Lang.

Board members absent: Regent James Webb

There was a quorum.

TAB A

OPEN COMMUNICATIONS

Vice President/Secretary Reaume announced that two people requested to address the Board of Regents. Each speaker was given up to 15 minutes to speak.

1. Howard Bunsis (EMU-AAUP) – Priorities

2. Desmond Miller (Student Government) – Student Body Update

TAB B

President’s Report

EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
June 10, 2014

This budget funds a new Physician Assistant (PA) program in collaboration with St. Joseph Mercy Hospital System, significant increases in public safety, financial aid,
capital improvements in living and learning facilities and technology. The capital budget is $12.6 million and includes Rackham, Department of Public Safety, as well as Wise Hall, which is our next residence hall to be renovated. This budget funds and welcomes 36 new faculty that will join us this Fall. The budget also includes several millions in cost reductions including changes in compensation and benefits that are painful.

I recommend to the Board of Regents, for approval, a 2014-2015 General Fund operating budget of $301.9 million. The budget continues our strong support of students and affordability with $43.8 million in University-sponsored financial aid, an increase of $4.6 million over this year’s budget. Our state appropriation increase is likely to fund this financial aid increase while leaving some funds for other needs on our campus. Since 2007-2008, University-sponsored financial aid has doubled from $21.4 million. Our enrollment is strong due to affordability and financial aid support in these trying times in Michigan. Under the recommended budget, Eastern will continue to be the state leader in tuition restraint. The recommended 3.2 percent increase maintains Eastern’s commitment to provide students with a high quality education, with the lowest dollar tuition increase over the past six years of any of Michigan’s 15 public universities.

Safety and security investments include additional surveillance cameras being added to the more than 500 already in place, and renovation of the DPS headquarters. This will accommodate the 10 new officers joining the force by Fall to total 43 officers. Expanded patrols, in collaboration with Ypsilanti Police and the Washtenaw County Sheriff’s Office, now include neighborhoods surrounding campus on our north, south, east and west where EMU students and employees live. In collaboration with DTE, new LED lighting will be added on the perimeter of campus in the Leforge Road area. In addition, we continue to work with private rental properties surrounding campus to press for further safety measures. Several apartment complexes have committed to adding surveillance cameras, emergency call stations and expanded security efforts.

The budget includes measures that will impact leadership and other non-union employees (AP, AC, CA, AH classifications). A merit salary increase pool of 2 percent is recommended, effective November 1. Yet, pension contributions will be changed from 11% to a university contribution of 9 percent for all employees hired prior to January 1, 2013, effective November 1. For employees hired on or after Jan. 1, 2013, Eastern’s contribution will be 5 percent, and if the employee contributes 4 percent, Eastern will match that 4 percent, for a maximum Eastern contribution of 9 percent (changing from a 5/5/5 match of 10% from Eastern to 5/4/4 match of 9%). This entire group of employees will pay more for health care coverage, effective January 2015.

We recognize that these changes will have a personal impact. Our University Human Resources office will hold campus forums followed by individual meetings with each of these 301 employees. CFO Lumm and I will host a budget forum at 11 a.m. tomorrow in the Student Center auditorium to explain the budget in more detail and will answer questions directly from the audience followed by a campus Lunch by the Lake.
I would like to gratefully recognize retirements and contributions of several individuals who are or who have been part of the University’s leadership team. Don Loppnow has proudly served Eastern for 40 years in the roles of Professor, Provost and Interim President, as well as a steadfast supporter of Ypsilanti. John Lumm has served Eastern as Chief Financial Officer since 2008 with great dedication during challenging financial times. Leigh Greden’s role in Government & Community Relations has been exciting to watch. He leaves to become Congressman John Dingell’s Chief of Staff in Washington DC. Leigh’s dedication to Eastern has been steadfast and appreciated. We wish them all well.

I want to take a moment to thank our entire faculty and staff for their belief and hard work to maintain momentum during the financially challenging times of the last six years of my Presidency. Eastern is better because of you and together we believe in the importance of this great, historic, and diverse public university to serve ordinary working class families, hungry for education at an affordable price. Our residence halls are full and our Honors College is growing by leaps and bounds. We remain TRUEMU welcoming those with some college, but no degree and ordinary working class families, first generation freshmen, realizing the dream, as I did, of getting off of the farm and obtaining a college degree. Eastern is critical to the future of Southeastern Michigan and this State.

Many other accomplishments are listed in the Appendix to this report, which is available on the University’s website.

Thank you, Chair Parker.

Susan Martin

Appendix
Recognition

- Five EMU students have been accepted into a prestigious Google volunteer program where students will help equip small and medium-sized businesses and non-profits to compete in the digital age. The students selected are: Mahdi Alkadib, Patrick Cotter, Robert Larson, Sean Tseng and Joseph Wendl.

- Two MSN students, Janice Cecil and Kelly Miller, have won first and second place, respectively, in the MSN Thesis Category at the Midwest Nursing Research Society’s 2014 Annual Research Conference.

- Student Trevis Harrold has been selected for the Woodrow Wilson Thomas A. Pickering Foreign Affairs Fellowship Program. The program provides funding for participants in preparation for a career in the United States Department of State Foreign Service.
• EMU senior Patrick Seick won national championship honors in after-dinner speaking and impromptu speaking at the National Forensic Association Tournament held April 18-21 on EMU’s campus. The EMU team placed fifth overall.

• EMU senior Christopher Zavac, a 21-year-old baritone, took third place and a $150 award during the Kalamazoo Bach Festival Society’s Young Vocalist Competition in March.

• The inaugural class of future physician assistants started classes on May 5. The new 24-month physician assistant program has 20 master’s-level students enrolled and is one of only six accredited PA programs in Michigan.

• Eastern Michigan professor Howard Cass, along with a dance video featuring EMU students performing in the Detroit Institute of Arts, were included in a May 20 performance by the Manhattan Contemporary Chamber Ensemble at Carnegie Hall. As a member and composer for the ensemble, Cass performed three of his own pieces on the piano, including “Jazz Suite,” which was chosen to accompany EMU professor Joanna McNamara’s recent dance video, “For Diego.”

• Eastern’s Office of Academic Service-Learning, Institute for the Study of Children, Families, and Communities, and the Nonprofit Leadership Alliance recognized the community organizations and members along with outstanding representatives of EMU’s faculty, staff and students who create bridges of opportunity between the community and the University. Faculty honored on April 11 were Susan Badger Booth, arts management; Claudette Braxton, social work; Ethan Lowenstein, teacher education; Heather Neff, director of the McNair Scholars program; Janet Okagbue-Reaves, social work and Marilyn Wedenoja, social work.

• The Early College Alliance (ECA) at Eastern Michigan is ranked sixth in the state for Michigan Merit Exam reading and mathematics scores. That ranking represents a substantial increase over the previous year, when the ECA was ranked a respectable 41st out of more than 800 Michigan high schools ranked.

• EMU Registrar Christina Shell was recently named a recipient of the 2014 National Society of Collegiate Scholars Registrar Award.

Gifts & Grants

• EMU’s Children’s Institute has received a $53,940 grant from the Michigan Department of Education for a summer Great Start Readiness program starting June 16.
• An EMU student will study elements, such as the lifestyle, landscape and design, within two of the country’s most important historic estates under a new research fellowship announced in May. The fellowship, a partnership between EMU and Historic Ford Estates, is open to students who are pursuing a Master’s Degree in Historic Preservation at EMU, and offers a stipend of $6,000 supplied by the Estates and tuition support of $6,000 from EMU per academic year. The Fellowship will begin this fall.

Events

• The Detroit Symphony Orchestra will perform at Pease Auditorium on Friday, June 27 as part of the Pease Auditorium Centennial celebration, which began on May 1.

• A summer Graduate Open House was held on June 7.

• The Department of Special Education is celebrating a Century of Excellence and began its celebration on Friday, May 16 with a weekend of events including a historical archives display, campus tours, lectures, a Hall of Fame induction ceremony, research symposium and a celebration dinner.

• The American Heart Association’s Washtenaw County Heart Walk and Heart 5K Run was held on EMU’s campus on Saturday, May 10. More than 3,000 runners and walkers put their heart and sole into the walk and 5K run. EMU was the top institution in terms of donations and two EMU employees ranked among the top individual donors.

• The third annual Cyber Security in the 21st Century: Digital Divas Conference was held on Friday, April 25 at the EMU Student Center. More than 500 girls from area middle and high schools participated in the event to learn more about careers in cyber security.

• TRUEMU Day at Eastern Market on April 12 attracted more than 100 alumni and friends for the second annual event. The event celebrated the rich history of both institutions. EMU was founded in 1849 and the Eastern Market was established in 1841. The EMU Marching Band also brought its more than 120-years of musical history to the streets of Eastern Market.

• Automotive veteran and best selling author, Bob Lutz, was the guest speaker at a dinner at Eastern Michigan on June 4. Lutz, who retired from General Motors in 2010, shared stories about leaders who left the strongest impressions on him. Proceeds from the event are earmarked for scholarships for the EMU College of Technology and the Detroit-Windsor Chapter of the American Foundry Society.
• Eastern Michigan’s Convocation Center again served as the site for the **Robotics State Championship** on April 10-12. Fifty-six Michigan high school teams battled it out in the qualifying state championships. The three-day event is facilitated by an organization called FIRST (For Inspiration and Recognition of Science and Technology) and brought thousands of fans from across the state.

• Eastern’s 27th annual **Teacher Job Fair** on April 9 brought more than 130 employers from Michigan, Florida, Arizona, Montana and Colorado.

**Of Note**

• The **#HighFiveChallenge**, launched by the EMU Foundation and Alumni Relations, kicked off in May. EMU alumni, faculty, staff and supporters are encouraged to make donations of $5 (or more) to support any area on campus that is the most meaningful to them.

**Athletic Highlights**

• Baseball: **Lee Longo** has been named All-MAC Second Team.

• Baseball: The **baseball team** received the NCAA Public Recognition Award for their exceptional work in the classroom as part of the NCAA’s Academic Performance program.

• Basketball (Men): Forward **Daylen Harrison** was named to the Academic All-MAC team. Harrison has a 3.66 GPA as chemistry major.

• Basketball (Men): The **men’s basketball team** earned this season’s NCAA Statistical Championship for field goal percentage defense. The Eagles held teams to just a 36.9 field goal percentage.

• Cross Country (Men): **Harry Dixon** was named to the Capital One Academic All-District Cross Country/Track and Field Team in District Five by the College Sports Information Directors of America.

• Football: **Cy Maughner** was presented with the Medal of Excellence Award as part of the Mid-American Conference Spring Meeting.

• Gymnastics: **Anna Willette** has been named to the Academic All-MAC Team. Willette earns the distinction with her success in the gym as well as her 3.58 GPA as a speech/language pathology major.

• Rowing: **Krista Burdick, Emily Burks, Taylor Cyr, Sidney Doss, Ashley Gilmore, Cady Griffin, Kaitie Keys, Tijana Milovanovic, Steph Schlosser** and
Lyndsey Tollas were named CRCA National Scholar Athletes. To be considered for the honor, a student athlete must maintain a 3.5 GPA or higher, be at least a sophomore and have rowed in one of their institution’s NCAA or IRA eligible boats for 75 percent of the spring races or the regional conference event.

- Soccer: Stephanie Clarke was presented with the Medal of Excellence Award as part of the Mid-American Conference Spring Meetings.
- Softball: Michelle Kriegshauser was named to the MAC All-Freshman Team.
- Swim & Dive (Men): Krzysztof Gilski, Erik Gissen, Andrew Henry and Dakoda Johnson have been named to the Academic All-MAC team. Dylan Crompton, Gus Everson, Chris Hodges, Oded Ivry, Aaron Lawson, Brian Moore and Sage Stephens earned honorable mention.
- Swim & Dive (Women): Monica Dorszewski, Danielle Hulvey and Jackie Swartz were all named to the Academic All-MAC team. Audra Burtch, Lauren Dark, Becca Detri, Sara Ghaffari, Melynee Saya and Karly Taylor earned honorable mention.
- Tennis: Nino Mebuke and Klara Supejova each earned the Academic All-MAC team distinction for the first time in their careers. Mariya Toncheva was named to the Academic All-MAC Honorable Mention List.
- Tennis: Diana Davitaia and Klara Supejova each earned All-MAC First Team honors while Nino Mebuke was named to the second team.
- Track & Field (Men): The EMU men’s track and field team won its 22nd MAC Championship title in program history.
- Volleyball: The EMU volleyball team has received the NCAA Public Recognition Award for their exceptional work in the classroom as part of the NCAA’s Academic Performance program.
- Wrestling: Vincent Pizzuto has been selected to the Academic All-MAC Team while Nicholas Barber and Michael Shaw were named to the honorable mention list.
- Wrestling: Vincent Pizzuto was named to the 2014 National Wrestling Coaches All-Academic Team, while the EMU wrestling squad was named to the annual Division I All-Academic Top 30 Teams.
PROPOSED MINUTES OF THE MARCH 25, 2014 REGULAR BOARD MEETING

Regent Clack moved and Regent Hawks seconded that the proposed minutes for the March 25, 2014 Board meeting be approved as submitted.

Motion Carried

RESOLUTION: DON LOPPNOW

Regent Parker moved and Regent Clack seconded to recommend the Board approve the Resolution recognizing Dr. Don Loppnow for providing distinguished leadership in his 40-year career at Eastern.

Motion Carried

PRESENTATION: PHYSICIAN ASSISTANT PROGRAM

Regent Parker introduced Christine Karshin, associate dean of the College of Health and Human Services, and Jay Peterson, director of the Physician Assistant Program, to give a presentation on the recently formed program on campus and the inaugural class of students.

CONSENT AGENDA

Chairman Parker asked the Board if there were any items on the consent agenda the Board members wished to vote on separately. Hearing none, she asked for a motion to proceed. Regent Treder Lang moved and Regent Clack seconded that the items on the Consent Agenda be approved as presented (Section 1-12).
Section 1

STAFF APPOINTMENTS

Recommended that the Board of Regents approve 29 staff appointments for the reporting period March 1, 2014 to April 30, 2014: Michelle Hamilton, Michele Miller, Ellen Forsman, Bridget Bofysil, Amanda Niemiec, Linda Jerome, Amber Robbins, Courtney Pruner, Stacie McMullen, Shana Thompson, Marta Muusz-McDonough, Alyssia Utley, Joy Ackroyd, Elizabeth Stoelt, Katherine Giardello, Laurie Boyd, Christine Colver, Claire Liepman, Herbert Haygood, Michael Richardson, Jr., Darin Taylor, Steven Pierson, Joel Baetens, Ermir Vila, Michael Harhold, Jason Foor, William Landis, Brian Moynihan and Thomas Rapier.

Section 2

STAFF SEPARATIONS/RETIREMENTS

Recommended that the Board of Regents approve 13 separations and retirements for the reporting period of March 1, 2014 to April 30, 2014: Theda Davis-Henson, Kristin Haynie, Janice Jones, Danara Wilcox, Katie Aeschliman, Holly Smith, Melissa Takach, Charles Ruffin, Jason Estep, Michael Gravier, Matthew Miller, Robert Norris and Duane Smith.

Section 3

EMERITUS STAFF RECOMMENDATION

Recommended that the Board of Regents grant Emeritus Staff Status to four (4) staff members: Holly Smith (President’s Office), Bryan Howay (Information Technology), Donald Schoolmaster (Chemistry), and Lynette Findley (Academic Success Partnerships).

Section 4

EMERITUS FACULTY RECOMMENDATIONS

Recommended that the Board of Regents grant Emeritus Faculty Status to two (2) former faculty members: Anthony Adamski (Technology Studies) and Robert Perry (Africology and African American Studies).
Section 5

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS/TRANSFERS

Recommended that the Board of Regents approve seven (7) administrative transfers: Christine Karshin, Janet Fisher, Christopher Herman, Michael Williams, Zafar Khan, Richard Nation, and Kathleen Stacey.

Section 6

ACADEMIC RETIREMENT/SEPARATION

Recommended that the Board of Regents approve one (1) academic retirement for the period March 1, 2014 to May 31, 2014: Julia Myers.

Section 7

FACULTY APPOINTMENTS

Recommended that the Board of Regents approve 34 new faculty appointments for the 2014-2015 academic year: Eric Acton, Steven Backues, Corrie Baldauf, Joseph Breza, Susan Bushinski, Chong Man Chow, Jamie Cornelius, Michael Doan, Christopher Elias, Ashley Falzetti, Maria Garcia, Marisol Garrido, Kevin Geltz, Emily Grman, Celeste Hawkins, Beth Henschen, Brandon Johnson, Hee-Jung Jun, Richard Karcher, Ebrahim Khalifeh Soltani, Matthew Kirkpatrick, Kasim Korkmaz, Lydia McBurrows, Camilla McComb, Courtney McCormick, Salar Mesdaghinia, Deron Overpeck, Ildiko Porter-Szucs, Anushri Rawat, Katherine Ryker, Olivia Seaver, MacArthur Stewart, Sarah VanZoeren and Stephanie Wladkowski.

Section 8

FACULTY REAPPOINTMENTS

Recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of 128 probationary faculty members for the 2014-2015 academic year.

Section 9

FACULTY PROMOTIONS

Recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2014.
Section 10

FACULTY TENURE APPOINTMENTS

Recommended that the Board of Regents approve the granting of tenure, effective beginning with the Fall 2014 semester, for 25 faculty members: James Banfield, Michael Barnes, Jin Bo, John Carbone, Anne Casper, Damir Cavar, Heather Dagnan, Jessica Elton, Jason Ferguson, Janet Fisher, Chiron Graves, Robert Halpern, Peter Higgins, Heather Janisse, Edwin Joseph, William Koolage, Irwin Martin, Theresa Merrill, Monica Millan, Zachary Moore, Derek Mueller, Gregory Plagens, Brian Spolans, Jayne Yatczak, and Mehmet Yaya.

Section 11

LECTURER PROMOTIONS

Recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2014-2015.

Section 12

LECTURER APPOINTMENTS

Recommended that the Board of Regents approve four (4) new lecturer appointments for the 2014-2015 academic year: Bryan Kingry, Ron Rich, Crystal Sears and Tamara Tucker.

Motion Carried

REGULAR AGENDA

Section 13

REPORT AND MINUTES – STUDENT AFFAIRS COMMITTEE

Regent Fitzsimmons moved and Regent Clack seconded that the Student Affairs Committee Agenda for June 10, 2014 and the Minutes of the March 25, 2014 meeting be received and placed on file.

Motion Carried
Section 14

REPORT AND MINUTES – ATHLETIC AFFAIRS COMMITTEE

Regent Hawks moved and Regent Stapleton seconded that the Athletic Affairs Committee Agenda for June 10, 2014 and the Minutes of the March 25, 2014 meeting be received and placed on file.

Motion Carried

Section 15

FY2014-15 DEPARTMENT OF INTERCOLLEGIATE ATHLETICS BUDGET

Regent Hawks moved and Regent Clack seconded that the Board of Regents receive and place on file the recommended fiscal year 2014-15 Department of Intercollegiate Athletics General Fund Operating Budget and the Game Guarantee designated fund projections for the fiscal years 2014-15, 2015-16 and 2016-17.

Motion Carried

Section 16

REPORT AND MINUTES – EDUCATIONAL POLICIES COMMITTEE

Regent Fitzsimmons moved and Regent Clack seconded that the Educational Policies Committee Agenda for June 10, 2014 and the Minutes of March 25, 2014 meeting be received and placed on file.

Motion Carried
Section 17

2014-15 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS

Regent Fitzsimmons moved and Regent Clack seconded that the Board of Regents accept and place on file the report on the 2014-15 Faculty Research and Creative Activity Fellowships awards.

Motion Carried

Section 18

2014-15 SABBATICAL LEAVE AWARDS

Regent Morris moved and Regent Clack seconded that the Board of Regents accept and place on file the report on 2014-15 Sabbatical Leaves.

Motion Carried

Section 19

SUMMER 2014 UNDERGRADUATE RESEARCH STIMULUS PROGRAM

Regent Morris moved and Regent Hawks seconded that the Board of Regents accept and place on file the report on the Summer 2014 Undergraduate Research Stimulus Program Awards.

Motion Carried

Section 20

NEW ACADEMIC PROGRAM: MASTER OF SCIENCE IN TAXATION

Regent Morris moved and Regent Treder Lang seconded that the Board of Regents approve a new academic program: Master of Science in Taxation.

Motion Carried
Section 21

NEW ACADEMIC PROGRAM: INTERDISCIPLINARY LEADERSHIP MINOR

Regent Morris moved and Regent Hawks seconded that the Board of Regents receive and place on file notification of a new academic program: Interdisciplinary Leadership Minor.

Motion Carried

Section 22

CHARTER SCHOOLS BOARD MEMBER APPOINTMENTS

Regent Fitzsimmons moved and Regent Treder Lang seconded that the Board of Regents appoint Bernard Geter to a three-year term on the Board of Directors of the Academy for Business and Technology; Yolanda Curry to a three-year term on the Board of Directors of The James and Grace Lee Boggs School Academy; Curtis Robinson to a one-year term, Richard Hamme to a two-year term and Cynthia Smith to a three-year term on the Board of Directors of Commonwealth Community Development Academy; Peter Sinclair to a three-year term on the Board of Directors of Grand Blanc Academy; Elaine Miller and Bettie Shaw-Henderson to three-year terms on the Board of Directors of Great Lakes Academy; and Randy McNeil to a three-year term on the Board of Directors of Hope Academy.

Motion Carried
Section 23

REISSUANCE OF CHARTER – GRAND BLANC ACADEMY (K-8) AND
REISSUANCE OF CHARTER – DR. JOSEPH F. POLLACK ACADEMIC
CENTER OF EXCELLENCE (K-8)

Regent Fitzsimmons moved and Regent Clack seconded that the Board of Regents
reissue the charter for Grand Blanc Academy and authorize the President of the
University to execute a new five-year contract which will expire June 30, 2019 and
reissue the charter for the Dr. Joseph F. Pollack Academic Center of Excellence and
authorize the President of the University to execute a new five-year contract which will
expire June 30, 2019.

Motion Carried

Section 24

REPORT AND MINUTES – FINANCE AND INVESTMENT COMMITTEE

Regent Treder Lang moved and Regent Clack seconded that the Board of Regents receive
and place on file the Minutes from the March 25, 2014 Finance and Investment
Committee meeting and the Agenda for the June 10, 2014 meeting.

Motion Carried

Section 25

FY 2014-15 TUITION AND FEES RECOMMENDATION

Regent Treder Lang moved and Regent Morris seconded that the Board of Regents
approve a 3.2% increase in tuition and fees for the 2014-2015 academic year.

Motion Carried
Section 26

FY 2014-15 GENERAL FUND OPERATING BUDGET RECOMMENDATION

Regent Treder Lang moved and Regent Clack seconded that the Board of Regents approve a University General Fund operating expenditure budget of $301.9 million for the 2014-15 fiscal year.

Motion Carried

Section 27

FY 2014-15 AUXILIARY FUNDS OPERATING BUDGETS RECOMMENDATION

Regent Treder Lang moved and Regent Clack seconded that the Board of Regents approve fiscal year 2014-2015 Auxiliary Activities operating budgets totaling $49.2 million.

Motion Carried

Section 28

FY 2014-15 CAPITAL BUDGET RECOMMENDATION AND THREE YEAR CAPITAL PLAN

Regent Treder Lang moved and Regent Clack seconded that the Board of Regents approve a fiscal year 2014-2015 University Capital budget appropriation of $12.6 million and recommends that the Board receive and place on file the three-year capital projection for the fiscal years 2014-15 through 2016-17.

Motion Carried
Section 29

RESOLUTION OF THE BOARD OF REGENTS OF EASTERN MICHIGAN UNIVERSITY AUTHORIZING THE ISSUANCE AND DELIVERY OF GENERAL REVENUE REFUNDING BONDS AND PROVIDING FOR OTHER MATTERS RELATING THERETO

Regent Stapleton moved and Regent Hawks seconded that the Board of Regents approve the resolution authorizing the issuance of general revenue refunding bonds and providing for other related matters.

Motion Carried

Section 30

APPROVAL OF EXTERNAL AUDITORS

Regent Stapleton moved and Regent Treder Lang seconded that the Board of Regents approve a three-year contract with Plante Moran, PLLC to provide external audit services to the University, consistent with the parameters outlined.

Motion Carried

Section 31

LANDLORD TIME SHARE LEASE AGREEMENT WITH TRINITY HEALTH-MICHIGAN REGARDING MEDICAL SIMULATION CENTER

Regent Clack moved and Regent Treder Lang seconded that the Board of Regents approve the attached Landlord Time Share Lease Agreement between Trinity Health-Michigan and Eastern Michigan University dated May 1, 2014.

Motion Carried
Section 32

LANDLORD LEASE AGREEMENT WITH TRINITY HEALTH-MICHIGAN REGARDING CADAVER LAB

Regent Clack moved and Regent Treder Lang seconded that the Board of Regents approve the attached Landlord Lease Agreement between Trinity Health-Michigan and Eastern Michigan University dated April 1, 2015

Motion Carried

Section 33

IN-STATE TUITION POLICY UPDATE FOR GRADUATE ASSISTANTS

Regent Stapleton moved and Regent Clack seconded that the Board of Regents amend Board Policy 12.1.1 In-State Classification for Tuition Purposes to provide that Graduate Assistants be classified as in-state students in accordance with the provided revisions.

Motion Carried

Section 34

AUTHORITY TO APPROVE COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND AFSCME LOCAL UNION 3866 (FM UNIT)

Regent Clack moved and Regent Hawks seconded that the Board of Regents delegate to the President of the University the authority to approve a new collective bargaining agreement between Eastern Michigan University and AFSCME Local 3866 representing the skilled trades, maintenance and food service employees at Eastern Michigan University.

Motion Carried
In closing, Vice President Walter Kraft shared the new marketing video scheduled to be launched later in the afternoon.

Chairman Parker reminded attendees that the next meeting is scheduled for Tuesday, October 7, 2014. She called for any further business to be brought before the Board. There being none, Regent Morris made a motion to adjourn. Regent Fitzsimmons seconded to adjourn the meeting.

**Motion Carried**

The meeting was adjourned at 2:12 p.m.

Respectfully submitted,

Vicki Reaume  
Vice President and Secretary to the Board of Regents
Recognition of the Men’s Outdoor Track & Field Team and Head Coach John Goodridge

WHEREAS, the Eastern Michigan University Men’s Outdoor Track and Field won the 2014 Mid-American Conference championships, its 22nd outdoor championship in program history; and,

WHEREAS, redshirt-junior Donald Scott won two individual championships for the long jump and triple jump; and,

WHEREAS, individual titles were won by senior Gzegorz Kalinowski for the 800m run, redshirt-freshman Willy Fink for the 10,000m run, and freshman Tyler Brown for the 400m dash; and,

WHEREAS, the 4x100m relay team of senior Chris Scott, junior Cameron Bolton, sophomore Jeff Elam, and freshman Tyler Brown placed first; and,

WHEREAS, the 4x400m relay title was won by junior Cameron Bolton, sophomores Jeff Elam and Mason Waynes, and freshman Tyler Brown; and,

WHEREAS, freshman Tyler Brown was selected as the 2014 co-Most Valuable Performer, and Head Coach John Goodridge was named 2014 MAC Outdoor Coach of the Year.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates the Men’s Outdoor Track and Field team and Head Coach John Goodridge for their outstanding success and commends them for the honor they have brought to themselves as well as to Eastern Michigan University.

October 7, 2014
Recognition of the EMU Forensics Team

WHEREAS, the Eastern Michigan University Forensics Team placed fifth in the nation and earned its fifth Founder’s Award at the 2014 National Forensic Association’s Championship, which was held at Eastern and brought 86 collegiate teams to Ypsilanti; and,

WHEREAS, senior Patrick Seick finished second in the Pentathlon standings and became a two-time national champion in after-dinner speaking and impromptu, and junior Spencer Belko placed fifth in persuasive speaking; and,

WHEREAS, EMU alumni Amber Price, Kelly Lloyd, Ryan Hershberger, and Nina Brennan were inducted into the National Forensic Association Hall of Fame; and,

WHEREAS, the Forensics Team won its 35th Michigan State Team Championship, and was crowned the National Championship Team at the Novice Nationals Forensic Tournament, with Tommy Barker, Jake Dailey, Lee Stevens, and Kayla Green all named individual national champions.

WHEREAS, Director of Individual Events Nick Romerhausen, Director of Debate Raymond Quiel, and Assistant Directors Amy Johnson and Arthur Valenzuela III proudly support the tradition of EMU Forensics with more than 40 years of championships and top 10 national rankings.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates the EMU Forensics Team and coaches for their outstanding national success and commends them for the honor they have brought to themselves as well as to Eastern Michigan University.

October 7, 2014
Eastern Michigan University
Men of Color Degree Completion and Retention Plan

Presentation by:

Reggie Barnes
Director | Diversity and Community Involvement (DCI)
RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 53 staff appointments for the reporting period May 1st, 2014 through August 31st, 2014.

STAFF SUMMARY

Of the 53 appointments, 29 (55 percent) are females, 24 (45 percent) are males. Demographics of the total group indicate 9 (17 percent) African Americans, 3 Asian (5 percent), 39 (74 percent) Caucasians, and 2 Hispanic (4 percent)

FISCAL IMPLICATIONS

The salaries are part of the University’s 2014-2015 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
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RECOMMENDATION

STAFF SEPARATIONS/RETIREMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 61 separations and retirements for the reporting period of May 1st, 2014 through August 31st, 2014.

STAFF SUMMARY

Of the 61 separations and retirements there are 29 (48 percent) females and 32 (52 percent) males. Demographics of the total group indicate 3 (5 percent) Asian, 14 (23 percent) African Americans and 44 (72 percent) Caucasians.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
# EASTERN MICHIGAN UNIVERSITY

## STAFF SEPARATIONS and RETIREMENTS

For Termination Date Reporting Period: May 1st, 2014 through August 31st, 2014

<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>
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**EASTERN MICHIGAN UNIVERSITY**

**STAFF SEPARATIONS and RETIREMENTS**

For Termination Date Reporting Period

May 1st, 2014 through August 31st, 2014
### EASTERN MICHIGAN UNIVERSITY

**STAFF SEPARATIONS and RETIREMENTS**

**For Termination Date Reporting Period**

May 1st, 2014 through August 31st, 2014

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<td>Matthew</td>
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<td>7/1/2014</td>
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RECOMMENDATION

EMERITUS STAFF STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to Eight (8) staff members: Cynthia Van Pelt, Director, Office of Financial Aid, who retired on June 13, 2014, Barry D. Painter, Trades Foreperson-Electrical, Physical Plant, who retired on September 3, 2013, Mary Stark, Account Specialist, Office of Financial Aid, who retired on June 13, 2014, Cheryl Guerra, Senior Secretary, Office of Extended Programs, who retired on August 8, 2014, Maryann Shichtman, Coordinator, Admissions Information Systems, who retired on June 27, 2014, Barbara Stokes, Customer Service Representative, Office of Records and Registration, who retired on September 1, 2014, Bernice Lindke, Vice President of Student Affairs and Enrollment, who retired on January 17, 2013, Winifred Anne McKee, Assistant Director, Veteran’s Services, who retired on May 16, 2014.

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/Office of Financial Aid/Enrollment Management recommends the awarding of Emeritus Staff Status for the following:

Name of staff member: Cynthia Van Pelt
Title upon retirement: Director, Office of Financial Aid
Date of hire at EMU: 8/10/76 Retirement date: 6/13/14
Number of years at EMU: 38 (Minimum of 15 years of service required)

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

Home address: __________________________
Home telephone: ____________ E-mail address: ____________
Name of spouse: Steven
Degree(s)/institutions/year: Baccalaureate: EMU 1978
Masters: _____
Doctoral: _____

Please attach 2 letters of support to this application

Recommended by __________________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 and letters of support to: CFO, 101 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 Office of the Chief Financial Officer.

Updated 8/24/12
July 11, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Subject: Emeritus Staff Recommendation

Dear Members of the Board,

In recognition of more than 37 years of service to Eastern Michigan University, it is my pleasure to recommend Cynthia Van Pelt for Emeritus Staff status.

Cynthia began her career in August 1976 as a clerical in the Office of Financial Aid. Within years she was promoted to a Financial Aid Advisor. Cynthia continued her climb in financial aid moving to a Senior Financial Aid Advisor, Assistant Director, Associate Director, and finally Director. Cynthia’s dedication to financial aid and assisting students in realizing their dreams of going to college never wavered.

Through all of Cynthia’s positions in the Office of Financial Aid, her hard work and dedication always showed. From her earliest positions Cynthia was always willing to stay late, work weekends, and put in the extra work when needed to ensure that students were getting what they needed and the office was running smoothly.

Cynthia’s strong work ethic and example led financial aid to the well-oiled machine it is today. Putting customer service first, and leading her staff with a firm, yet caring hand she has left EMU a with a legacy of good, caring service to students and a smooth running Office of Financial Aid.

I highly recommend Cynthia. Thank you in advance for your consideration.

Sincerely,

[Signature]

Assistant Director
May 23, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Distinguished Board Members:

It is my pleasure to write this Letter of Support for Cynthia VanPelt (CVP) to be awarded Emeritus Staff Status. Throughout CVP’s 38 years of service, she has dedicated her professional career to the betterment of EMU as an institution, community and educational environment. She has mentored countless students and staff throughout her tenure and has served on numerous university committees that have helped shape EMU into what it is today. Her dedication and commitment to the campus is unparalleled, and while this is not easily measured, her reputation among peers on campus speaks volumes.

CVP is one of EMU’s biggest advocates, having completed her degree here and spent her entire professional career advancing the Office of Financial Aid (OFA). She has worked her way up from a temp, to clerical employee, ultimately holding various positions in the office which lead her to the role as the Director of OFA. CVP has earned these diverse positions through her hard work and dedication to her profession. She is committed to breaking down the barriers that students face throughout the financial aid application process and partnering with students and families to educate them on the financial aid process. As a Director, she worked to always make herself accessible to students when needed, and will go the extra mile to ensure that when issues are brought to her attention, they are resolved to the best of her ability (and as regulation allows). She leads by example, and sets a standard that all staff in the OFA are expected to live up to. Additionally, she is a great resource to other Financial Aid Directors across the state. It is not uncommon for Directors of the other Michigan Universities to e-mail or call her about a regulation and ask how EMU is addressing the issue. This credibility among her peers is a testimony to how she has represented herself and EMU throughout the years. Her reputation is impeccable on the EMU campus and within the Financial Aid Community.

Cynthia has long been admired for her professionalism, work ethic and leadership abilities. She is an advocate for students and families, and upholds her position as Director with a high degree of excellence. She has lead the OFA through good and difficult times, always keeping her staff and the students and families of EMU in the forefront of her mind when making decisions. She has been a staple of EMU for 38 years and deserves to be recognized for her extraordinary service and commitment to this institution.

As she moves into retirement, I’m certain that she will continue to be an advocate and supporter for the institution. Thank you for your consideration.

Best Regards,

Gretchen Ward
Director, Service EMU
268 EMU Student Center
The Department/Office of the Physical Plant recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Barry D. Painter

Title upon retirement: Trades Foreperson - Electrical

Date of hire at EMU: 01/22/1975  Retirement date: 09/03/2013

Number of years at EMU: 38 (Minimum of 15 years of service required)

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

Home address: 

Home telephone:  E-mail address: 

Name of spouse: Janette L. Painter

Degree(s)/institutions/year:  Baccalaureate: 

Masters: 

Doctoral: 

Please attach 2 letters of support to this application

Recommended by: Mark Monarch  Date  Recommended by: Bilal Sarsour  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 and letters of support to: Cathie McClure, 101 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 Office of the Chief Financial Officer.
July 15, 2014

Cathie McClure
101 Welch Hall

Dear Ms. McClure:

I am honored to nominate Mr. Barry Painter for emeritus status. Barry retired as trades Foreperson - Electrical at the Physical Plant in September 2013 after over 30 years of service.

Barry maintained our electrical department and coordinated maintenance activities with needs of the University related to electrical area of expertise and assignment. This is a daunting task and more impressive when you look at the lean staff he had to work with through the years. He also knew more about what was under the floor, in the walls and over the ceilings in Eastern's 100 plus buildings than anyone, no matter what trade or specialty it involved. He coordinated multiple projects such as installation of fire alarms, steam shut downs and repairs, generator and switch upgrades and the list could go on and on.

Barry was a hard-working and ethical employee who never backed down from a challenging task. He always sought input when making decisions, reaching out to ask "How will this affect your staff and students? When should we schedule it to reduce disruption in their lives?"

Barry was diligent, sincere, highly motivated, and exercised good common sense. His knowledge of electrical codes was excellent, and truly he was a model of patience and professionalism.

In addition, Barry spent his time recognizing system deficiencies in the area of electrical in both new and old systems where he identified and recommended system modifications, provided cost estimates, and implemented repairs and maintenance to eliminate operating deficiencies.

In summary, I cannot say enough about Barry Painter, former employee and great all around human being. He was a fine colleague who loves EMU and did everything in his power to make sure faculty, staff and students were served. We should honor him with emeritus status.

Sincerely,

Billi Sarsour, PE
Director, Facilities Maintenance
July 22, 2014

RE: Emeritus Staff Recommendation for Barry David Painter

To Whom It May Concern:

I am honored to nominate Mr. Barry (Dave) Painter for emeritus staff status. Dave retired as the Electrical Shop Foreperson in September of 2013 after more than 38 years of service to EMU.

Dave's career began at EMU as a tradesman working for the Physical Plant and later moved on to a supervisory position in Housing. Dave returned to the Physical Plant in 2002 as the Electrical Shop Foreperson which is when I began working with him for the last eleven (11) years of his career.

Dave was responsible for the operation and maintenance of electrical distribution systems and elevators to the buildings on campus. Dave's knowledge of the electrical systems, familiarity with Housing and Physical Plant operations, and his attention to detail proved invaluable on many occasions. Whether dealing with an electrical outage, elevator entrapment, or outdoor lighting issues, Dave would always do his best to do what was best for Eastern.

During his extensive career as Electrical Shop Foreperson, Dave was instrumental in several upgrades/improvements to the campus infrastructure. These improvements include upgrading multiple campus electrical distribution loops from a 4,800 volt system to a 13,200 volt system to support the growing campus; updating elevator controls to increase reliability; and upgrading building lighting systems to increase energy savings and provide a more comfortable and safer learning environment.

I recommend Dave 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,

[Signature]

[Position]

[Department]
January 22, 2000

Barry Painter
Housing Office
Eastern Michigan University
Ypsilanti, MI 48197

Dear Barry,

Congratulations on your Twenty-Fifth Anniversary at Eastern Michigan University! Each year it becomes more and more difficult to find new and creative ways to say thank you for all the good work you do everyday to make a positive difference in the lives of our students and colleagues.

Rather than go on and on just let me say that I appreciate your support, effort and dedication and wish you the very best in the year ahead!

Sincerely,

Jim Vick, Assistant Vice President
University Marketing and Student Affairs
January 29, 1999

Dave Painter
Housing & Dining
Eastern Michigan University
Ypsilanti, MI 48197

Dear Dave,

Congratulations on being selected as employee of the month for January! You were selected for always going above and beyond the call of job responsibilities, finding time to offer positive feedback, a willingness to listen and take action when serving as an active role model for new professionals and for your commitment to serving our customers.

The actions you take on the part of our customers, both students and staff, makes their experience at Eastern far more positive. Thank you for striving to attain our customer service strategy though all you do.

“Committed to providing high quality, valued services, supporting and enhancing individual development in an environment where customer satisfaction is the first priority.”

I appreciate all your efforts and I hope we may continue to work together to serve our customers throughout 1998-99.

Sincerely,

[Signature]

Vick, Assistant Vice President
University Marketing and Student Affairs

Enclosure

cc: Melinda Ostrander
Human Resources
January 22, 1999

Barry Painter
Housing Office
Eastern Michigan University
Ypsilanti, MI 48197

Dear Barry,

Congratulations on your Twenty-fourth Anniversary at Eastern Michigan University! I would like to thank you for the significant years that you have contributed to the Department and the University in order to serve students and make their experience at Eastern Michigan University the very best.

We look forward to sharing the years ahead with you and hope that the future brings you continued success!

Sincerely,

Jim Vick, Assistant Vice President
University Marketing and Student Affairs
April 6, 1998

Dave Painter
Housing Facilities
Eastern Michigan University
Ypsilanti, MI 48197

Dear Dave,

Congratulations! You were nominated for consideration for the Customer Action Team for the month of March.

Enclosed is your nomination. Thank you for striving to attain our customer service strategy through all you do and being committed to serving our customers (internal and external).

“Committed to providing high quality, valued services, supporting and enhancing individual development in an environment where customer satisfaction is the first priority.”

I appreciate all your efforts and I hope we may continue to work together to serve our customers throughout 1997-98.

Sincerely,

Jill Vick, Assistant Vice President
University Marketing and Student Affairs

Enclosure

cc: Melinda Ostrander
Human Resources
November 15, 1994

Dave Painter
Housing Office
Eastern Michigan University
Ypsilanti, MI 48197

Dear Dave:

Congratulations on being selected as the Employee of the Month for the month of September! You were selected for always going above and beyond the call of job responsibilities, finding time to offer positive feedback, a willingness to listen and take action when serving as an active role model for new professionals and for your commitment to serving our customers.

The actions you take on the part of our customers, both students and staff, makes their experience at Eastern far more positive. Thank you for striving to attain our customer service strategy through all that you do.

"Committed to providing high quality, valued services, supporting and enhancing individual development in an environment where customer satisfaction is the first priority."

I appreciate all your efforts and I hope we may continue to work together to serve our customers throughout 1994-95.

Sincerely,

Jim Vick, Assistant Vice President,
University Marketing & Student Affairs

cc: Neal Belitsky
September 29, 1993

Dave Painter  
Electrician  
Physical Plant

Re: Cornell Courts Water Main Break

Dear Dave:

I want to thank you, and acknowledge the work you performed during our water main break at Cornell Courts yesterday.

The task could never have been completed without your hard work, and the cooperation of all who were involved. You all worked long and hard in an emergency situation, and I'm proud of the job you did.

Sincerely,

Larry Ward  
Plant Maintenance

LW:ct

copies: Patrick Doyle, Acting Vice President for Business and Finance  
William Smart, Dir. Physical Plant  
Ray Sowers, Manager, Facility Maintenance  
Gerry Barker, Electrical Foreman  
Harold Robbins, Plumbing Foreman
March 18, 1993

Dear Gold Medallion Nominee:

Congratulations on your hard work and many contributions. You have been identified by your colleagues in the Division of University Marketing and Student Affairs as a person who has made valuable contributions to the Division and Eastern Michigan University in meeting our goals.

Each year as part of the University's Founders Day activities, the Division of University Marketing and Student Affairs conducts its Gold Medallion and Faculty Appreciation Program. The Gold Medallion is the Division's highest award given to members of the University community whose special contributions exemplify excellence in service to the Division, especially to the students.

On behalf of my colleagues in the Division and Vice President Laurence N. Smith, I would like to extend to you an invitation to join us in a special celebration by attending the Founders Day Gold Medallion/Faculty Appreciation Breakfast. This year's program is scheduled for:

Monday, March 29, 1993
8:15 A.M. - 10:00 A.M.
McKenny Union Ballroom

Please RSVP to 487-2390 no later than Tuesday, March 23, 1993. I look forward to seeing you at this special celebration of Eastern Michigan's 144th birthday.

Sincerely,

Jim/Vick, Assistant Vice President
University Marketing and Student Affairs

/dlz

202 McKenny Union
Ypsilanti, Michigan 48197
(313) 487-0074
FAX: (313) 487-7170
September 11, 1992

Dave Painter
Electrician

Dear Dave:

Recently I was given a copy of a memo sent to Ray Sowers from Michael Constant who was very pleased with the work you did in Rm. 105 Brown.

Keep up the good work!

Sincerely,

Bill

Bill Smart
I want to bring to your attention how much I appreciated the polite, friendly and courteous assistance I received from one of your staff.

While working atop a ladder installing lights at Westview Apartments, David Painter saw that I was struggling to change a flat tire. He volunteered his help and immediately solved the problem, enabling me to arrive on time for an appointment.

His help and cooperation made my day.

/gra
To: Dave Painter
   Electrical Shop

From: Neal Belitsky
   Facilities Manager
   Housing & Food Service

Subject: Commendation

I wanted to thank you for your continued quick quality service in responding to a facilities emergency in our area.

Your response to the Hoyt fire on March 16 is what we have come to expect from you. Again thank you for your continued caring and quality.

cc: Russ Wright
    Bill Smart
    Gerry Barker
EASTERN MICHIGAN UNIVERSITY

Award of Appreciation

presented to

Barry Painter

in recognition of your 25 years of service and your many contributions toward making Eastern Michigan University an exceptional learning community.

William E. Shelton, President
CUSTOMER ACTION TEAM AWARD

Awarded To
The Following Individual
Who Has Demonstrated Willingness
To Go Above And Beyond
Normal Duties And Responsibilities
In Providing Exceptional
Customer Service.

DAVE PAINTER

JANUARY 1999

JIM VICK
Assistant Vice President,
University, Marketing and Student Affairs

JOE HICKEY
Chairperson, Customer Action Team
Recognizes

DAVE PAINTER

who has been nominated by our customers and/or their peers and selected for their outstanding commitment to customers and quality service, to be a member of the

CUSTOMER ACTION TEAM

for the month of

SEPTEMBER 1994

Assist. Vice President
University Marketing & Student Affairs

Supervisor
EASTERN MICHIGAN UNIVERSITY
DIVISION OF UNIVERSITY MARKETING
AND STUDENT AFFAIRS

presents this

Special Recognition

to

David Painter

for meritorious service above and beyond
the call of duty.

Given on behalf of the Division by

Laurence N. Smith, Vice President

March 29, 1993
You Are Our Best Resource  
For The Improvement Of Our Service!

As one of our valued "Internal Customers, you should RECEIVE as well as PROVIDE TOP-NOTCH SERVICE. We believe that the best way to measure this is by asking you. Only you can tell when someone deserves a pat on the back for outstanding service.

If a staff member has provided particularly good service to you or our customers, or if you have a suggestion to improve our services, we would appreciate knowing the specifics.

Your Time & Input Make A Difference.

Recommended Staff: Dave Painter  
Service Area: ____________

Your Name (optional): K. Meadows  
Campus Address: OC-1  
Phone: 7-6620

Please list the specific reason for the nomination on the back of this card so that the staff member may receive full consideration.

Please return to 202 McKenny Union...NO LATER than the last day of the month.

Specific Details
Supporting My Nomination or Suggestion:

Dave put in a lot of extra hours during winter break opening. He worked really hard to make sure the students had heat in the FYC and stayed late working out problems. He provided space heater for Night watch students working the lobby areas. He got snow blowers from the plant and assigned his crew to clear path on dig or turf areas and parking spaces. This is not his area of responsibility but he worked hard to make sure our students' needs were met during a very difficult time.
EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Financial Aid recommends the awarding of Emeritus Staff Status for the following

retiring/retired staff member:

Name of staff member: Mary Stark

Title upon retirement: Account Specialist

Date of hire at EMU: 12/10/1979  Retirement date: 06/13/2014

Number of years at EMU: 35 (Minimum of 15 years of service required)

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

Home address: ____________________________

Home telephone: _______ _______ E-mail address: ____________

Name of spouse: Bradley Stark

Degree(s)/institutions/year: Baccalaureate: _____

Masters: _____

Doctoral: _____

Please attach 2 letters of support to this application

Recommended by ________________________ Date ________________________

Recommended by ________________________ 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 and letters of support to: CFO, 101 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 Office of the Chief Financial Officer.

Updated 8/24/12
May 27, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Distinguished Board Members:

I am writing this letter in support for Ms. Mary Stark’s Emeritus Staff status to Eastern Michigan University.

Throughout the past six years, I have had the privilege of working alongside Mary. Mary has dedicated over 30 years to Eastern Michigan University. As I have grown to know Mary, she has truly shown passion and love for the place she has been employed over three decades. When I see her work with students, parents, coaches, or other staff members, I truly see an individual that is efficient and considerate in the work that she produces. Mary definitely bleeds green and white! Aside from getting to know Mary professionally, I was fortunate to get to know her and her family over the past few years. Mary is as caring of an individual off campus as she is in the workplace and I am fortunate enough to not only call her a co-worker, but a friend.

Even though I hate to see Mary’s time come to an end as an employee at Eastern Michigan University, I understand there are new challenges she is ready to meet as she starts this new chapter in her life. Although, she will not be coming to work at EMU everyday, I do not think she should be excluded from the EMU family. I would hope she would still have the opportunity to continue being an avid supporter of Eastern Michigan University.

Sincerely,

Andrew Zerhel
May 27, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Dear Members of the Board,

I am grateful to have this opportunity to recommend Mary Stark for Emeritus Staff status as she prepares for retirement from Eastern Michigan University.

Mary began her long and successful career in the Office of Financial Aid in 1979 where she processed Athletic Grant-in-Aid awards for EMU athletes. Mary became highly knowledgeable about NCAA rules and compliance to where she long ago became a respected resource for advice and regulation interpretation by the Athletic Department staff and coaches.

Mary has always pitched in to any area of Financial Aid that needed help and could always be counted on to go the extra mile to ensure students receive their aid on time. She’s a team player.

When former Vice President Courtney McAnuff moved from Pierce Hall to Welch Hall, he took Mary with him as his administrative secretary because she had become invaluable to him. Despite physically leaving our office, she continued processing Athletic aid along with managing her full time job as secretary to the VP for Student Affairs and Enrollment Management.

She eventually moved back to Pierce Hall and rejoined her Financial Aid family. Throughout her 35 years at EMU, she has built a loyal following of students, parents, coaches and colleagues who value her ethics, expertise, teamwork and friendship.

Mary would like to continue her connection to EMU after her June 13, 2014 retirement. As an Ypsilanti resident, she has strong ties to the community and campus. I appreciate your consideration of our request for Emeritus Staff status for her.

Sincerely,

Cynthia Van Pelt
Director, Office of Financial Aid
403 Pierce Hall
Ypsilanti, MI 48197
The Department/Office of Extended Programs recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Cheryl Guerra

Title upon retirement: Senior Secretary

Date of hire at EMU: 1/20/1986  Retirement date: 8/8/2014

Number of years at EMU: 28 (Minimum of 15 years of service required)

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

Home address: 
Home telephone:  
E-mail address: 

Name of spouse:  

Degree(s)/institutions/year: Baccalaureate:  
Masters:  
Doctoral:  

Please attach 2 letters of support to this application

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: Cathie McClure, 101 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 Office of the Chief Financial Officer.
July 21, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Subject: Emeritus Staff Recommendation

Dear Chairman Parker:

In recognition of 28 years of service to Eastern Michigan University, it is my pleasure to recommend Cheryl Guerra for Emeritus Staff Status.

Cheryl began her career at EMU as a temporary employee in 1985 and she became a full time EMU employee in January of 1986 in the Auditing Department. In 1989 Cheryl took a position at the Chrysler Engine Plant in Trenton working for Continuing Education’s (CE) off site location. In May of 1997 she began working for Academic Programs Abroad (APA) as an Office Manager/Student Services where she has spent the remainder of her career with EMU.

Cheryl has dedicated her career to the Mission of EMU and serving our students. She has done that with passion, dedication and professionalism, going above and beyond to take care of student’s needs.

Cheryl will be retiring from her position as of August 8, 2014. I respectfully recommend Cheryl be granted Emeritus Staff Status for her many years of dedication and service to Eastern Michigan University.

Sincerely,

/ Julie Knutson
Director, Online, Off-campus and Extended Programs (I)
To: The Board of Regents  
Eastern Michigan University  

From: George Klein, Ph.D., Director Emeritus  
Office of Academic Programs Abroad, EMU  

Subject: Emeritus Status for Cheryl Guerra  

Date: July 21, 2014

This is in support of Emeritus status for Cheryl Guerra, who will retire from EMU on August 7, 2014. Cheryl has been Office Manager in the Office of Academic Programs Abroad since 1997 and came to that office after previous years of service at EMU. She reported to me in Academic Programs Abroad until I retired from EMU in 2009.

There were several office managers in APA during my time there, but none made a greater impact on study abroad operations than Cheryl. Her time there was marked by several reorganizations within Continuing Education, World College and Extended Programs; increasing diversity in the kinds of programs we offered; and unprecedented concerns about international travel. As Office Manager, Cheryl was the point of first contact for faculty, students and parents, and she always maintained a calm and authoritative presence. This is especially important with innovative programs during times of increased global tension.

A prime example of this was Fall Semester 2001. We had just launched two semester-long travel-study programs, one in Europe and one in Asia. Following the attacks of September 11, we dealt with a whole range of questions and concerns every day, and Cheryl always responded with understanding and reassurance, and she kept our office functioning during challenging times.

Whether or not there was a special situation demanding immediate attention, Cheryl always managed our complex office in an efficient, dependable and professional manner. Her years in Academic Programs Abroad plus her service elsewhere in EMU make her an outstanding candidate for Emeritus status.

George Klein, Ph.D., Director Emeritus  
Office of Academic Programs Abroad, EMU

111 Linden Court  
Ypsilanti MI 48197  
734-476-4955  
gklein@emich.edu
EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

The Department Office of Admissions/Enrollment Management recommends the awarding of Emeritus Staff Status for the following Retiring/retired staff member:

Name of staff member: Maryann Shichtman
Title upon retirement: Coordinator, Admissions Information Systems
Date of hire at EMU: 5/10/1990 Retirement date: 6/27/2014
Number of years at EMU: 24 (Minimum of 15 years of service required)

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

Home address:
Home telephone:_______ E-mail address:
Name of spouse: Marty

Degree(s)/institutions/year: Baccalaureate: SUNY/Binghampton 1974
Masters: University of Iowa 1976
Doctoral: ______

Please attach 2 letters of support to this application

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<tr>
<th>Sherry Winterson</th>
<th>9/3/14</th>
<th>Lynnette Rose</th>
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Department Head and Supervisor Date

Executive Council Member Date

President Date

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 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 Office of the Chief Financial Officer.

Updated 8/24/12
To Whom It May Concern:

I wish to express my support for the recommendation that Emeritus Staff status be awarded to Maryann Shichtman. Maryann dedicated 23 years of service to Eastern Michigan University.

I have served with Maryann on many different committees and projects here at EMU. I have always found her to be pleasant, courteous and very conscientious. Maryann was an extremely dedicated staff member; she took any and all of her assignments very seriously. It was not unusual to find her working evenings or weekends, whatever it took to get the job done. I believe she was a valuable member of the EMU team and will be deeply missed.

Maryann also played an important role in the implementation and continued support of EMU’s enterprise software Banner. She worked tirelessly to ensure the integrity and reliability of that computing system.

It is without reservation that I recommend Maryann Shichtman be awarded Emeritus Staff status by the Eastern Michigan University Board of Regents.

Sincerely,

Lynnette K. Kose
Director, Enterprise Operations
To Whom It May Concern:

I am extremely pleased to recommend Maryann Shichtman for Emeritus Staff Status at Eastern Michigan University. A status that will acknowledge her 23 years of dedicated service to the University.

Maryann started her career at EMU working as a programmer in University Computing. She moved to the Admissions Office in 1992, where she worked tirelessly to help implement, maintain and support numerous systems vital to the successful and efficient operations of the Admissions Office.

I worked very closely with Maryann during her 23 years here at EMU and I am grateful for the knowledge and assistance she provided to me and others over the years. When I think of how to describe Maryann, words that come to mind are integrity, trust, dedication and loyalty. These are all of the things she exemplified during her career here at Eastern Michigan University.

Among Maryann’s accomplishments are:

- Member of the ISIS Student System implementation team.
- Member of the Banner Student System implementation team.
- Successful implementation of two different document imaging systems for the Admissions Office. Maryann then went on to lend her knowledge and expertise to assist other offices on campus with the implementation of document imaging systems.
- Successful implementation of an Admissions Workflow system on campus.

Maryann also served on numerous University committees to which her contributions were invaluable. Among them are:

- ERP Business Operations Committee composed of major stakeholders responsible for the day-to-day operations of their specific functional areas.
- IT Functional Security Committee
- Banner Data Standards Committee

Thank you for your consideration of this recommendation. Maryann is truly deserving of the Emeritus Staff Status.

Sincerely,

Jennifer Winterson
Assistant Director, Systems
Office of Records and Registration
EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION
Records and Registration

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

Name of staff member: Barbara Stokes - Cust. Serv. Rep.

Title upon retirement: CS05

Date of hire at EMU: Oct. 1, 1990

Retirement date: effective Sept. 01, 2014

Number of years at EMU: 24 years as of October 1st. (Minimum of 15 years of service required)

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

Home address:

Home telephone: ___________ E-mail address: ________

Name of spouse: Gary Philip Stokes

Degree(s)/institutions/year: Baccalaureate: BS Eastern Michigan University June 1969

Masters: ________

Doctoral: ________

Please attach 2 letters of support to this application

Recommended by ___________ Date ___________ Recommended by ___________ 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 and letters of support to: CFO, 101 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 Office of the Chief Financial Officer.

Updated 8/24/12
August 11, 2014

To Whom It May Concern:

It is with pleasure that I recommend Barbara Stokes for Emeritus Staff status.

She will retire on September 1, 2014 with nearly 24 years of service to the Records and Registration Office. She has provided essential clerical support. She has been loyal, and always been a cheerleader for staff morale.

Her contributions to the Records and Registration Office have been greatly appreciated. The pride and excellence in her work will be missed.

Sincerely,

Judy Massingill
Coordinator, Graduation Audit, Registrar's Office
August 29, 2014

To Whom it May Concern:

I am extremely pleased to recommend Barbara Stokes for Emeritus Staff Status at Eastern Michigan University. A status that will acknowledge her 24 years of dedicated service to the University.

Barb has been a dedicated and valuable member of the Graduation Audit team in the Office of Records and Registration. When I think of how to describe Barb, words that come to mind are integrity, trust, dedication and loyalty. These are all of the things she exemplified during her career at Eastern Michigan University.

Throughout her years here at EMU, Barb provided quality service to our students, and treated them and her co-workers with the utmost respect. She would always go out of her way to help in any situation.

Barb’s loyalty to our students, the Office of Records and Registration, and EMU makes her truly deserving of the Emeritus Staff status.

Sincerely,

Sherry Wirtterson
Assistant Director, Systems
Office of Records and Registration
EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

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

Name of staff member: Bernice A. Lindke

Title upon retirement: Vice President Student Affairs and Enrollment

Date of hire at EMU: 12/18/1991  Retirement date: 01/17/2013

Number of years at EMU: 22 (Minimum of 15 years of service required)

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

Home address: ____________________________

Home telephone: __________  E-mail address: __________________________

Name of spouse: Mark Lindke

Degree(s)/institutions/year: Baccalaureate: 8/1981

Masters: 12/1987

Doctoral: ______

Please attach 2 letters of support to this application

Recommended by ____________________________  Date ____________________________

Recommended by ____________________________  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 and letters of support to CFO, 101 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 Office of the Chief Financial Officer.

Updated 8/24/12
May 23, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Distinguished Board Members:

It is with great pleasure that I write this Emeritus Staff Letter of Support for Bernice Lindke recognizing her 22 years of service to Eastern Michigan University (EMU). Bernice began her career at EMU as an Associate Director in the Office of Financial Aid in 1991. She has served in various capacities including Director of Financial Aid, Assistant and Interim Vice President of Enrollment Services, and Vice President, Division of Student Affairs and Enrollment Management (DSAEM). As the first vice president of the merged DSAEM division, she worked tirelessly to identify for the common ways her divisional offices could collaborate to achieve the division’s and the university's goals. A few of Bernice’s key accomplishments during her tenure include:

- Reorganizing divisions to maximize staff and budget resources.
- Spearheaded a plan to merge general education advising, financial aid counseling and career exploration functions together to streamline services.
- Added mental health counselors to address the emotional issues and challenges faced by students.
- Created a finance unit for the division of DSAEM to help analyze financial activity and recommend cost savings and revenue enhancements initiatives.
- Implemented various financial aid leveraging projects supporting increased enrollment targets.
- Launched Service EMU, a comprehensive one-stop service center.

As a two time alumnus of EMU (Master of Public Administration, 1987, Bachelor of Business Administration, 1981) Bernice has been an advocate for the betterment of EMU. She has represented EMU on internal committees and has served on professional boards and associations. She has been an active member in the Ypsilanti/Ann Arbor communities holding various board roles and membership with various organizations including Ypsilanti Meals on Wheels, Options Center, Washtenaw County United Way Allocations Committee and the American Red Cross Blood Raising Committee.

While serving in the various capacities, Bernice was a trusted leader to many staff, faculty and students. She lead with passion and a student-centered philosophy that created a university environment that embraced a collaborative workplace. Bernice consciously and consistently helped the university remember: it’s all about the students.

I would like to thank the Board of Regents for their consideration in Bernice Lindke’s nomination for Emeritus Staff Status.

Best Regards,

Gretchen Ward
Director, Service EMU
268 EMU Student Center
June 5, 2014

Teri L. Papp
9244 Cutter Court
Dexter, MI 48130

Dear Members of the Board:

I am very pleased to write a letter in support of the Emeritus Staff application for Bernice Lindke. I worked in the Office of the Vice President for Student Affairs from 1985 to January 2012 and worked with Bernice closely as her Administrative Associate beginning in October 2007.

In the fall of 2007, Bernice was asked by the president to serve as interim Vice President during a time of great tumult for the division. The following May, the divisions of Student Affairs and Enrollment Management were merged, with Bernice overseeing the integration of the two units. She continued to serve as interim Vice President until April 2009 when she was appointed permanent Vice President for Student Affairs and Enrollment Management.

Throughout this period, Bernice's clear focus was on what was best for our students. She was successful in gaining funding for additional mental health counselors. The new Veterans Services Office was created in McKenny Hall under her leadership and provided our veteran students with a welcoming place to take care of business and connect with fellow veterans. The Student Intervention Team was created to identify students at risk for behavioral, social and academic problems. Residence Halls and Dining venues were renovated. Our core programs and services continued to provide a rich array of student development opportunities.

Under Bernice's leadership, our division developed a strategic planning process that included both division and unit goals and measures of success. We instituted a division-wide assessment process in order to make data-driven decisions. Again, at the core of these initiatives was Bernice's desire to do what was best for the students.

Bernice Lindke's commitment to Eastern Michigan University and, most importantly, to the students we serve deserves to be recognized with the awarding of Emeritus Staff status. Please don't hesitate to contact me if I can help further.

Sincerely,

Teri L. Papp
Emeritus Staff
May 30, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Eastern Michigan University Board of Regents:

I am honored to write an Emeritus Letter of Support for Bernice Lindke. Although Bernice has served 22 years at EMU, I first met Bernice as the Director of Financial Aid in 1997. As a new EMU faculty member, I had numerous questions regarding financial aid. In working with students, I was very surprised to receive a prompt phone call or email from the "Director" of Financial Aid to solve a student issue. These initial interactions indicated to me that she was a strong advocate for students, staff, and EMU.

Bernice has been recognized for her strong leadership abilities by holding various professional positions beginning as an Associate Director of Financial Aid and retiring as EMU's Vice President of Student Affairs and Enrollment Management. These positions speak to her commitment, hard work, professionalism, and loyalty to EMU, the students, and the community.

Even with her professional positions, Bernice served on various internal and external committees. Notable she has served on fund raising committees as well.

More importantly, Bernice holds two degrees from Eastern Michigan University. She has always represented EMU is a positive way. These degrees and her professional commitment to EMU are the reasons that EMU's Board of Regents should recognize Bernice Lindke with Emeritus Staff Status.

I highly recommend Bernice. And thank you in advance for your consideration.

Sincerely,

Elizabeth Broughton, Ed.U.
Professor
The Department/Office of Financial Aid recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Winifred Anne McKee
Title upon retirement: Assistant Director, Veteran’s Services
Date of hire at EMU: 08/04/1997 Retirement date: 05/16/2014
Number of years at EMU: 17 (Minimum of 15 years of service required)

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

Home address:
Home telephone: E-mail address:
Name of spouse: Al McCord
Degree(s)/institutions/year: Baccalaureate: Masters: EMU 1987

Please attach 2 letters of support to this application

Recommended by ___________________________ 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 and letters of support to: CFO, 101 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 Office of the Chief Financial Officer.

Updated 8/24/12
May 27, 2014

Eastern Michigan University
Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Dear Members of the Board,

I am pleased to submit this letter of recommendation to consider Winifred Anne McKee for Emeritus Staff status.

Anne has worked in several capacities during her 17 years at EMU. She provided academic advising for Athletes in the Athletic Department prior to working for the Admissions Office. In Admissions, she managed their phone bank while hiring and training dozens of student employees annually.

In November 2012 Anne was asked to take over the management of the EMU office of Veteran’s Services which had unexpectedly lost its director. Although not a veteran herself, she embraced the offer and accepted the position of Assistant Director, Veteran’s Services. The office was also moved to become part of Financial Aid at that time so this began Anne’s and my business association for the first time in both of our careers.

Anne hit the ground running and took every opportunity to attend workshops and webinars in order to quickly learn the Veteran Administration’s rules, regulations and benefits. She became a strong advocate for Veterans and worked long hours to ensure their enrollments were certified with the VA so they would receive their VA benefits.

In Anne’s varied positions at EMU, she always showed great compassion for our students and did everything within her power to make their experience at EMU a positive one and to help them achieve their goals. She has been an ambassador and strong representative of our EMU vision and mission.

Please accept this nomination for Emeritus Staff status for Anne. I appreciate your consideration.

Sincerely,

Cynthia Van Pelt
Director, Office of Financial Aid
Emeritus Staff Recommendation  
W. Anne McKee  
Retired May 16, 2014 from Division of Academic and Student Affairs  

June 10, 2014  

Dear Chairman Parker and EMU Board of Regents,  

I am delighted to submit this recommendation requesting the Board of Regents to grant Emeritus Staff status to W. Anne McKee. Anne has devoted seventeen years of her professional life to Eastern Michigan University and has always been a true advocate for students and helped many to achieve their goals and dreams.  

I worked closely with Anne for over 10 years in the Office of Admissions. She was hard-working, dedicated to EMU and helping students enroll at EMU. She often took extra steps to help a student and their family through the admission process. She worked with many colleagues across campus to make sure student’s questions were answered fully. She has a passion for helping others in any way she can – often following up with students questions while on vacation, during breaks and at conferences.  

Anne knew how hard it was for many of her student staff to work to put themselves through school. She listened to them if they needed to talk to someone and treated them to many lunches and snacks to help them through until the next payday. Many of her students have gone on to graduate programs in Higher Education after working with her and seeing Anne in action.  

Anne has had many roles on campus and in each of them she was able to do what she loves: work with students. This is her passion and one of her favorite things about her job. She often advocated for students who were looking for the opportunity to attend EMU even though they had challenges in their lives. She saw each student as unique and deserving of a chance to fulfill their dreams at EMU.  

It is without any hesitation that I recommend W. Anne McKee for this honor. She is deserving of the Staff Emeritus status and she is the type of staff member at EMU that we should all strive to be.  

Respectfully,  

Daneen Ann Richards  

401 Pierce Hall, Ypsilanti, MI 48197 • 734.487.3060 • Fax: 734.487.6559
EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Faculty Status to ten (10) former faculty members: Kathleen Beauvais, Department of Teacher Education from 1991 to 2014 (who retired August 2014 after 23 years); Howard Booth, Department of Biology from 1967 to 2014 (who retired August 2014 after 47 years); Carole Gorenflo, Department of Special Education from 1988 to 2014 (who retired August 2014 after 26 years); Ronald Hoodin, Department of Special Education from 1988 to 2014 (who retired August 2014 after 26 years); Elvia Krajewski-Jaime, School of Social Work from 1985 to 2014 (who retired August 2014 after 29 years); Donald Loppnow, School of Social Work from 1974 to 2014 (who retired August 2014 after 40 years); Kathlyn Parker, Department of Special Education from 1999 to 2014 (who retired August 2014 after 15 years); Martha Tanicala, School of Nursing from 1999 to 2014 (who retired August 2014 after 15 years); Sylvia Weinberg, School of Social Work from 1997 to 2014 (who retired August 2014 after 17 years); and Lorraine Wilson, School of Nursing from 1990 to 2014 (who retired August 2014 after 24 years).

STAFF SUMMARY

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

The nominations for these individuals have received the support of the department head or school director, the dean of the college, and the Provost and Executive Vice President.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
Kathleen Beauvais
Professor, Department of Teacher Education from 1991 to 2014
(23 years)
Doctoral University of Michigan
Masters University of Michigan
Baccalaureate Western Michigan University

Howard Booth
Professor, Department of Biology from 1967 to 2014
(47 years)
Doctoral Michigan State University
Masters Eastern Michigan University
Baccalaureate Eastern Michigan University

Carole Gorenflo
Professor, Department of Special Education from 1988 to 2014
(26 years)
Doctoral Michigan State University
Masters University of London, England
Baccalaureate Purdue University

Ronald Hoodin
Professor, Department of Special Education from 1988 to 2014
(26 years)
Doctoral Pennsylvania State University
Masters Miami University of Ohio
Pennsylvania State University
Baccalaureate Miami University of Ohio

Elvia Krajewski-Jaime
Professor, School of Social Work from 1985 to 2014
(29 years)
Doctoral University of Texas
Masters Temple University
Baccalaureate University of Pennsylvania

Donald Loppnow
Professor, School of Social Work from 1974 to 2014
(40 years)
Doctoral University of Michigan
Masters Washington University, St. Louis
Baccalaureate University of Wisconsin
Kathlyn Parker
Assistant Professor, Department of Special Education from 1999 to 2014
(15 years)
Doctoral Columbia University
Masters Long Island University
Baccalaureate University of Wisconsin

Martha Tanicala
Associate Professor, Department of Nursing from 1999 to 2014
(15 years)
Doctoral Bowling Green State University
Masters Medical College of Ohio
Baccalaureate University of Toledo

Sylvia Weinberg
Associate Professor, School of Social Work from 1997 to 2014
(17 years)
Doctoral University of Texas
Masters Our Lady of the Lake University
Baccalaureate Our Lady of the Lake University

Lorraine Wilson
Professor, Department of Nursing from 1990 to 2014
(24 years)
Doctoral Wayne State University
Masters University of Michigan
Baccalaureate Siena Heights University
HONORARY EMERITUS STATUS FOR MERITORIOUS SERVICE

ACTION REQUESTED

It is recommended that the Board of Regents grant Honorary Emeritus Status for Meritorious Service to Dr. Paul Schollaert, who served EMU for thirteen years, and provided exceptional leadership in his roles as Provost, and Professor in the Department of Sociology, Anthropology and Criminology.

STAFF SUMMARY

According to University policy, retiring employees who have served the University for fewer than 15 years may be granted Honorary Emeritus Status for Meritorious Service. Candidates for honorary emeritus status must have a significant number of years of service and a record of meritorious performance in one or more of the following: (a) a substantive record of scholarly achievement commensurate with national or international standards within the specific discipline, (b) a record of outstanding teaching and or educational contributions, (c) clear evidence of service to the University beyond the normal expectations, (d) clear evidence of exceptional institutional leadership, advancement of the University or extraordinary service to students.

Dr. Schollaert was hired by the university to serve as EMU’s provost and served as such from 2001 to 2004. Now with a total of 42 years of service to EMU and other universities, it is fitting to recognize Paul’s lifelong contribution to academia, his service to EMU for more than 13 years, and his desire to continue to remain part of the academic community by affording him Honorary Emeritus Status and thereby maintain his association with Eastern Michigan University.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of Sociology, Anthropology and Criminology recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Paul Schollaert

Current Status/Rank at EMU: Professor
Date of Hire at EMU: 07/01/2001
Retirement Date: 09/01/2014

Number of Years at EMU: 13 yrs. 2 mo. (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 Directory.

Home Address:

Home Telephone: __________ E-Mail Address: __________

Name of Spouse: Andrea

Degree(s)/Institutions/Year: Bachelor's: BA, Sociology, Pennsylvania State Univ., 1967
Masters: MA, University of Wisconsin-Madison, 1969
Doctoral: Ph.D., University of Wisconsin-Madison, 1973

Please Attach a Brief Statement of Support to this Form

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

Recommended by (please print) Date

Department Head Date Dean Date

Provost Date Date Submitted to Board of Regents

Please forward this completed form to: Debbie Clearwater
Academic and Student Affairs, 106 Welch Hall 3-26-2013

360-416-5181
To: Tom Verner, Dean, CAS
From: Anders Linde-Laursen, DH, SAC
Re: Recommendation of Emeritus status for Professor Paul Schollaert
Date: April 10, 2014

It is with profound regret that I am writing this recommendation to the university to afford Emeritus Faculty status to Professor Paul Schollaert. My regret is due to the fact that this step confirms that Paul will soon no longer be an active faculty member in SAC. As an experienced faculty member with an immense wealth of experiences from EMU and elsewhere, Paul has played a substantial role in SAC since I arrived here as a new DH in summer of 2011 and the department and I will sorely miss his insights and wisdom.

Emeritus Status is bestowed on retiring faculty to encourage them “to remain a part of the academic community” (AAUP contract marginal paragraph 1022). Emeritus status can be afforded to anyone who has served at least fifteen years in a faculty line; since Paul came to EMU in 2001, he is lacking some months before he reaches this 15 year threshold. In his attached letter, Paul asks for a waiver for this threshold and I strongly support that such a waiver be granted. Paul was hired to the university to serve as EMU’s provost and served as such 2001-2004; thus in hiring Paul, the university decided that his service record elsewhere (now for a total of 42 years) was of importance to EMU. It seems reasonably now to recognize Paul’s lifelong contribution to academic, his service to EMU for more than 13 years, and his desire to continue to remain part of the academic community by affording him Emeritus status and, thus, fulfilling his desire to continue to be associated with Eastern Michigan University.

In strongly recommending to the Board of Regents that Paul Schollaert be awarded status as Emeritus faculty, I also recommend a waiver of the 15 year service requirement. SAC and EMU should be delighted in continuing having a person of Paul’s reputation and integrity associated with the department and university.
April 12, 2014

Dr. Anders Linde-Laursen, Head
Department of Sociology, Anthropology and Criminology
Eastern Michigan University
Ypsilanti, MI 48197

Dear Anders:

As you are aware, I am currently on a phased retirement plan and I intend to retire effective September 1, 2014. Attached is my application to be Professor Emeritus of Sociology at Eastern Michigan University when I retire from the University in September. Also attached is a current curriculum vita.

I realize that my service at Eastern Michigan University will be 22 months short of the 15 years outlined as the minimum needed for an emeritus appointment. I am requesting a waiver of that minimum so that I might carry the professional title into my retirement. I believe that the request is justifiable for a number of reasons.

The initial portion of my service to the University was in a senior level position of academic leadership; I served as provost from July of 2001 until October of 2004. Because I was selected for this job in a national search, I moved to EMU from another institution (Illinois State University) and was unable to accrue the specified years of service. Since leaving the provost role, I have served as a faculty member in Sociology, Anthropology and Criminal Justice. In this position, I have tried to be a positive role model in a department that was sometimes adrift. Happily, the department seems to be on a very positive path currently (largely because the remarkably positive job you have done as head).

My request for an emeritus appointment is based also on the totality of my academic career. I have held academic rank as a tenured or tenure track faculty member for 42 years. I have taught extensively at the graduate and undergraduate level and I have had a good record directing graduate students. I have been actively engaged in research and I have published in important peer-reviewed journals. My research work attracted over half a million dollars in external support. I was also quite active in service to both the communities and to the universities at which I held appointments.

During long career as a faculty member, I spent 22 years in full-time academic administrative positions. I have been a department chair, an associate dean and executive office of a college, a college dean and a provost. I have led initiatives to
create new programs, especially at the graduate level. I’ve led efforts at curricular reform. I’ve helped an institution revamp its faculty evaluation and reward systems. At Eastern Michigan, I was particularly proud of changes in undergraduate general education program and the development of the clinical psychology doctorate.

I think that my record shows that I have been fully engaged and a productive member of the faculty. Eastern Michigan is my final professional stop and I would like very much to tie any professional work that I may do in the future to my professorial status at the University. For this reason, I am requesting an exception to the minimum service standards for an emeritus appointment.

Thank you for considering this request. Please let me know if you need clarification or additional information.

Warmest regards,

Paul Schollaert,
Professor of Sociology
CURRICULUM VITAE
Paul T. Schollaert

ADDRESS: 712 Pray Harrold
Eastern Michigan University
Ypsilanti, MI 48197
Telephone: 734-487-7986
e-mail: paul.schollaert@emich.edu

EMPLOYMENT:
2001- present  Professor of Sociology
Eastern Michigan University, Ypsilanti, MI
2001-2004  Provost and Vice President for Academic Affairs
Eastern Michigan University
1993-2001  Dean, College of Arts and Sciences
Professor of Sociology
Illinois State University, Normal, IL
1987-1993  Associate Dean, College of Arts and Letters
Old Dominion University, Norfolk, VA
1983-1987  Chair, Department of Sociology and Criminal Justice
Old Dominion University
1976-1993  Associate Professor and Professor of Sociology
Old Dominion University
1972-1976  Assistant Professor of Sociology
University of South Carolina, Columbia, SC

EDUCATION
Pennsylvania State University  B.A., Sociology, 1967
University of Wisconsin--Madison  M.S., Sociology, 1969
University of Wisconsin--Madison  Ph.D., Sociology, 1973
(Minor—Labor Economics)

REFEREED JOURNAL PUBLICATIONS:
"Home Ownership and Well Being." HOUSING AND SOCIETY, 1993,
411-423.


BOOK CHAPTERS:


TECHNICAL REPORTS:


"Portsmouth Public Schools Projections" Report to Portsmouth Public Schools, detailing neighborhood level enrollment projections for the school system, May, 1983.


"Busing Survey." Report for Virginian-Pilot/Ledger Star on results of a public opinion survey about school busing which I conducted for them. The report was the basis of a feature news article in the Virginian-Pilot/Ledger-Star on Sunday, June 13, 1982.


PAPERS PRESENTED AT PROFESSIONAL MEETINGS:


"Individual and Contextual Determinants of Birth Timing." Paper read at the Annual Meetings of the Southern Regional Demographic Group, October, 1986, Baltimore, MD. (with Jay D. Teachman)

"The Impact of Outstanding Players on Professional Basketball Attendance." Paper read at the Annual Meeting of the Popular Culture Association, March, 1986, Atlanta, GA.

"Team Racial Composition and Professional Sports Attendance." Paper read at Annual Conference on Leisure, University of South Florida, February, 1985, Tampa, FL. (with Donald Hugh Smith)


"A Preliminary Assessment of the Norfolk Neighborhood Project." Paper presented at the Sixth Annual Conference on the Urban South, Norfolk State University, March, 1980, Norfolk, VA. (with Garland F. White and Michele Rittenmeyer)


"Trade Unions and Women's Wages." Paper presented at Annual Meetings of the Population Association of America, April, 1974, New York. (with Sharon Padgett)

"Demographic Funding Questions." Paper presented at Annual Meeting of the Population Association of America, April, 1970, Atlanta, GA. (with Norma Nager)

EXTRAMURAL GRANTS:


TEACHING ACCOMPLISHMENTS:

Teaching areas: demography and population, demographic methods, statistics, research methodology, social stratification, introductory sociology

I have chaired the committees of roughly twenty master's students and I have served on numerous master's and doctoral committees.

As dean at Illinois State University, I worked with ten other faculty to create a freshman gateway course entitled Foundations of Inquiry. This first semester course is required of all incoming students.

As associate dean at Old Dominion, I worked with several different faculty to secure and implement teaching improvement grants. Notable among our efforts, in 1988, was a FIPSE program to add international perspectives to the general education curriculum by providing faculty with study-travel opportunities in Africa and China. Additionally, we were granted state support for faculty development workshops to enhance and improve the multicultural dimensions of the institutional curriculum.

MAJOR ADMINISTRATIVE ASSIGNMENTS:

Member, Distinctiveness and Excellence Committee, Illinois State University, 1999-2000. I served as the deans' representative on the University strategic planning committee.

Member, President’s Select Committee on University Governance, 1998-2000. The president formed this group to address faculty concerns about campus governance. I served as the deans' representative.

Member, ASPT Reform Committee, 1998-2000. This committee has engineered a major overhaul of the faculty evaluation and reward system. I served as the deans' representative on this committee.

Member, Dean Search Committee, College of Business, Illinois State University, 1996.

Member, Institutional Technology Advisory Committee, 1997-99.

Member, Provost Search Committee, Illinois State University, 1994.

Member, General Education Pilot Implementation Committee, Illinois State University, 1994–98. I have been involved deeply in the reform of undergraduate general education at Illinois State and have served on the Pilot Implementation Committee since its creation.

Chair, Academic Standards Subcommittee, NCAA Athletic Program Accreditation, Old Dominion University, 1992-93. Old Dominion was one of a small set of institutions involved in a pilot athletic program accreditation. I chaired the group which evaluated academic performance and standards for student athletes, wrote that portion of the report and met with NCAA personnel to discuss the process.
Member, Dean Search Committee, College of Sciences, Old Dominion University, 1993.

Chair, Ph.D. in International Studies Program Committee, Old Dominion University. This committee was responsible for creating an interdisciplinary doctoral program. I was asked to provide the leadership to keep three separate departments involved meaningfully in the program.

Chair, Associate Vice President for Research and Sponsored Programs Search Committee, Old Dominion University, 1987.

Chair, Dean Search Committee, College of Arts and Letters, Old Dominion University, 1983.

Member, University Strategic Planning Committee, Old Dominion University, 1981. During the University's initial experience with strategic planning, I was one of five faculty on a presidential level strategic planning committee which set the institution's agenda for the next decade.

Chair, Resources Committee, University Reaccreditation Committee, Old Dominion University, 1979-81. The University created a nontraditional reaccreditation report which focused on the institution's resource decision making processes, as well as its affirmative action activities. The report of my committee comprised over sixty per cent of the documentation for this successful reaccreditation effort.

**AWARDS AND HONORS**

Distinguished Administrative Service Award, Illinois State University, 1999.

Phi Kappa Phi, 1967.

**CONSULTING ACTIVITIES:**

International Brotherhood of Teamsters, 1972-74.

Employee Health Plan, Johns Hopkins University, 1974-75.


Chesapeake City Council, 1980-81, 90-93.

Virginian-Pilot and Ledger-Star, 1982-85.

United Jewish Federation of Tidewater, 1982-87.


Portsmouth Public Schools, 1983-85, 88-89.


**COMMUNITY SERVICE**
Board Member, Citizens for Quality Schools, 1982-85. This group was established to resist attempts to resegregate public schools in Norfolk.

Blair Middle School PTA, Treasurer, 1984-86, President, 1986-87.

YMCA Board of Directors, Norfolk, 1990-93.

McLean County COMPACT Board Member, 1995-2000.

YMCA Board of Directors, Bloomington, 1999-2002.
RECOMMENDATION

ACADEMIC RETIREMENTS / SEPARATIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve sixteen (16) retirements and sixteen (16) separations for the period of June 1, 2014 through August 31, 2014.

STAFF SUMMARY

Of the thirty-two (32) retirements and separations, eighteen (18) are female and fourteen (14) are male. Demographics show that twenty-five (78%) are Caucasian, four (13%) are African-American, one (3%) is Hispanic, one (3%) is Asian and one (3%) did not disclose.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

______________________________  ____________________________
University Executive Officer      Date
<table>
<thead>
<tr>
<th>NAME</th>
<th>TERM DATE</th>
<th>JOB TITLE</th>
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<th>GENDER</th>
<th>ETHNICITY</th>
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<td>Post-Doctoral Research Fellow</td>
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RECOMMENDATION

FACULTY APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve three (3) new faculty appointments for the 2014-2015 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Demographics show that the three new faculty appointments are female.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2014-2015 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
NEW FACULTY APPOINTMENTS

Debra Gombert (Music & Dance)
Assistant Professor effective August 27, 2014 at an academic year base salary of $55,000.

Education
M.M. Saint Mary's of-the-Woods College, 2010
B.A. Eastern Michigan University, 2003
M.S. University of Wisconsin, 1993
B.A. Vassar College, 1989

Keisha Lovence (School of Nursing)
Assistant Professor effective August 27, 2014 at an academic year base salary of $71,000.

Education
Ph.D. Wayne State University, 2013
M.S.N. Wayne State University, 2010

Caroline Peltz (School of Nursing)
Assistant Professor effective August 27, 2014 at an academic year base salary of $71,000.

Education
Ph.D. Eastern Michigan University, 2014
M.S.N. Eastern Michigan University, 2005
M.S. University of Detroit, 1990
B.S.N. University of Michigan, 1983
RECOMMENDATION

LECTURER APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve (5) new lecturer appointments for the 2014-2015 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the five (5) appointments, three (60%) are female and two (40%) are male. Demographics show that four (80%) are Caucasian and one (20%) did not disclose that information.

FISCAL IMPLICATIONS

The salaries would be absorbed in the 2014-2015 personnel budget.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
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<tr>
<th>Name</th>
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RECOMMENDATION

STUDENT AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for October 7, 2014 and the Minutes of June 10, 2014 be received and placed on file.

STAFF SUMMARY

The October 7, 2014 agenda for the Student Affairs Committee includes introduction of the 2014-15 Student Leader Group members, a report on the 2014-15 Student Leader Group and Student Government priorities, and a 2014 First Four Orientation report.

In addition, several announcements will be made.

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

October 7, 2014
11:00 am

Room 205
Welch Hall

Agenda

1. Approval of agenda and June 10, 2014 minutes
   Regent Fitzsimmons

2. Introduction of 2014-15 Student Leader Group members
   SLG members

3. 2014-15 Student Leader Group and Student Government
   Priorities
   Hiba Baghdadi, Steven Cole, Desmond Miller

4. First Four Orientation Report
   Lucas Langdon & Amy Barnhart

5. Announcements

SLG members
Hiba Baghdadi, Steven Cole, Desmond Miller
MEMBERS PRESENT

Regents: Beth Fitzsimmons

Administration: Reggie Barnes, Perry Francis, Ellen Gold, Lucas Langdon, Calvin Phillips, Provost Kim Schatzel, Kay Woodiel

Students: Hiba Baghdadi, Jacob Butterfield, Taylor Humphrey, Kylie McGill, Erica Mehlberg, Haley Moraniec, Kalandria Robinson, Emily Samar, Renee Walton

GUESTS

Administration: (as signed in) Sharon Abraham, Debbie Clearwater, Akosua Dow, Robertta Goeffney, Bob Heighes, Mark Jackson, Walter Kraft, Casey Krone, Geoff Larcom, Lisa Lauterbach, Dar Mayweather, Calvin McFarland, Stacie McMullen, Rebecca Sipe, Cynthia VanPelt, Randall Ward

Students: Bilal Ali, Barry Clay, Desmond Miller, Darius Simpson

Regent Fitzsimmons convened the meeting at 9:45 am. Minutes from the March 25, 2014 meeting and the agenda for this meeting were approved.

Introduction of 2014-15 Student Leader Group Members and Advisors
Incoming Student Leader Group members introduced themselves and stated the student population that they represent. Advisors introduced themselves. Kay Woodiel, Faculty Senate Representative and Calvin Phillips, Associate Vice-President of Student Affairs were also introduced.

2013-14 Student Leader Group Year-end Summary
Perry Francis shared highlights of the work done by the 2013-14 Student Leader Group. During the 2013-14 year, the committee offered the Board of Regents a motion that undocumented students receive in-state tuition, urged for the transition of EMU from a campus allowing the use of tobacco to a tobacco free campus, produced a white paper in support of free weekend parking at the meters on campus, pushed for the creation of gender neutral restrooms, and joined with Regent Fitzsimmons in voicing concern about the impact of human trafficking.

At the close of the presentation, Perry thanked the advisors, administration and staff for the help provided throughout the year.
Report on the 2014 Leadership Experience

Casey Krone share a report about 2014 Leadershape, which was held April 28-May 3, 2014. The program featured an active curriculum during the intense six days. Participants grew by identifying core ethical and personal values, identifying when behavior is not in congruence with core values, developing respectful relationships with all participants, creating a vision for the greater good of the community, developing group and team work skills to accomplish a vision, and articulating action steps to implement a vision.

The university benefits due to the depth of conversation about campus issues, greater student commitment to positively impact the campus community, significant changes on campus, diverse partnerships and supportive relationships, collaborative initiatives and engaged students.

The future vision for EMU Leadershape is that EMU faculty and staff members will continue to support this high impact educational practice by participating as cluster facilitators at future EMU Leadershape events. Casey thanked all who participated in and supported 2014 Leadershape.

Brotherhood Initiative

Regent Fitzsimmons stated that university administration and the Regent Board is concerned about two campus groups – African American males and single parents.

Reggie Barnes, Director of Diversity and Community Involvement, Bilal Ali, Barry Clay and Darius Simpson shared information about the Brotherhood Initiative, a key component of the university effort to help Men of Color persist to graduation. This initiative was established in 2011 to engage, empower, retain and graduate African American males. The program supports two university strategic themes-student engagement and success, as well as service and engagement. Learning outcomes include establishing and maintaining healthy relationships, managing interpersonal conflicts, demonstrating appropriate assertive behavior, exhibiting self-reliant behaviors, developing and articulating plans to achieve short-and long-term goals, and effectively and coherently communicating through writing and speaking.

This program is unique because it is based on a research-based, success-driven model. It does not focus on deficits the students bring to college, but on key success factors. The program focuses on engagement and mentoring, academic support, intervention initiatives, professional and leadership development, pipeline programs, and campus awareness campaigns. Students were included in the development of the initiative. Staff members are strategic in making themselves available to students, any time of the day or night.

Several events happen during L.I.V.E. (Learning Integrity, Valuing Equality) Welcome Week, which is held during the first week of the fall semester. Plans are under way to launch a pilot Sisterhood Initiative. A cohort program, with up to 40 Men of Color taking block classes, will begin soon. Pipeline programs will partner EMU students with grade school students.

Campus Awareness Campaigns are being planned to reinforce the positive things that are happening on campus with men of color involved in this initiative. Several past programs are being revamped and expanded.
Eastern Michigan University has been awarded a $10,000 Capacity-Building Grant. The University of Wisconsin’s Equity and Inclusion Laboratory will spend time researching EMU to quantify the impact of environmental factors that may lead to greater attrition rates for men of color at EMU, identify specific success strategies that best promote retention and degree completion for men of color, and measure the impact of the intervention strategies we implement as part of our Degree Completion and Retention Plan.

The Barbershop Brotherhood is a safe place for men of color to gather to share their hearts and foster relationships. During 2013-14, ten sessions were attended by approximately 65 students per session. One student stated that his grades and attitude improved after attending the sessions. He recently met with an old high school coach, who would like to bring 50-60 high school students to a Barbershop event.

In April 2014, 17 EMU students and staff attended the Black Male Summit held at the University of Akron. Students heard presentations about higher education, self-esteem, etc. They found this event very encouraging.

An overnight program is being planned for this summer. 60-70 young males between the ages of 10-17 will come to campus and be mentored by EMU students involved in the Brotherhood Initiative. Madonna and Oakland University students may also participate.

Regent Fitzsimmons asked how many students were being reached. Reggie stated that it is difficult to measure. Approximately 900 students took part in L.I.V.E. Welcome Week in 2013, 125-150 students were in and out of the Barbershop events.

Announcements

- Haley Moraniec announced that Ypsi Pride Day was held on May 17, 2014. The VISION Volunteer center provided 15-20 volunteers per site, at four sites around Ypsilanti. Volunteers planted flowers, weeded flowerbeds and picked up trash.
- Perry Francis announced that Lisa Sexton and other students plan to attend an RHA Conference at the University of Wisconsin.
- Regent Fitzsimmons thanked Perry Francis for his service to the Student Leader Group.

The meeting adjourned at 10:28 am.

Respectfully submitted,

Michele Rich
Student Affairs Committee Recording Secretary
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
It is requested that the Board of Regents receive and place on file the working agenda for the October 7, 2014 meeting and June 10, 2014 minutes.

STAFF SUMMARY
- New Head Coach
- MAC Cartwright Award
- Updated Staff News
- Platforms for Communication
- Involvement in University Activities
- Academic News
- Revenue Report
- Development
- Football Game Day Updates
- Basketball Planning Updates
- Highlight Department-Media Relations
- Fall Sport Reports

FISCAL IMPLICATIONS
To be determined

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

University Executive Officer  Date
Board of Regents Topics – Athletic Affairs  
October 7, 2014  

Department of Athletics  

1. New Head Coach  
   a. Mark VanAmayde (Baseball) – at 2:00pm  

2. MAC Cartwright Award – Winners!  

3. Updated Staff News  
   a. New Organizational Chart (attached)  
   b. Administrative Councils  
      i. Sports Administration Council  
      ii. External Council  
      iii. Finance and Facilities Council  
      iv. Student-Athlete Experience Council  
      v. Compliance Council  
      vi. Camp Council  
   c. Deputy Director of Athletics – Christian Spears  
   d. Associate Athletic Director for Sports Administration – Erin Kido  
   e. Associate Athletic Director for Sports Medicine – search is underway  

4. Platforms for Communication  
   a. All Staff Meetings – meet bi monthly – First one was September 9.  
   b. All Student-Athlete meeting – Great Expectations Theme. Champions Built Here Exercise – September 8th (attached)  
   c. All Coaches meetings – meet monthly – First one was September 2.  
   d. LykeLine – Newsletter and Ask the AD  
   e. Department CPR Training  

5. Involvement in University Activities  
   a. House Calls – All head coaches and senior staff participated  
   b. Move-in Day – Selected head coaches and student-athletes participated  

6. Academic News  
   a. 4.0 Lunch – 33 student-athletes attended lunch with the President and me at the Tower Inn on September 26  

7. Revenue Report (attached)  

8. Development  
   a. Creation of Eagles Pride (attached) – annual fund giving program  
   b. Eagles Pride financial report
9. Football Game Day Updates

10. Basketball Planning Updates
   a. Party in the Paint – October 23
   b. Season Ticket packages

11. Highlight Department - Media Relations

12. Fall Sport Reports
   a. Women’s Soccer
   a. Men’s Cross Country
   b. Women’s Cross Country
   c. Football
   d. Women’s Volleyball
Eastern Michigan University
Board of Regents
ATHLETIC AFFAIRS COMMITTEE
Minutes of June 10, 2014

Members:
Regents: Chair Mike Hawks, James Stapleton
Athletics: Michael Malach, Senior Associate Athletic Director/Finance, Facilities and Operations
Regent Mike Hawks called the Athletic Affairs Committee meeting to order at 8:45 a.m.

Priorities:
As of July 1, 2014 Eastern Michigan University has discontinued their relationship with Pakmode and are in the process of securing another new multimedia rights agreement. We are exploring an external ticket sale program to boost season and individual ticket sales. We are working on an RFP to handle merchandise sales for our department and across all of campus.

Personnel Updates:
Athletics is in the process of filling six vacant positions, including Head Gymnastics Coach, Head Wrestling Coach, Head Baseball Coach and Head Rowing Coach, Senior Associate Athletics Director and Men's Director of Basketball Operations. We have three new additions to our staff. Michael Groulx was hired on May 12, 2014 as a Women's Basketball Assistant. He comes from St. Clair County Community College where he was the Head Coach the last two years with an overall record of 62-7. Carly Thibault another Women's Basketball Assistant also started on May 12, 2014; comes from Florida State University where she served as the Director of Recruiting Operations. Mary Spilski is the new Cheer Coach and comes to us after serviced as Interim Head Coach for the Wyoming University Cowboys/Cowgirls.

Football Game Day Planning:
Every Wednesday beginning in January we held a football planning meeting. The items that were brought up for discussion were to provide the best fan experience for our guests. Turn It Up Turn It Green is an event that takes place prior to kickoff with the band and team. We are launching a new game day website on July 1, 2014. New and additional signage matching Oestrike Stadiums signage will be seen throughout the stadium. We have moved all visiting team activities to the east side of the stadium. We are putting together a plan to charge for parking. We are enhancing the game day experience with added music, corporate tents, a kids zone and a new look tailgate zone. Season ticket sales have begun, single game sales begin July 1, 2014.

MBB/WBB Basketball Game Day Planning:
We are in the initial stages of planning and have begun weekly meetings similar to the football planning meetings. Ticket sales start on August 15, 2014

FY 2014-15 Department of Intercollegiate Athletics Budget:
It was recommended that the Board of Regents receive and place on file the recommended fiscal year 2014-15 Department of Intercollegiate Athletics General Fund Operating Budget and the Game Guarantee designated fund projections for the fiscal years 2014-15, 2015-16 and 2016-17.

Fundraising and Endowment Update:
The EMU Athletic Club has been re-branded as Eagles Pride and will officially launch this fall.

Respectfully submitted,

Lori Barron
Administrative Secretary
RECOMMENDATION

APPROVAL OF EMPLOYMENT AGREEMENT FOR HEAD
BASEBALL COACH MARK VAN AMEYDE

ACTION REQUESTED

It is recommended that the Board of Regents approve the attached employment agreement for
Head Men's Baseball Coach, Mark Van Ameyde.

STAFF SUMMARY

Mark Van Ameyde was hired as the Head Baseball Coach effective July 11, 2014 for a term of
five years, subject to approval by the Board of Regents. Pursuant to Board Policy 3.1.1.2,
employment agreements in excess of three years must be approved by the Board of Regents.

The terms and conditions of his employment are contained in the attached Employment
Agreement.

FISCAL IMPLICATIONS

Yes, including

- $75,000 base salary; and
- Standard Fringe Benefit Package, consistent with all other employees in the same
classification;

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria Hage
General Counsel

Date
ATHLETIC COACH EMPLOYMENT AGREEMENT

This Employment Agreement made this 11th day of July, 2014 by and between the Board of Regents of Eastern Michigan University (hereinafter the "University"), of Ypsilanti, Michigan and Mark Van Ameyde (hereinafter the "Employee").

The University agrees to employ the Employee in the capacity of Head Coach, Men's Baseball to perform all duties related to the establishment, direction and development of an educationally sound and competitive athletics program, and to perform all duties prescribed by the University's Board of Regents, President, Director of Intercollegiate Athletics, Associate Athletics Director, and Assistant Athletics Director. Such duties will include but not be limited to the following:

A. 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.

B. Be responsible for the actions of all assistant coaches and administrators who report, directly or indirectly, to the Employee. Employee shall promote an atmosphere of compliance within his program, shall communicate the expectations and commitment for compliance to all staff and student-athletes in the Baseball program, and shall monitor the activities of all assistant coaches and administrators involved with the program who report, directly or indirectly, to the Employee, as well as the actions of prospective and current student-athletes in Coach's program including but not limited to activities during official and unofficial visits, extra benefits, and actions in violation of academic integrity standards.

C. Know, recognize and comply with the laws, policies, rules, and regulations governing University ("University Rules") and its employees and the rules of the National Collegiate Athletic Association (NCAA) and the Mid-American Conference (MAC) ("Governing Athletic Rules"), as now constituted or as they may be amended during the term hereof, to supervise and ensure that the assistant coaches and any other employees for which Employee is administratively responsible comply with the aforesaid policies, rules and take active steps to remain educated on University Rules and Governing Athletic Rules. If Employee is found in violation of these rules or regulations, by the University, the MAC, the NCAA or any other governing body, he shall be subject to disciplinary action, including suspension without pay, or termination of employment as set forth in Section 6 of this Agreement.

D. Immediately report to the Athletic Director and to the Athletic Department Compliance Office in writing if any person or entity, including without limitation, representatives of EMU's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules. Employee shall cooperate fully with the Department's Compliance Office at all times.

E. Pursuant to the Jeanne Clery Disclosure of Campus of Security Policy and Campus Crime Statistics Act, Title IX of the Education Amendments of 1972 and other laws and policies, Employee will report any instances of child abuse, sexual assault or harassment and certain other criminal activity of which he has knowledge or reasonable cause to believe has occurred.
The employee agrees to devote his/her energies to faithfully, diligently and successfully perform his/her duties set forth in this Agreement. Further, during the term of this Agreement, the Employee agrees not to render services or engage in activities for any other person or entity which are identical or similar to the services and activities required by this Agreement, without written notice to and the written approval of the University’s Director of Intercollegiate Athletics.

University and Employee further agree that the employment relationship will be subject to the following terms and conditions:

I. DURATION OF AGREEMENT

a. This Agreement and the term of employment shall commence on July 11, 2014 and shall continue in full force and effect until June 30, 2019 subject, however, to the right the parties to terminate the Agreement early pursuant to Provisions 1(b) or 1(c).

b. Notwithstanding any other provision to the contrary, this Agreement, and the employment relationship between the University and the Employee, may be terminated without cause by the Employee or the University at any time, with or without notice.

(1) In the event the Agreement is terminated early by the University without cause pursuant to this provision, the University agrees to pay the Employee, as liquidated damages, an amount equal to two (2) months of the Employee’s annual salary as specified in Section 2 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 original Agreement expiration date, whichever is less. The payment of liquidated damages shall be made within fifteen (15) days of the specified early termination date. To be eligible for this payment, Employee shall execute a release and waiver agreement within such timelines and subject to such terms and conditions as are established by University, including, but not limited to, waiver of any and all legal claims or potential legal claims Employee has or may have against University and any of its related entities, their regents, directors, officers, employees, insurers and agents.

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/her 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 and shall be in full and complete satisfaction of all claims against the University under this Agreement. The foregoing shall not be, nor be construed to be, a penalty.

c. Notwithstanding any other provision to the contrary, this Agreement, including the employment relationship between University and Employee, may be terminated for just cause by the University with written notice to Employee. Just cause for termination includes, but is not limited to, the following grounds:

(1) Violation of any of the terms of this Agreement, including the duties prescribed above;
(2) Engaging in any criminal activity, or misuse of University funds or resources;
(3) Any conduct which violates the rights of student-athletes;
(4) Failure to follow instructions or directions of the University's Board of Regents, President, Director of Intercollegiate Athletics, Associate Athletics Director, and/or Assistant Athletics Director;
(5) Violation by Employee of the constitution, by-laws, or regulations of the MAC or the NCAA or any other directive issued by these athletic organizations;
(6) Any act of misconduct by Employee.

In the event the Agreement is terminated early for just cause pursuant to this provision, the University agrees to pay the Employee that portion of the Salary provided for in Section 2 which is due up to the date of termination as specified in the written notice of termination. This payment shall be in full and complete satisfaction of all claims against the University under this Agreement.

d. If University has provided Employee with an automobile, upon termination or early termination of this Agreement, Employee shall immediately return automobile to University.

Further, at any time during the term of the Agreement the University shall have the right to require the Employee to immediately return the automobile to the University or to a specified dealership.

2. COMPENSATION AND FRINGE BENEFITS

That 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 and fringe benefits to Employee during the term of this Agreement.

a. Salary. University shall pay Employee an annualized salary of $75,000 in full payment for the performance of all duties required under this Agreement, less any applicable state and federal tax deductions or deductions authorized in writing by Employee. All salary increases shall be based on the Pay for Performance Compensation Program if University funds are available.

b. 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.

c. Leave of Absence. A leave of absence may be provided pursuant to Eastern Michigan University policies, rules and regulations. A request for a leave of absence must be approved pursuant to the University’s procedures. A leave of absence shall not extend beyond the term of the Employment Agreement.

3. OUTSIDE INCOME AND BENEFITS

The employee annually shall report all athletically related income from sources outside the institution (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) through the Director of Intercollegiate Athletics to the University's President.
Reports 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. DISPUTES

All disputes shall be reviewed pursuant to the Non-Bargained for Grievance Procedure as provided in the Eastern Michigan University Policies, Rules, and Regulations Manual.

5. AMENDMENTS AND WAIVERS

No change or modification of any part of this Agreement, including this paragraph, shall be valid unless such change or modification is made in writing and signed by the University President, Director of Intercollegiate Athletics, and Employee. No waiver of any provision of this Agreement shall be valid unless in writing and signed by the party alleged to have waived its right under the Agreement.

6. ENTIRE AGREEMENT

This Agreement incorporates and supersedes all prior negotiations, communications, understandings and agreements between the parties hereto regarding the subject matter hereof, whether written or oral. No such prior negotiations, communications, understandings, or agreements shall be of any further force or effect.

7. GOVERNING LAW

This Agreement shall be governed by the laws of the state of Michigan.

IN WITNESS WHEREOF, Employee and the authorized representatives of University have executed this Agreement as of the date set forth above.

EASTERN MICHIGAN UNIVERSITY
(UNIVERSITY)

By:  
Heather Lyke  
Director of Athletics

EMPLOYEE  

Mark Van Ameyde  
Head Coach, Men's Baseball
RECOMMENDATION

FACULTY AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is requested that the Faculty Affairs Committee Agenda for October 7, 2014 and the Minutes of the March 25, 2014 meeting be received and placed on file.

STAFF SUMMARY

The topic for the October 7, 2014 Faculty Affairs Committee meeting is “The Value of a Comprehensive University.”

FISCAL IMPLICATIONS

There is no fiscal impact.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
Section 12    Agenda and Minutes (Regent Jim Stapleton)

Discussion Topic

“The Value of a Comprehensive University.”
FACULTY AFFAIRS COMMITTEE MINUTES

March 25, 2014
9:30-10:15 a.m.
205 Welch Hall


Guests (as signed in): R Baier, R. Barnes, A. Dow, M. Evett, M. Nair, S. Quilter and M. Werner

Regent Treder-Lang opened the meeting at 9:30 a.m.

Monthly Report and Minutes (Regent Stapleton, Chair) (Section 10)
Regent Trede -Lang requested that the Faculty Affairs Committee Agenda for March 25, 2014 and the Minutes of the December 10, 2013 meeting be received and placed on file.

Discussion Topic –
Jessica (Decky) Alexander, Professor, Communications, Media and Theatre Arts; David Clifford, Professor, Health Sciences; Darlene Leifson, Lecturer, Communications, Media and Theatre Arts; Russ Olwell, Professor, History and Philosophy; and Claudia Petrescu, Professor, Political Science, presented “The Carnegie Classification and Faculty Driven Community Engagement.”

Regent Treder Lang thanked all and adjourned the meeting at 10:15 a.m.

Respectfully submitted,

Debbie Clearwater
Executive Assistant
Office of the Provost
Academic and Student Affairs
RECOMMENDATION

EDUCATIONAL POLICIES COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for October 7, 2014 and the Minutes of the June 10, 2014 meeting be received and placed on file.

SUMMARY

The primary items for the October 7, 2014 Educational Policies Committee meeting include:

Agenda and Minutes; Honorary Emeritus for Meritorious Service; Emeritus Faculty Recommendations; Academic Retirements/Separations; Faculty Appointments; Full-Time Lecturer Appointments; New Academic Program: Media Studies and Journalism (B.A.); Charter Schools Board Member Appointments; Commencement Speaker and Honorary Degree Recipient.

FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
AGENDA

Agenda and Minutes  *(Regent Fitzsimmons, Chair)*

- Honorary Emeritus Status for Meritorious Service *(Rhonda Longworth)*
- Emeritus Faculty Recommendations *(Rhonda Longworth)*
- Academic Retirements/Separations *(David Woike)*
- Faculty Appointments *(David Woike)*
- Lecturer Appointments *(David Woike)*
- New Academic Program: Media Studies and Journalism (B.A.) *(Rhonda Longworth)*
- Charter Schools Board Member Appointments *(Malverne Winborne)*
- Commencement Speaker and Honorary Degree Recipient *(Kim Schatzel)*

Discussion Items:
  - Update on Degree Completion and Retention: Single Parent Initiative
EDUCATIONAL POLICIES COMMITTEE MINUTES

June 10, 2014
8:45 a.m. – 9:30 a.m.
205 Welch Hall

Attendees: (seated at tables) J. Carroll, D. Clearwater, Regent Fitzsimmons (Chair), J. Kentor, R. Longworth, Regent Morris (Vice-Chair), Provost Schatzel, M. Winborne and D. Woike.

Guests: (as signed in): S. Abraham, R. Barnes, P. Becker, A. Dow, M. Jackson, R. Sipe and W. Tornquist

Regent Fitzsimmons convened the meeting at 8:45 a.m.

Report and Minutes (Section 16)
Regent Fitzsimmons requested that the Educational Policies Committee Agenda for June 10, 2014 and Minutes of the March 25, 2014 meeting be received and placed on file.

Emeritus Faculty (Section 4)
Dr. Rhonda Longworth, Associate Provost and Associate Vice President for Academic Programming and Services, recommended that the Board of Regents grant Emeritus Faculty Status to two (2) former faculty members: Anthony Adamski, School of Technology Studies from 1997 to 2014 (who retired on January 5, 2014 after 17 years) and Robert Perry, Department of Africology and African American Studies from 1997 to 2014 (who retired on February 4, 2014 after 17 years).

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

The nominations for these individuals have received the support of the department head or school director, the dean of the college, and the Provost and Executive Vice President.

Academic Affairs Administrative/Professional/Appointments/Transfers (Section 5)
Dr. David Woike, Assistant Vice President for Academic Affairs, recommended that the Board of Regents approve seven (7) administrative transfers at the rank and effective date shown on the attached listing.

Academic Retirement/Separation (Section 6)
Dr. David Woike recommended that the Board of Regents approve one (1) retirement for the period of March 1, 2014 through May 31, 2014.

STAFF SUMMARY
The one (1) retirement is a Caucasian Female.
Faculty Appointments (Section 7)
Dr. David Woike recommended that the Board of Regents approve thirty-four (34) new faculty appointments for the 2014-2015 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY
Of the thirty-four (34) appointments, nineteen (19) are female and fifteen (15) are male.

Faculty Re-appointments (Section 8)
Dr. David Woike recommended that the Board of Regents accept the report from the Division of Academic and Student Affairs pertaining to the reappointment of 128 probationary faculty members for the 2014-2015 academic year.

STAFF SUMMARY
The 128 probationary faculty members listed on the attachment have been reappointed for the 2014-2015 academic year.

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

Faculty Promotions (Section 9)
Dr. David Woike recommended that the Board of Regents accept and place on file the report entitled “Promotion of Faculty Members,” effective Fall 2014.

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

The forty-five (45) faculty members listed on the attached page meet the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

Faculty Tenure Appointments (Section 10)
Dr. David Woike recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2014 fall semester, for twenty-five (25) faculty members.
STAFF SUMMARY
The twenty-five (25) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2014 fall semester.

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

The faculty members listed on the attached page meet the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in their respective department evaluation documents.

Lecturer Promotions (Section 11)
Dr. David Woike recommended that the Board of Regents approve and place on file the report entitled “Promotion of Lecturers,” for 2014-2015.

STAFF SUMMARY
The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Federation of Teachers (EMU-FT) provides that lecturers are eligible to apply for promotion in accordance with the following schedule of years of service in rank: Lecturer II – three (3) years, and Lecturer III - four (4) years.

The thirteen (13) lecturers listed on the attached page meet the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

Lecturer Appointments (Section 12)
Dr. David Woike recommended that the Board of Regents approve four (4) new lecturer appointments for the 2014-2015 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY
Of the four (4) appointments, two (50%) are female and two (50%) are male. Demographic breakdown of the group is three (75%) Caucasian and one (25%) African-American.

2014-2015 Faculty Research and Creative Activity Fellowships (Section 17)
Dr. Jeffrey Kentor, Associate Provost and Associate Vice President for Graduate Studies and Research, recommended that the Board of Regents accept and place on file the Report on the 2014-2015 Faculty Research and Creative Activity Fellowships awards.

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

2014-2015 Sabbatical Awards (Section 18)
Dr. Jeffrey Kentor recommended that the Board of Regents accept and place on file the report on the

STAFF SUMMARY
Sabbatical leaves (one semester at full pay or two semesters at half pay) are granted for special study,
research, and/or writing or other projects which enrich the teaching of individual faculty members; bring
prestige to the individual and the University; or provide service of significant nature for local, state,
national, or international organizations. Two semester sabbatical leaves also include up to $12,000 in
research support, if requested. The University Research and Sabbatical Leave Committee reviews the
sabbatical leave proposals and makes recommendations to the Provost and Vice President. A list of the
approved projects is provided on the following pages.

In 2014-2015, eleven (11) two-semester and thirteen (13) one-semester leaves will be awarded.

Summer 2014 Undergraduate Research Stimulus Program (Section 19)
Dr. Jeffrey Kentor recommended that the Board of Regents accept and place on file the report on the
summer 2014 Undergraduate Research Stimulus Awards.

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

The Provost and Executive Vice President has awarded a total of $32,000 to twenty (20) undergraduate
students (one award was a joint project with 5 students) and $7,500 to fifteen (15) Eastern Michigan
University faculty for research and creative projects under the Undergraduate Research Stimulus
Program for summer 2014.

New Academic Program: Master of Science in Taxation (Section 20)
Dr. Rhonda Longworth recommended that the Board of Regents receive and approve a New Academic
Program: Master of Science in Taxation.

Mike Tidwell, Dean of the College of Business, Zafar Khan, Interim Department Head of Accounting
and Finance and Linda Burilovich, Professor Department of Accounting and Finance discussed the
development and the implementation for this new program.

SUMMARY
The intent of the Master of Science in Taxation program is to develop tax professionals who are
prepared to serve in the public & private sectors with a broad understanding of the compliance, planning
and policy elements of tax practice, who are highly skilled in the technological advances in the tax
environment, and who are committed to the ethical and legal standards that govern the practice of tax.
New Academic Program: Interdisciplinary Leadership Minor (Section 21)
Dr. Rhonda Longworth recommended that the Board of Regents receive and place on file notification of a New Academic Program: Leadership Minor.

Shawn Quilter, Interim Dean of the College of Education and Jackie Tracy, Department Head of Leadership and Counseling discussed the development and the implementation for this new minor.

SUMMARY
The Interdisciplinary Leadership Minor (LEAD) is an interdisciplinary program based on the values and mission of the University. The LEAD program is designed to promote student leadership development by educating undergraduate students for and about leadership in a complex world. The goal of this interdisciplinary minor is to prepare students to serve effectively in formal and informal leadership roles on campus, and in local, national, and global contexts.

Charter Schools: Appointment of Board Members (Section 22)
Dr. Malverne Winborne, Director of Charter Schools, recommended that the Board of Regents approve the appointment of Bernard Geter to a three-year term on the Board of Directors of the Academy for Business and Technology; Yolanda Curry to a three-year term on the Board of Directors of The James and Grace Lee Boggs School; Curtis Robinson to a one-year term, Richard Hamme to a two-year term and Cynthia Smith to a three-year term on the Board of Directors of Commonwealth Community Development Academy; Peter Sinclair to a three-year term on the Board of Directors of Grand Blanc Academy; Elaine Miller and Bettie Shaw-Henderson to three-year terms on the Board of Directors of Great Lakes Academy; and Randy McNeil to a three-year term on the Board of Directors of Hope Academy.

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

Charter Schools: re-Authorization (Section 23)
Dr. Malverne Winborne recommended that the Eastern Michigan University Board of Regents reissue the charter for Grand Blanc Academy and authorize the president of the University to execute a new five-year contract which will expire June 30, 2019.

Further, he recommended that the Eastern Michigan University Board of Regents reissue the charter for the Dr. Joseph F. Pollack Academic Center of Excellence and authorize the president of the University to execute a new five-year contract which will expire June 30, 2019.

Accompanying this recommendation are profiles of Grand Blanc Academy and the Dr. Joseph F. Pollack Academic Center of Excellence.

Regent Fitzsimmons thanked those in attendance, and adjourned the meeting at 9:30 a.m.

Respectfully submitted,

Debbie Clearwater
Executive Assistant, Office of the Provost
Academic and Student Affairs
NEW ACADEMIC PROGRAMS

ACTION REQUESTED

It is recommended that the Board of Regents approve a new Academic Program: Media Studies & Journalism, Bachelor of Arts

SUMMARY

Today’s evolving news media landscape demands a more interdisciplinary, interactive, and fluid approach of study and exploration.

The proposed major in Media Studies and Journalism combines courses from two existing programs in Electronic Media & Film Studies (CMTA) and Journalism (ENGL). The proposed program will offer a curricular model of integrating skills-based training, critical and conceptual learning, pre-professional and practical training, community-based learning, and academic service learning.

The interdisciplinary program will speed students’ progress toward their degrees by enabling innovative and flexible curriculum choices within a single major. Currently, Eastern students who want to be journalists need to choose between broadcasting (CMTA) and print (ENGL). Yet the professions now often demand “cross-training” – for instance, broadcast journalists now develop online content and blog posts, while print journalists shoot and edit video. The division between the two majors is becoming obsolete and forces current Eastern students into awkward combinations of double majors and major/minor within similar and often-redundant fields of study. This new program resolves these dilemmas with an integrated approach.

FISCAL IMPLICATIONS

None at this time. The program will be funded with existing resources.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
TO: Chris Shell, Registrar
    Mary Ramsey, Department Head, English Language & Literature
    Kathleen Stacey, Department Head (I), Communication, Media & Theatre Arts

FROM: Rhonda Longworth, Associate Vice-President for Academic Programming and Services

SUBJECT: Media Studies and Journalism (New Program)

DATE: May 8, 2014

The attached request from the Departments of English Language & Literature, and Communication, Media & Theatre Arts, as well as the College of Arts and Sciences for a new undergraduate program, **Media Studies and Journalism Major**, is approved.

*The effective date will be determined following consideration by the Academic Officers Committee, Presidents Council, State Universities of Michigan and the Eastern Michigan University Board of Regents.*

If you have any questions, please contact Christine Deacons, Director of Academic Support Services (487-2133, cdeacons@emich.edu).

Attachment: New Program Proposal

cc: Kim Schatzel, Provost and Vice-President of Academic and Student Affairs
    Thomas Venner, Dean, College of Arts & Sciences
    Sandy Norton, President, Faculty Senate
    Calvin McFarland, Director, Academic and Career Planning
    Julie Knutson, Director, Extended Programs
    John Feldkamp, Assistant Director, Honors College
    Ramona Milligan, Coordinator, Registration
    Carol Evans, Transfer Equivalency Coordinator, Records & Registration
    Maryann Shichtman, Divisional Coordinator, Admissions
    Janet Campbell, Institutional Research and Information Management
    Robert Kelly, Collection Development Librarian
    Bin Ning, Assistant Vice President and Executive Director, IRIM
    Pat Cygnar, Director, Community College Relations
    Carol Schlagheck, English Language & Literature
    Original, Catalog Office

G-04 Halle Library
734-487-2133
Catalog@emich.edu
OUTLINE FOR SUBMITTING PROPOSALS FOR NEW DEGREE PROGRAMS

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

PROPOSED PROGRAM NAME: MEDIA STUDIES AND JOURNALISM
DEGREE: B.A. OR B.S. REQUESTED START DATE FALL 2014
DEPARTMENT(S)/SCHOOL(S): CMTA / ENGL COLLEGE(S): CAS
CONTACT PERSON: CAROL SCHLAGIECK, ENGLJRNL CONTACT PHONE: 487-4220
CONTACT EMAIL: CSCHLAGIE@EMICH.EDU

I. Description:

A. Goals, Objectives, Student Learning Outcomes

1. The general philosophy and intent of the proposed program

The velocity of change in media and technology since the advent of the 21st century is astonishing. Emerging forms of media have rendered traditional departments that emphasize discrete media less effective in meeting the needs of contemporary students. The evolving news media landscape demands a more interdisciplinary, interactive, and fluid approach of study and exploration.

The proposed major in Media Studies and Journalism combines courses from programs in Electronic Media & Film Studies and Journalism. The proposed program will offer a curricular model of integrating skill-based training, critical and conceptual learning, pre-professional and practical training, and community-based, academic service learning. The interdisciplinary program will speed students' progress toward their degrees by enabling innovative and flexible curriculum choices within a single major. Currently, Eastern students who want to be journalists need to choose between broadcasting or print. If they want to be broadcast journalists, they major in Electronic Media and Film Studies, in the Department of Communication, Media and Theater Arts. If they want to work in print or online journalism, they major in Journalism, in the Department of English Language and Literature. Yet the professions demand "cross-training" – for instance, broadcast journalists now develop online content and blog posts, while print journalists shoot and edit video. The division between the two majors is becoming obsolete and forces current Eastern students into awkward combinations of double majors and majors/minors within similar and often-redundant fields of study.

2. Objectives

Our primary objective is to prepare students for a future in which they will need to adapt to ever-changing contexts across multiple media platforms. Another critical objective is to encourage the development of partnerships and collaborations within the University among faculty studying news media, as well as with various media industries and professional organizations.

Miller, New Program Guidelines
Sept. 09
Recently, the Department of Student Media, which oversees the operation of The Eastern Echo and the Cellar Roots literary magazine, joined the College of Arts and Sciences. The development of this interdisciplinary major from two programs within the CAS will further strengthen the academic mission of Student Media on campus by providing significant opportunity for collaboration, mentorship, and internships.

3. Student Learning Outcomes

A. Students will be able to discern the appropriate platform to disseminate information.
B. Students will be able to design and produce content using multiple platforms, including print, audio, video, social media, and digital.
C. Students will be able to analyze the social, economic, and political forces that affect the production and distribution of traditional (legacy) media and digital communication.
D. Students will be able to identify the ethics and laws that guide professional behavior in media/digital production and distribution.

B. Program

Major Requirements: 42 hours

Students must earn a "C" or better grade in each required course for this major

The Media Studies and Journalism (MSJ) Program will be 42 credit hours and will require a minor of the student’s choice, in consultation with program advisers.

I. Required Courses (33 credit hours)

CTAT 130 - Introduction to Electronic Media (3)
JRNL 213 - Introduction to Journalism (Gen Ed Area IV) (3)
JRNL 215 - News Writing and Reporting (3)
CTAT 334 - Radio-Television News (3)
CTAT 131 - Introduction to Audio Production and Direction (3)
CTAT 132 - Introduction to Video Production and Direction (3)
CTAT 344W - Continuity Writing for Electronic Media (Gen Ed Area I, W) (3)
OR JRNL 306W - Feature Writing (Gen Ed Area I, W) (3)
JRNL 307 - Copy Editing (3)
JRNL 310 - Digital Journalism (3)
JRNL 453 - Advanced Reporting – (Capstone to be cross-listed) (3)
New Program Guidelines

JRNL 455 - Journalism Law and Ethics

OR CTAT 336 Electronic Media Law (3)

Required Internship or Cooperative Education (3 credit hours)

CTAT 487 - Internship in Radio-TV-Film (1)
CTAT 488 - Internship in Radio-TV-Film (2)
CTAT 489 - Internship in Radio-TV-Film (3)
JRNL 488 - Internship in Journalism/Public Relations (1)
JRNL 489 - Internship in Journalism/Public Relations (2)
JRNL 490 - Internship in Journalism/Public Relations (3)
CTAA 165 - Television Laboratory (1)
CTAA 169 - Radio Station WQBR (1)

III. Restricted Electives within the program (6 credit hours):

Courses offered by the Electronic Media and Film Studies (EMFS) or Journalism (JRNL) programs and not listed above as requirements for the interdisciplinary MSJ major may be selected as restricted electives. Other courses with advisor approval.

CTAT 231 - Audio Recording Techniques (3)
CTAT 232 - Lighting for TV and Film (3)
CTAT 233 - Digital Video Editing (3)
CTAT 241 - Announcing Techniques for Electronic Media (3)
CTAT 331 - Intermediate Radio Production and Direction (3)
CTAT 332 - Intermediate Television Production and Direction (3)
CTAT 333 - Fundamentals of Electronic Moviemaking (3)
CTAT 431 - Advanced Radio Production and Direction (3)
CTAT 432 - Advanced Television Production and Direction (3)
CTAT 336 - Studies in Electronic Media (3)
CTAT 446 - Contemporary Problems in Electronic Media (3)
CTAT 479 - Special Topics (3)
JRNL 305 - Editorial, Column, and Review Writing (3)
JRNL 309 - Sports Writing (3)
JRNL 311 - Newspaper Layout and Design (3)
JRNL 313 - History of American Journalism (3)
JRNL 423 - Magazine Article Writing (3)
JRNL 454 - Contemporary Problems in Journalism (3)
JRNL 479 - Special Topics (3)
2. List all new and revised courses:
This interdisciplinary major is designed with existing courses.

3. Describe program delivery plan:
The MSJ major will be delivered primarily in the traditional classroom/lab format. A smaller number of hybrid or online classes will also be offered.

4. Outline a typical program of study a student would follow in completing the program:
Appendix A is an Advising Worksheet for use by students and advisers.

5. In which department or College will the program be administered?
The Media Studies and Journalism Program would be administered by the Communication, Media, and Theater Arts Department.

6. Indicate the minimum number of total credit hours that students completing the program should have taken by the time they graduate:
Course Hour Breakdown for MSJ majors:
General Education Courses........40 Hours
MSJ Program Requirements ......42 Hours
Minor....................................21 Hours
University Electives............21 Hours

TOTAL...............................124 Hours

C. Admission

1. There will be no admission requirements to the MSJ program beyond the University enrollment standards. However, a “C” or better grade in all courses is required to count toward the major.

2. There will be no conditional admission to the MSJ major.
D. Projections

Currently, the approximate number of students enrolled in each of the participating programs is about 410: EMFS = 260; JRNL = 150. A conservative estimate is that 1/3 of these students will opt for the new major, making the initial enrollment in the area of 135. Based on employment projections in the field, there is every reason to believe that the MSJ major will be a draw for high school and transfer students as they consider university choices. This recruiting potential makes it reasonable to expect the number of students in the program will double within three to five years.

II. Justification/Rationale

The new major in Media Studies and Journalism will provide EMU students with the opportunity to draw from the strengths of two strong existing programs – Journalism and Electronic Media & Film Studies. The rapid change in the news media professions require the acknowledgement that formerly free-standing disciplines must now embrace the overlapping nature of their existence.

A dual-sited major will benefit students whether their aspirations are as news media creators, managers, or media scholars. It also offers faculty and programmatic efficiencies.

Impetus for this new program proposal has come from numerous reports on the future of journalism and communication education, including a 2012 report on the foundations that support journalism education. Granting foundations have been urging universities to update their programs in light of changes in the industry. Read more: http://www.poynter.org/how-tos/journalism-education/184266/6-foundations-tell-journalism-schools-to-change-faster-or-else/

Larger universities, such as Michigan State, and small colleges, such as Alma College, have taken this route with high student interest. Eastern Michigan University is well-positioned to offer a high-caliber major in Media Studies and Journalism based on the strength of our core programs. Our geographic proximity to major media markets, as well as strong local news organizations, also is an important feature in the further development of internship opportunities and entry-level employment.

Perhaps the strongest justification for this new program proposal has come from our own alumni, who tell us how their careers are changing and advise on how we should be changing our curriculum to meet industry demands on our graduating students.

Appendix B. Letter of support from Richard Campbell, Ph.D., Journalism Program Director, Miami (Ohio) University, and author of Media and Culture: Mass Communication in a Digital Age.

Appendix C. Letter of support from Amalie Nash (EMU alum), assistant managing editor, Detroit Free Press

Appendix D. Letter of support from Kevin Devine, Director of Eastern Michigan University Student Media.

III. Preparedness

A. Full-Time Tenure Track Faculty Members and Full-Time Lecturers from Each of the Two Existing Programs
Electronic Media/Film Studies

Full-time Tenure-Track Faculty:

Sadaf R. Ali is a former television and radio news reporter and has worked for mainstream and ethnic media in Ohio and Michigan. Sadaf earned her M.A. in Broadcast Journalism from Columbia College-Chicago in 2002, examining capital punishment and the ensuing moratorium in Illinois. She is currently a Ph.D Candidate in the Department of Communication at Wayne State University focusing on risk/crisis information, securitization, race, and audience attitudes towards messages originating from traditional and social media sources. Sadaf is a quantitative researcher, who favors content analysis and experimental design as her methodologies of choice. Recent publications include:


In 2010, Sadaf was part of an Emmy award winning project titled: The MATRIX: Commemorating Walter P. Reuther, Union Activist. Currently, she is working on another documentary examining Islamic prison ministry in Michigan.

John Cooper was born in Toledo, Ohio. He has lived in Cincinnati, Boston, and now, Ypsilanti. He has taught at the University of Michigan, the University of Detroit, Defiance College and was a teaching fellow at Bowling Green State University for three years. He has written the instructor’s manual for “Broadcasting, Cable, the Internet and Beyond,” the preeminent text for introductory media students, for the last 12 years. He is also a sought after reviewer for textbooks. He has been a finalist for the Holman Learning Center’s Outstanding Classroom Instruction award and is a 2012 recipient of the Alumni Association’s Teaching Excellence Award. He has been part of the EMU faculty since 1993. He currently resides in Ypsilanti, close to both his son and daughter (EMU, 2011).

Keith Damron was born in Wyandotte, MI. After graduating from EMU he served as the Community Programming Director for Wyandotte Municipal Cable TV for 10 years. He next migrated, first to Reno, NV, and later to Los Angeles where he worked at E Entertainment Television as a production engineer for such shows as *Talk Soup* and *E News Daily.* He later moved on to become a television writer. At Universal Studios he served as the story editor for the series *Sliders.* He also wrote for Warner Brothers Animation, contributing scripts to the series *Justice League* and *Legion of Super-Heroes.* He later moved on to serve as program director for Galaxy Online, one of the first websites to stream science fiction programming. Keith returned to EMU in 2002 and has been focusing his efforts on expanding curricular and extra-curricular offerings to meet the changes and new challenges that are taking place in the industry. He supervises the production end of ETV, which provides extensive hands-on opportunities for students to develop their skills in television. He has also been designing new coursework in movie production to prepare students for the opportunities created by The Michigan Film Incentive.
Geoffrey Hammill is a native of Lorain, Ohio and has spent his life in Ohio, Indiana and, since 1987, Michigan. He has taught at Lorain County Community College and Indiana State University in addition to being a teaching graduate student at Bowling Green State University. He has been a professional educator since 1973, focusing on radio/TV/film production and criticism. His current academic focus is Media Literacy, the study of how media messages are received and used by the audience. Its goal is to "disann the messenger." He has presented several papers at the Popular Culture Association and Broadcast Education Association conferences. He has also represented the program at the Michigan Association of Broadcasters. A professional educator and academic, Dr. Hammill has been a member of the EMU community since 1987 and he's been a full Professor since 1997.

Mary Ann Watson is a recipient of the EMU Distinguished Faculty Award for Scholarly and Creative Activity and has received research awards from the Rockefeller Foundation and National Endowment for the Humanities. She is the author of The Expanding Vista: American Television in the Kennedy Years, which has become of widely cited work in the literature of the field. She is also the author of Defining Visions: Television and the American Experience in the 20th Century. Dr. Watson has contributed book chapters to many works, including The Columbia History of American Television. Watson is the co-editor of Norman Corwin’s One World Flight: The Lost Journal of Radio’s Greatest Writer.

Her articles have also appeared in the Washington Journalism Review; Media Studies Journal; Journal of Broadcasting; Journal of Popular Film & Television; and Electronic Media. Watson has contributed entries to the Encyclopedia of Television and the Encyclopedia of Popular Culture.

Dr. Watson has been a consultant to several documentaries, including Color Adjustment: Blacks in Prime Time; Making Sense of the Sixties; and JFK: Breaking the News, all of which aired on American public television. She has worked on many museum exhibitions and archival seminars, including programs at the UCLA Film & Television Archive; the Museum of Broadcast Communications; the Chicago Historical Society, and the Smithsonian Institution. Watson is often called on for expert commentary on media issues by news organizations that include: CNN, NPR, BBC Radio, CBC Television, the Boston Globe, the Chicago Tribune, the Washington Post, as well as TV Guide.

Full-time Lecturers:

Megan Gore is from Michigan and is a lecturer in both Communication and Electronic Media and Film Studies at Eastern Michigan University. She has taught at Monroe Community College and University of Toledo, in addition to being a graduate teaching assistant at Eastern Michigan University. She has professional broadcasting experience from WDIV-NBC Local 4 Detroit, where she still helps with special media events. Ms. Gore has been a member of the Communication, Media & Theatre Arts Department since 2004. She is the faculty advisor for Eagle Radio, EMU’s student run Internet radio station. Currently, her academic focus is pursuing a graduate degree in Educational Leadership with a focus on higher education from EMU.

Matthew Hanson is originally from Ann Arbor, Michigan and now resides in Ypsilanti. As an educator at Eastern Michigan University, Hanson teaches audio production and film studies courses in the area of Electronic Media and Film and has been with the University since 1997. Hanson’s research interests include: Italian Cinema, non-linear film narrative and Rock and Roll cinema. He has presented at BEA on the subjects of University Film Festivals and Reality Television, and at Wayne State’s Graduate Conference on the theme of Carnivale in the films of Federico Fellini. Hanson has been a professional recording engineer/producer for over 20 years. He has recorded Rock and Roll Hall of Fame recipient Ron Asheton.
Pulitzer prize-winner William Bolcom, and has worked with producer Tim Patalan on recordings by the bands Sponge and Hoarse.

**Journalism**

**James Pinson** has taught at Eastern since the fall of 1990. He holds a doctorate in journalism from the University of Missouri, where he also taught for six years. He is co-author with Brian S. Brooks and Jean Gaddy Wilson of *Working With Words* (Bedford/St. Martin's Press), a grammar, style and usage guide for student and professional journalists, and also co-wrote with Brooks the latest editions of the classic editing text *The Art of Editing in the Age of Convergence* (Allyn & Bacon). Both books have stood the test of time and been through many editions. In addition, Pinson and Brooks also co-wrote the "St. Martin's Wire Services Hotline," a computer program that served as a reference to grammar and usage issues for journalists. Pinson taught in the prestigious Dow Jones News Fund internship program from 1996 to 2009 and worked for about a dozen years at newspapers in three states.

**Carol Schlagheck** is a professor of journalism, and has more than 25 years of journalism experience. She was a founder of a Toledo-area community weekly, which she edited for two years. She then worked at the Monroe (Mich.) Evening News as a reporter, feature editor and copy editor for more than 10 years, and has been a freelance writer for newspapers and magazines. Her work has appeared in *Editor & Publisher, Quill, News Photographer, Newspaper Research Journal*. Professor Schlagheck is Coordinator of Eastern's Journalism Program and serves as Chair of the university's Student Media Board, which oversees the *Eastern Echo*, the EMU student newspaper, and *Cellar Roots*, the literary magazine. She is an active member of the Association for Education in Journalism and Mass Communication, as well as its Newspaper and Online News Division, for which she served as 2013 research co-chair.

**Christine M. Tracy** is a media ecologist, EMU journalism professor, and a former reporter. She holds a Ph.D. from Rensselaer in Troy, NY, where she studied the evolution of media and worked as a founding editor of Computer-Mediated Communication, one of the Web's first e-zines. Tracy wrote *The Newsphere: Understanding the News and Information Environment* (Peter Lang 2012) to combat disillusionment with news. She coined the word "newsphere" to depict a more dynamic, interactive, and responsible news environment that builds on the integral theories of scientist and phenomenologist Pierre Teilhard de Chardin. Her publications include:

Tracy, Christine M. “Ecological Journalism and the role of Perception. *EME, the Journal of the Media Ecology Association.* (Volume 11 Number 2 2013);

Tracy, Christine M. *The Newsphere: Understanding the News and Information Environment*. Peter Lang, New York 2012.; Tracy, Christine M. “Teilhard de Chardin and a Technology of Grace. *EME, the Journal of the Media Ecology Association.* (Volume 8 No. 2 2009);

Tracy, Christine M. “A Quantum Exploration of the News Ecosystem.” *EME, the Journal of the Media Ecology Association.* (Volume 9 No. 3 2010);


Miller, New Program Guidelines

Sept. 09
Full-time Lecturer:

Arnold Makowiak is a former Ann Arbor News copy editor, who teaches the fundamentals of news writing, reporting, and editing. He has taught in our Journalism Program for more than 20 years.

B. Describe current library resources and analyze the adequacy.

Each of the areas represented in the Media Studies and Journalism major have worked together with the Halle Library staff to maintain needed resources, so there will not be a demand for significant additional acquisitions.

C. Analyze the adequacy of existing facilities.

The current media studios, computer labs, and classrooms are adequate for the launch of the proposed major. However, a common “home” area for meetings, advising, and student gatherings would be a wonderful means of fostering the cooperative spirit of the MSJ program. The TV Studio in the Halle Library would be an ideal space for these non-teaching activities.

D. Adequacy of supportive courses/faculty/equipment outside of departments?

Both areas involved in the proposed Media Studies and Journalism major have relied on each other as a means of support. Courses have been approved in one program for use as an elective in the other, and equipment has been shared when possible. The new major would formalize the cross-pollinating support systems that have evolved through necessity.

A. Outline marketing plan:

We propose a two-pronged marketing plan with internal and external campaigns. The internal strategy to introduce the new major to students and the University community will include an on-campus informational event with coverage by the Eastern Echo, WEMU, Eagle Radio, E-TV, and other campus print and on-line publications. Once the major is up and running, a Media Studies and Journalism table will be present at all Explore Eastern gatherings.

The external marketing plan will involve energetic outreach to high schools and community colleges, particularly those whose articulation agreements with EMU. Web releases and
TruEMU billboards would also keep the Media Studies and Journalism major in a high public profile.

IV. Assessment/Evaluation

Our Capstone class, JRNL 453 Advanced Reporting (to be cross-listed), will serve as the final assessment tool for the major. Its design will check core skills and learning outcomes through each student’s development and execution of a final. The use of exit surveys will also be employed.

V. Program Costs

A. Faculty, lecturers, or support staff required

Currently, there is sufficient coverage by faculty and lecturers to begin the program in the semester following its approval. With growth of the program and eventual retirements, additional faculty lines will be needed. Ideally, a staff-based coordinator would be added. No Graduate Assistants beyond those assigned to the original programs are requested.

The Journalism Program lost a faculty member to retirement at the start of the Fall 2013 semester. The request to replace that faculty member, as well as those needed due to upcoming retirements, would be interdisciplinary hiring requests.

A. Space or facilities required

The previously mentioned common “home” area would be the only request at this time

B. Equipment required

No additional equipment is needed to launch the MSJ program.

C. Assistantships

No additional assistantships required.

D. Library resources

Existing adequate.

E. Marketing and recruiting costs

Modest. Approximately $3,500

F. Other costs

Miller, New Program Guidelines
Sept. 09
N/A

G. Total of all financial requirements for implementation of proposed degree?

Minimal beyond marketing costs.

VI. Action of the Department/College

1. Department/School (Include the faculty votes signatures from all submitting departments/schools.)

Vote of faculty: CMTA Dept
English Dept. For 26 Against 0 Abstentions 1
For 37 Against 0 Abstentions 0
(Enter the number of votes cast in each category.)

We support this proposal. The proposed program cannot be implemented without additional College or University resources.

CMTA Department Head Signature Date 1/16/14
English Dept Head Signature Date 1/16/14

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

A. College.

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

College Dean Signature Date

B. Graduate School (new graduate programs ONLY)

Graduate Dean Signature Date

VII. Approval

Associate Vice-President for Academic Programming Signature Date
Media Studies and Journalism Major

Students will be required to complete 42 credit hours from the Electronic Media and Film Studies Program and the Journalism Program (see below), plus a 20-hour minor in a specified field. Admission to the program will require a 2.5 GPA.

Department of Communication, Media and Theatre Arts information:
Interim Department Head: Kathleen Stacey  kstacey@emich.edu
Website: http://www.emich.edu/cta/

Department of English Language and Literature information:
Department Head: Mary Ramsey  mramsey@emich.edu
Website: http://emich.edu/english/

Major Requirements: 42 hours
Students must earn a "C" or better in each of the required courses for this major.

Required Courses: (33 credit hours)  Credit hours / Semester

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>CTAT 130</td>
<td>Introduction to Electronic Media</td>
<td>(3)</td>
</tr>
<tr>
<td>JRNL 213</td>
<td>Introduction to Journalism (Gen Ed Area IV)</td>
<td>(3)</td>
</tr>
<tr>
<td>JRNL 215</td>
<td>News Writing and Reporting</td>
<td>(3)</td>
</tr>
<tr>
<td>CTAT 334</td>
<td>Radio-Television News</td>
<td>(3)</td>
</tr>
<tr>
<td>CTAT 131</td>
<td>Introduction to Audio Production and Direction</td>
<td>(3)</td>
</tr>
<tr>
<td>CTAT 132</td>
<td>Introduction to Video Production and Direction</td>
<td>(3)</td>
</tr>
<tr>
<td>CTAT 344W</td>
<td>Continuity Writing for Electronic Media</td>
<td>(3)</td>
</tr>
<tr>
<td>OR JRNL 306W</td>
<td>Feature Writing (Gen Ed Area I, W)</td>
<td>(3)</td>
</tr>
<tr>
<td>JRNL 307</td>
<td>Copy Editing</td>
<td>(3)</td>
</tr>
<tr>
<td>JRNL 310</td>
<td>Digital Journalism</td>
<td>(3)</td>
</tr>
<tr>
<td>JRNL 453</td>
<td>Advanced Reporting (Capstone cross-listed)</td>
<td>(3)</td>
</tr>
<tr>
<td>JRNL 455</td>
<td>Journalism Law and Ethics</td>
<td>(3)</td>
</tr>
<tr>
<td>OR CTAT 336</td>
<td>Electronic Media Law</td>
<td>(3)</td>
</tr>
</tbody>
</table>

Required Internship or Coop (3 credit hours)  Credit hours / Semester

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>CTAT 487</td>
<td>Internship in Radio-TV-Film</td>
<td>(1)</td>
</tr>
<tr>
<td>CTAT 488</td>
<td>Internship in Radio-TV-Film</td>
<td>(2)</td>
</tr>
</tbody>
</table>
### New Program Guidelines

- **CTAT 489 - Internship in Radio-TV-Film** (3)
- **JRNL 488 - Internship in Journalism/Public Relations** (1)
- **JRNL 489 - Internship in Journalism/Public Relations** (2)
- **JRNL 490 - Internship in Journalism/Public Relations** (3)
- **CTAA 165 - Television Laboratory** (1)
- **CTAA 169 - Radio Station WQBR** (1)

#### Restricted Elective Courses: (6 credit hours – Pick 2 courses)

Courses offered by the Electronic Media and Film Studies (EMFS) or Journalism (JRNL) programs and not listed above as requirements for the interdisciplinary MSJ major may be selected as restricted electives. Other courses with adviser approval.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CTAT 231</td>
<td>Audio Recording Techniques</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 232</td>
<td>Lighting for TV and Film</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 233</td>
<td>Digital Video Editing</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 241</td>
<td>Announcing Techniques for Electronic Media</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 331</td>
<td>Intermediate Radio Production and direction</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 332</td>
<td>Intermediate Television Production and Direction</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 333</td>
<td>Fundamentals of Electronic Moviemaking</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 431</td>
<td>Advanced Radio Production and Direction</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 432</td>
<td>Advanced Television Production and Direction</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 336</td>
<td>Studies in Electronic Media</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 446</td>
<td>Contemporary Problems in Electronic Media</td>
<td>3</td>
</tr>
<tr>
<td>CTAT 479</td>
<td>Special Topics</td>
<td>3</td>
</tr>
<tr>
<td>JRNL 305</td>
<td>Editorial, Column, and Review Writing</td>
<td>3</td>
</tr>
<tr>
<td>JRNL 309</td>
<td>Sports Writing</td>
<td>3</td>
</tr>
<tr>
<td>JRNL 311</td>
<td>Newspaper Layout and Design</td>
<td>3</td>
</tr>
<tr>
<td>JRNL 313</td>
<td>History of American Journalism</td>
<td>3</td>
</tr>
<tr>
<td>JRNL 423</td>
<td>Magazine Article Writing</td>
<td>3</td>
</tr>
<tr>
<td>JRNL 454</td>
<td>Contemporary Problems in Journalism</td>
<td>3</td>
</tr>
<tr>
<td>JRNL 479</td>
<td>Special Topics</td>
<td>3</td>
</tr>
</tbody>
</table>

#### Minor Requirements:

This program requires a minor. Please consult with your program adviser before selecting a minor.

#### Program Total:

Students must earn a minimum total of **124 credits** at the 100-level or above.

#### Note:

Each student must choose a writing-intensive course as part of major completion requirements. Consult your adviser for course options.
University information:
Consult the online catalog at catalog.emich.edu
Professor Schlagheck:

In the span of a decade, the entire landscape of journalism changed drastically. Those of us working in the profession had to quickly adapt, learn new skills or find new work. Those considering pursuing the profession needed a vastly different skill set than that of their predecessors.

When I graduated with a journalism degree from EMU in 1998, journalists were still more specialist than generalist. It helped to know skills like how to take a decent photo or lay out a page, but someone who worked as reporter focused almost entirely on reporting and writing stories. That’s far from true today, when reporters are much more than wordsmiths—they’re often videographers, photographers and tweeters as well (and at that, faster writers who know SEO and how to effectively reach an online audience). It’s a different way of working and one that has prompted a culture change in many newsrooms and a new mindset for journalists.

The proposal for a new Media Studies and Journalism program at EMU is a critical curriculum that students need to better integrate the skills of journalists today, including traditional journalism coursework, video/documentary production, social media, and other techniques for electronic media. It’s essential that the journalists of tomorrow be well-rounded and understand how to deliver the news across various platforms while holding tight to the ideals that define our profession. Students who want to be marketable would do well to take courses on such subjects as digital video editing and audio recording techniques, in addition to the important courses that defined the journalism major in the past.

In my current role at the Detroit Free Press as the assistant managing editor for metro/state news, I’m the hiring manager for new reporters. I review resumes on a regular basis and must weigh what each potential candidate brings to the table. I’m looking for a broad range of skills—the exact type being offered within this proposed curriculum. For instance, Gannett (the parent company of the Free Press) made increasing the volume of videos and video views a companywide goal for 2013. Gannett purchased iPhones for reporters and photographers across the company and launched an intensive training
program called TurboVideo in which groups of trainers visited each site (more than 80 total) for video boot camps that taught journalists how to shoot videos – from interviews and B-roll to producing a 2-minute video using the iMovie app. Now, I would expect candidates for openings at the Free Press to already have many of those same skills and hopefully even the potential to teach others and further fuel the video momentum we’ve been building throughout the year. Likewise, we focus heavily on social media, and I wouldn’t look as closely at applicants who don’t have a demonstrated ability to break news and leverage their own content via Twitter, Facebook, Instagram and other avenues.

I also served as a lecturer for EMU’s journalism program for several years and regularly encouraged students to take classes in other departments, such as a video production class. It’s imperative students are gaining these skills, and folding that coursework into a new media-journalism major is a way to ensure that happens. I also wholeheartedly agree with mandating an internship or cooperative education as part of the major. As a former EMU student and later instructor, I always felt that an internship should be a requirement to ensure students have some real-world experience before they graduate.

In the same way that journalists have been adapting and evolving, so too must the educators and programs that are getting future journalists ready to enter what’s still an exciting and important field. I’m a huge advocate for EMU’s journalism program and wholeheartedly support the proposed program changes to ensure the program remains highly valuable and relevant.

I’d be glad to discuss this more or answer any questions if that would help. I can be reached at anash@freepress.com.

Sincerely,

Amalie Nash
Assistant Managing editor of metro/state news

Detroit Free Press
anash@freepress.com
Twitter: @amalienash

EMU Class of 1998
Dear Colleagues:

When students complain “There are no jobs in journalism,” I quickly set them straight by sending a link to the jobs page at the Michigan Press Association and the listings at JournalismJobs.com. There are always jobs available, particularly entry-level and mid-career jobs, even here in Michigan.

But they’re not your grandfather’s journalism jobs, to paraphrase the old Oldsmobile ad. Welcome to the new world of digital media, journalism and communications, in which job seekers are expected to possess a multitude of skills from a range of disciplines like journalism, communications, film/video production, photography and more, in addition to the good old-fashioned critical thinking skills one gets across many disciplines.

Gone are the days of a reporter gathering the facts, getting some quotes and filing a story. Now, reporters are also expected to shoot and edit their own video and photos; post content online; maintain an active social media presence for breaking news and seeking sources; blog; aggregate related content; and participate in a dialogue with readers/viewers/listeners. And more.

As adviser to the students at The Eastern Echo and Easternecho.com, I help students with the transition from the classroom to the newsroom where they put what they’ve learned into practice in a very public way, with their name prominently displayed on their work, published for the world to see. While critical thinking, solid writing and good interpersonal and communications skills are a must for most of the positions here and as they move into a career in the media, the new skills and specialized knowledge mentioned above are now both de rigueur and continuously evolving.

I fully support any efforts by Academic Affairs in general and various media-related departments in particular to integrate the multiple disciplines that now constitute what could be termed “print media and broadcast” studies into a Media Studies and Journalism major. This will not only reflect the realities of the disciplines and the job market but also better position our institution to attract and retain the leaders of tomorrow in this field.

Steps in this direction include the recent move of the Department of Student Media (the Echo, Cellar Roots) from Business and Finance to the College of Arts and Sciences, and a recent vote by the Student Media Board to endorse the concept of a combined Journalism and Media Studies major.

Thank you for your time and your continued support of the Department of Student Media and The Echo, EMU’s student newspaper since 1881.

Best regards,

Kevin S. Devine
Director of Student Media
Nov. 2, 2013

Dear Friends at EMU:

Thank you again for the opportunity last term to come a talk with you about all of our restructuring efforts here at Miami as you folks think about updating your own curriculum. Creating a Media Studies and Journalism major, in my view, is the right way to go.

As we folded Journalism and Communication together here, the majority of our faculty came to believe that in a converged and digital world -- a world that needs smart young people with multiple skill sets -- it made sense to join forces and pool our resources. Our dean agreed. And it sounds like your plan there will give students the opportunity to take a non-media related minor. We are doing something similar at Miami by requiring all of our majors to either pick up a second major or two minors, and advising them to do the second major -- or at least one of the minors -- in non-media related fields to broaden their horizons and knowledge base.

Best of luck to you,

Richard Campbell

Richard Campbell
Chair, Department of Media, Journalism and Film
Miami University
201 Williams
Oxford, OH 45056
RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

ACTION REQUESTED
It is recommended that the Board of Regents appoint Grace Vereen to a three-year term on the Board of Directors of the Commonwealth Community Development Academy; Karl D’Abreu and Rosiele Hurst to three-year terms on the Board of Directors of Gaudior Academy; Jorge Paul to a three-year term on the Board of Directors of Grand Blanc Academy and Kema Johnson to a three-year term on the Board of Directors of Great Lakes Academy.

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

Commonwealth Community Development Academy
Grace Vereen is employed at Michigan State University as an Elementary Education Field Instructor. She earned an Administrative Certificate in Elementary Administration in 1992 and a Master Degree of Education in Elementary Education in 1980 both from Wayne State University in Detroit, Michigan. She currently serves as assistant dean of Christian Education in Calvary District Congress of Christian Education and as Superintendent of Sunday School in Mt. Zion Baptist Church in Ecorse, Michigan. This is a new appointment fulfilling the professional educator board member requirement.

Gaudior Academy
Karl D’Abreu is an Assistant Program Coordinator for City of Detroit-Department of Health and Wellness Promotion (Youth Program) in Detroit, Michigan. He is currently pursuing a Doctor of Philosophy Degree in Human Services, Administration in Family Services & Intervention Strategies at Walden University in Minneapolis, Minnesota. He earned a Post Graduate Certificate in Social Enterprise in Governing for Non-Profit Excellence from Harvard Business School for Executive Education in Boston, Massachusetts in 2013. He earned a Master of Science Degree in Public Administration Non-Profit & Public Policy at the University of Michigan-Dearborn in Dearborn, Michigan in 2013. He has a Bachelor of Science Degree in Human Services from the University of Phoenix, in Detroit, Michigan in 2011 and Associate Degree in Business Administration in Management and Leadership from Davenport University in
Dearborn, Michigan in 2000. He has served on the Gaudior Academy Board of Directors since 2012.

Rosielee Hurst is an Administrative Analyst at the Department of Human Services at the State of Michigan since 1998. She has a Masters Degree in Social Foundation of Education in 1982 and a Bachelor Degree in Social Work, with a minor in Sociology in 1980 both from Eastern Michigan University. She has certification in Board of Examiners License of Social Worker, Gambling Counselor Education Certification and State of Michigan Secondary Certification in Sociology, and History; endorsed for 7th-12th grades. She also received the Outstanding Community Service Award from Inkster Board of Education. She has served on the Gaudior Academy Board of Directors since 2013.

**Grand Blanc Academy**

Jorge Paul is retired from Meritor WABCO, VCS in 2009 as a Senior Product Engineer in Troy, Michigan where he worked since 1998. He earned an Associate Degree in Computer Information from MOTT Community College in Flint, Michigan in 2014. He earned a Master Degree in Business Administration from University of Phoenix in Troy, Michigan in 2002. He earned a Bachelor of Science Degree in Industrial Technology from Eastern Michigan University in Ypsilanti, Michigan in 1984. He has volunteered at the Hispanic Technical and Community Center in Flint, Michigan and the Food Pantry in Lapeer, Michigan. This is a new appointment.

**Great Lakes Academy**

Kerna Johnson is an Intake Coordinator at Affinity Home Care Agency, Inc. in Commerce Township, Michigan since 2007. She earned a Bachelor Degree in Business Administration in 2006 and an Associate Degree in Human Resources in 2003 both from Baker College in Auburn Hills, Michigan. This is a new appointment fulfilling the parent board member requirement.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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

_________________________
University Executive Officer

_________________________
Date
Grace E. Vereen

OBJECTIVE
To obtain a position of educational leadership that will impact the academic environment and performance of students.

EDUCATION

POSTGRADUATE STUDIES
Wayne State University
- Administrative Certificate, Elementary Administration (1992)

EXPERIENCE

Field Instructor, Michigan State University
- Plan and conduct TE 501 and 502 seminar bi-weekly
- Explain expectations for all written assignments, lesson plans, school projects, and participation in school activities
- Schedule and conduct mid-term and final conferences with interns and mentor teacher
- Prepare written observations and complete feedback forms of interns teaching lessons in all core subject areas
- Attend DAET monthly staff meetings
- Complete and submit Field Instructor Contact Logs

Principal, Detroit Public Schools (1999-2002)
Westside Multicultural Academy
Medicine Bear Native American Academy
- Responsible for the closure and consolidation of two educational facilities and programs into one Pre-Kindergarten through Eighth Grade School Community.
- Manager and administrator for the daily operations of an elementary through middle school facility.
- Monitor and evaluate instructional and non-instructional staff
- Facilitate parental involvement activities
- Prepare and manage facility and program budget
- Provide school improvement leadership
- Develop extracurricular activities to enhance academic achievement
- Oversight of construction and expansion of school facility

Professional Development
- iPad Training (2013)
- Improving Field Instruction (2012)
- Preparing for Difficult Conversations (2011)

REFERENCES: Furnished upon request
REFERENCES

Furnished upon request
Summary of Qualifications:

I'm an Administrative Analyst Professional with over twelve years of experience in this multi-platform environment. I have twenty-five years experience in Social Work, including administration, supervision and training. Excellent background in assessing emotionally/behaviorally disturbed children and their families. Experienced in developing, implementing treatment plans, providing services and working with the community, local referral agencies and school systems. I have a strong work ethic and a passion of getting the job done.

Professional Experience

1998-Present: State of Michigan; Department of Human Services:

Administrative Analyst

- Development and maintain collaborative relationships with local community policy board, community leaders, faith-based, public and private community-based agencies.
- Schedule and conduct in-services training for various DHS staff, including prevention workers, caseworkers, and managers.
- Conduct preliminary assessments of children and families being serviced and act as liaison with DHS Wayne County Executive Office.
- Liaison for Wayne County Domestic Violence Program, Cities of Promise.

2005-2006: Detroit Public Schools; Department of Student Support Program

Second Step Consultant:

- Detroit Public Schools Safe and Drug Free Schools and Communities Program.
- Serve as a consultant for Second Step program which included anger management, empathy, and impulse control. Administer pre-test and post test to students to improve school's climate and culture and increase academic achievement.

1992-2007: Neighborhood Service Organization, Detroit, MI

Telephone Counselor:
• Assisted crisis intervention calls, assessing the caller's needs. Provide counseling and/or referrals.
• Conduct individual counseling of suicide prevention and problem gambling clients.

Welfare Services Specialist: Prevention/Protective Service Foster Care Service Worker/Adult Services Worker:

• Developed and implemented treatment plan and services for dependent, neglected, abused children and families.
• Prepared legal documents, forms, case histories and summaries and conducted correspondence to other agencies.
• Enforced agency rules and regulations and procedures and practices.
• Provided significant services for dependent adults needing long term care.

Educational Experience:

M.A. in Social Foundation of Education, Eastern Michigan University, August 1982

B.S. in Social Work, with a Minor in Sociology, Eastern Michigan University, April 1980

Certification:
Board of Examiners, Licenses of Social Worker
Certification Counselor Education Certification

Honors and Awards:
Outstanding Community Service Award (Hakker Board of Education)
Wayne County Health and Family Services Head Start Policy Council
Served on the Head Start Policy Board for (3) years, 2007-2010.
1. EDUCATION

Present Ph.D.—Doctor of Philosophy
Human Services, Administration – Family Services & Intervention Strategies
WALDEN UNIVERSITY, Minneapolis, MN
2013 PgC—Post Graduate Certificate
Social Enterprise, Governing for Non-Profit Excellence
HARVARD BUSINESS SCHOOL FOR EXECUTIVE EDUCATION, Boston, MA
2013 M.P.A.—Master of Science in Public Administration
Non-Profit & Public Policy
UNIVERSITY OF MICHIGAN, Dearborn, MI
2011 B.S.—Bachelor of Science in Human Services
Community, Family, & Youth Engagement (High Honors; Summa Cum Laude)
UNIVERSITY OF PHOENIX, Detroit, MI
2000 A.B.A.—Associate of Arts in Business Administration
Management and Leadership (Magna Cum Laude)
DAVENPORT UNIVERSITY, Dearborn, MI

2. EMPLOYMENT (Highlights)

08/11 - Present NCADD/City of Detroit Youth Programs
SAFETY PROGRAM, DETROIT, MI
06/11 - Present D'Abreu & Associates, Site Coordinator/Community Liaison
KEITERING WEST WING HIGH SCHOOL, Detroit, MI.
09/10 - 06/11 Communities In Schools, Site Coordinator/Community Liaison
KEITERING WEST WING HIGH SCHOOL, Detroit, MI.
09/06 - 06/10 Communities In Schools, 12 Site Coordinator/Community Liaison
COMMUNITY FOUNDATION/HARWOOD INSTITUTE COLLABORATION, Detroit, MI.
06/03 - 08/06 Detroit Public Schools, Professional Teaching Assistant
Special Needs Population – Emotionally Impaired
WEBBER MIDDLE SCHOOL, Detroit, MI.
09/85 - 06/03 Electronic Data Systems (EDS)
General Motors Global Service Delivery Manager (GMGSD)
GENERAL MOTORS CORPORATION, SOUTHEAST, MI.
3. COMMUNITY ENGAGEMENT

- 48207 Community Initiative – Ralph Bunche Academy; Detroit, MI - Coats for Kids Drive
- Community Representative – State of Michigan Department of Human Services
- Dequindre Cut Greenway – 12 School Participant Organizer – Grand Opening
- NBC Television – School Pride; Episode 3 (Don’t Shut Us Down) – Volunteered & Appeared in
- Prince Hall Masons – CHIP: Child Health Identification Program – Chairman
- Prince Hall Masons – Big Brothers Big Sisters Partnership – Organizational Liaison
- Prince Hall Masons – American Cancer Society - Relay for Life – Organizational Liaison

4. AFFILIATIONS

- Black Caucus Foundation of Michigan – Board of Directors
- Gaudior Academy School – Board President
- Job Corps Detroit Community Council – Member
- Joseph Tireman Community Council – Past Vice President
- City of Detroit – Juvenile Accountability Block Grant (Youth Programs) – Board Member
- NAACP – Life Member
- Prince Hall Masons – Special Deputy Grand Master (Youth Initiatives & Community Outreach)
- Prince Hall Masons – Past Worshipful Master, Unity Lodge No.28 (Three Terms)
- Prince Hall Masons – 33rd Degree; Grand Inspector General, Wolverine Consistory No.6
- Prince Hall Masons – Order of the Eastern Star; Tyre Chapter No.39

5. AWARDS AND HONORS

- City of Detroit – Spirit of Detroit Award (Three time recipient)
- City of Detroit – Mayor’s Award
- Detroit Pistons – Game Changer Award – 2013-2014
- Prince Hall Masons – Unity Lodge No.28 – Master Mason of the Year - 2001
- Prince Hall Masons – Prince Hall Grand Lodge of MI – Worshipful Master of the Year – 2010

6. REFERENCES

- Available upon request
Experienced Professional

OBJECTIVE: Dynamic, detailed-oriented, bilingual Spanish speaking talented professional with versatile skills, seeking to transition from project management in the automotive industry to a challenging position in the computer industry as a customer service representative. Strong interest in new technology with the ability to quickly learn, master and apply new technical concepts.

CUSTOMER SERVICE EXPERIENCE:

- Bi-lingual proficiency in Spanish and English at the native level
- Interpreted customer technical needs and converted into engineering programs and specifications
- Prepared plans, and resources to fulfill customer needs and internal business objectives
- Recommend materials or machinery, documenting how changes lower costs or increase production
- Ensured the complete and timely response to customer inquiries and supplier data submittals

COMPUTER EXPERIENCE:

- Experience with Windows 98, XP, ME, Vista, and Windows 7
- Experience with Microsoft Outlook, Word, Excel, PowerPoint, Project, and Visio
- Experience with the Internet, SAP, OpenOffice, Unigraphics, and Dreamweaver

TECHNICAL EXPERIENCE:

- Experience in the light and heavy vehicle industry
- Managed large scale projects providing quantitative results in quality and performance
- Experience working interdepartmentally with design, manufacturing and purchasing departments
- Selected as technical contact and project leader for North American OEM’s
- Experience with pneumatic valves, hydraulic clutch systems, and wheel speed sensors
- Experience with injection molding, blow molding, and steel stamping processes
- Introduced the initial concept for an EDM machine, which became a top selling product
- Collaborated with an engineer from a major OEM to develop the specifications for a seat restraint
- Developed detailed design drawings and specifications of camshafts and crankshafts
- Designed bezels and ashtrays, which formed part of a dashboard package sold to a major OEM

PROFESSIONAL EXPERIENCE:

Design Release Engineer
Acro Services Corporation
Livonia, Michigan
2012 – Present

Contracted into GM’s Warren Tech Center in their wiper washer group in charge of the MY 2013/14/15 washer bottle release for the Volt & Verano IIHS requirements.

Senior Product Engineer
Meritor WABCO, VCS
Troy, Michigan
1998 – 2009

Technical contact and project leader for pneumatic valves, hydraulic clutch control systems, wheel speed sensors, and wire harnesses for the North American OEM’s
Application Engineer
BTM Corporation
Marysville, Michigan
1996 -- 1998
Supplied quotations for automated systems, special metal clinching machines, tooling and die sets to North American, Latin American and European Customers.

EDUCATION:

Associate
Computer Information Management
MOTTC Community College -- 2014
Flint, Michigan

Masters
Business Administration
University of Phoenix -- 2002
Troy, Michigan

Bachelor of Science
Industrial Technology
Eastern Michigan University -- 1984
Ypsilanti, Michigan

References are available upon request
Objective:
Offering years of experience as an administration assistant and seeking employment with a company that will allow me to provide a full range of support to executives and their staff, while offering a full range of office skills, demonstrated managerial abilities, and a reputation for resolving problems and delivering results.

Education:
Bachelor Degree in Business Administration, Baker College, Auburn Hills, Michigan, March 2006.

Professional Experience

Intake Coordinator
May, 2007 to Present
Affinity Home Care Agency, Inc.
Commerce Twp, MI

Directly responsible for all office functions, responsible for data entry into Horizon system. Process new admissions verify insurance coverage and authorizations. Answer incoming phone calls, input visits, mileage and supplies for billing/payroll. Maintain patient’s charts. Print, send, track and check in physician orders. Maintain inventory of office and medical supplies. Foresee mail and faxes. Assist Director of Nursing in all HR related task.

Intake Coordinator
May, 2006 to May, 2007
Greater Oakland VNA
Waterford, MI

Process referral information, complete schedule for home health aids, and verify insurance coverage and process authorizations. Order and prepare medical supplies for all field staff. Prepare private duty clients billing. Answer incoming phone calls and direct them to various departments.

Shift Supervisor (July, 2001 to September, 2003)
Februar, 1999 to September 2003
Barn and Girls Republic
Farmington Hills, MI

Directly responsible for supervising the program’s campus during my assigned shift. Maintain safety and responsible for arranging adequate staffing, act as a facilitator with problem units, and acting as a liaison with other organizations or departments.

Treatment Specialist (February, 1999 to July, 2001)

Performed group leadership responsibilities such as administering agency policies, procedures, guidelines and methodologies as outlined and directed by authority.

Specialized Skills:
Data Entry
Account Collections
Scheduling
Intake Coordinator
Insurance Verification
Employee Verification
Electronic Billing
Account Collections

Computer Skills:
Microsoft Word
Microsoft Outlook
Microsoft Access
Microsoft Excel

Microsoft PowerPoint
Microsoft Access
Microsoft Excel
RECOMMENDATION

COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENT

ACTION REQUESTED

It is recommended that the Board of Regents approve Gary C.K. Huang, President 2014-2015 of the Rotary Club of Taipei, as Commencement Speaker at the Saturday, December 20, 2014 commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Business to Mr. Huang.

SUMMARY

Mr. Huang’s biography follows on the next page.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
Gary C.K. Huang  
**President 2014-2015, Rotary Club of Taipei**

Gary C.K. Huang is an adviser for Wah Lee Industrial Corp. and Bank of Panhsin, and is director of Federal Corporation and Sunty Development Co. Ltd. He previously was president of Malayan Overseas Insurance Co. and chair of Taiwan Sogo Shinkong Security Co. Ltd. A Rotarian since 1976, Huang has served RI as vice-president, director, Foundation trustee, International Assembly group discussion leader, regional session leader, task force member and coordinator, committee member and chair, and district governor. He also was chair of the 2014 International Assembly Committee; adviser for the Permanent Fund Committee for Taiwan, Macau, and Hong Kong; and PolioPlus advocacy adviser for Taiwan.

He has been instrumental in membership development throughout Asia. As a Rotary Foundation trustee, Huang set the goal of recruiting 100 new Major Donors in Taiwan to celebrate Rotary's centennial; the result was the addition of 106 Major Donors in 2005 and 103 in 2006, who contributed more than $2 million to the Foundation's Annual Fund.

Huang wrote about his experiences in business and Rotary in his book, "Finding Solutions, Not Excuses." He received the Civic Service Award of the Federation of Non-Profit Associations and the Outstanding Community Service Award from Taiwan's Ministry of the Interior. In 2001, when the Rotary International Convention was held in San Antonio, Texas, USA, he was named the city's honorary mayor.

Huang graduated from Eastern Michigan University in 1972 with a Bachelor of Business Administration, General Business degree. Huang is a recipient of the Rotary International Service Above Self Award and Presidential Citation and The Rotary Foundation's Citation for Meritorious Service and Distinguished Service Award.
ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the minutes from the June 10, 2014 Finance and Investment Committee meeting and the Working Agenda for the October 7, 2014 meeting.

STAFF SUMMARY

June 10, 2014 Meeting Agenda
Agenda items include the following recommendations:
- FY 2014-15 Tuition and Fees Recommendation
- FY 2014-15 General Fund Operating Budget Recommendation
- FY 2014-15 Auxiliaries Fund Operating Budget Recommendation
- FY 2014-15 Capital Budget Recommendation and Three Year Capital Plan
- Resolution of the Board of Regents of Eastern Michigan University Authorizing the refunding of General Revenue Bonds.
- Approval of External Auditors
- Landlord Time Share Lease Agreement with Trinity Health-Michigan regarding Medical Simulation Center
- Landlord Lease Agreement with Trinity Health-Michigan regarding Cadaver Lab
- Emeritus Staff Awards

October 7, 2014 Meeting Agenda
Agenda items include the following recommendations:
- Consolidated Financial Statements and Supplementary Information as of June 30, 2014
- FY2015-16 General Fund, Scholarships, Awards and Grants Request
- FY2015-16 State Capital Outlay Request
- Updated Policy: University Investment Policy
- Updated Policy: Conflict of Interest Policy-Board of Regents
- Updated Policy: Conflict of Interest Policy-University Employees
- Updated Policy: Travel Policy
- Emeritus Staff Awards

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
The meeting was called to order by Regent Mary Treder Lang at 11:00 a.m.

A motion was made, seconded and approved to accept the minutes from the March 25, 2014 Finance and Investment Committee meeting.

The agenda includes 9 items.

**Section 25:** Recommendation: 2014-15 Tuition and Fees

This recommendation continues Eastern’s commitment to provide students a high quality education at an affordable price. Eastern is the State’s leader in tuition restraint. Since the Fall 2008 (past 6 years), Eastern has had the lowest dollar tuition increase of any of the 15 public universities in the State of Michigan. With this recommendation, Eastern’s tuition increases will have averaged 3.1% over the 6 years.

For an Undergraduate Michigan resident student taking 30 credit hours, the annual cost for tuition and mandatory fees would be $9,663, a 3.2% increase over last academic year. This equates to an increase of $299 per year or approximately $10 per credit hour.

**Section 26:** Recommendation: Fiscal Year 2014-2015 General Fund Operating Budget

The recommended 2014-15 General Fund operating budget includes $302.6 million of revenues and $301.9 million of expenditures resulting in a budgeted surplus of $0.7 million. The Board-approved General Fund expenditure budget for 2013-14 was $296.4 million.

Recommended revenues include $219.8 million in tuition and fees, a $72.4 million state appropriation ($67.3 million base appropriation and $5.1 million one-time performance funding), and $10.4 million of other revenues. The revenue budget reflects the tuition and fee recommendations contained in Section 25.

The recommended expenditure budget includes $43.8 million in University-sponsored financial aid, an increase of $4.6 million (11.7%) compared with the 2013-14 budget. Over the last seven years, Eastern’s University-sponsored financial aid will have more than doubled (from $21.4 million in 2007-2008 to the $43.8 million in 2014-2015). The recommended budget reflects the new Physician’s Assistant’s Program launched last month as well as continuation of the University’s enhanced public safety initiatives, which includes 10 additional officers. The recommended expenditure budget also includes over $5 million in cost savings actions.

**Section 27:** Recommendation: Fiscal Year 2014-2015 Auxiliary Funds Operating Budgets

The recommended Auxiliary Activities 2014-15 budget is $49.2 million and reflects the Room, Board, and Apartment rates approved by the Board on March 25, 2014.

The 2014-15 recommendation also reflects the fourth consecutive year of increased housing occupancy. It is expected that the number of students living on campus this Fall in residence halls and university-owned
apartments will exceed 4,100 which would represent an increase in students housed of about 700 (or 20%) compared with the Fall of 2010.

The Auxiliary Activities operating expenditure budget contains provisions for all necessary operating costs including direct operating costs, auxiliary-specific debt service, and a transfer to the University’s General Fund for services received. The recommended budgets result in an operating margin of $6 million which provides the necessary funding for continued asset preservation and capital investment in the University’s auxiliary facilities.

Section 28: Recommendation: Fiscal Year 2014-15 Capital Budget and Three Year Capital Projection

The projects in the recommended $12.6 million fiscal year 2014-15 capital budget include significant investments supporting the new Physician Assistant program and growth in the School of Health and Human Services. The recommended budget also reflects our continuing commitment to upgrade campus technology, both in the classrooms and in other campus buildings, as well as safety and security enhancements. Investments in these priorities account for about three-quarters of the recommended spending for fiscal year 2014-15.

The five years from fiscal year 2008-09 through fiscal year 2012-13 represented a period of unprecedented capital investment at Eastern. Over the period, capital spending exceeded $220 million. Approximately two-thirds of the spending was invested in academic facility enhancements including the Science Complex addition/renovation and the Pray-Harrold renovation. Significant investments also were made in housing facility improvements and campus infrastructure (buildings, grounds, parking, roadway improvements) as well as in IT infrastructure, campus technology and other student and athletic facilities.

Over the next three years, capital spending of $36.9 million is projected. In addition to ongoing investments in academic building enhancements and technology which represent over half of the projected three-year spending, $4.1 million in capital investment is planned for housing, dining and student facility renovations with Wise Hall the next residence hall to undergo a major renovation in the Summer of 2015.

Section 29: Recommendation: Resolution of the Board of Regents of Eastern Michigan University Authorizing the Issuance and Delivery of General Revenue Refunding Bonds and Providing For Other Matters Relating Thereto

In June 2009, in order to finance a portion of certain capital projects, the University issued $79,220,000 of General Revenue Bonds, Series 2009D. A portion of the General Revenue Bonds, Series 2009D issued included a 5-year callable option. Currently, $9,960,000 of the remaining outstanding balance may be refunded by the University.

In February 2000, in order to refund certain bonds issued by the Board in 1992 and to finance certain capital projects, the University issued $9,555,000 General Revenue Bonds and Refunding, Series 2000. Currently, $1,240,000 remains outstanding and when combined with Series 2009D may be refunded by the University at a significant present value savings.

This resolution authorizes the issuance, execution, and delivery of bonds of the Board in registered form in one of more series, to be designated GENERAL REVENUE REFUNDING BONDS, SERIES 2014, to refund the prior bonds. The aggregate principal amount of the Bonds will not exceed $11,500,000 (the amount necessary to produce proceeds sufficient to implement the refunding and pay the costs incidental to the issuance of the Bonds.) The first maturity will not be earlier than February 1, 2015 and the last
maturity will not be later than February 1, 2039. The interest will be at a fixed rate, with an average coupon that will not exceed 5.50% per annum.

Section 30: Approval of External Auditors

The Board of Regent bylaws (4.06 Auditor) provide that the Board’s Audit Committee shall recommend to the Board the selection of an external auditor, who shall be appointed by the Board, and who shall receive supervision from the Chairperson of the Audit Committee.

An RFP was issued March 28, 2014 seeking proposals and qualifications of firms to perform external audit services for the University. Four firms responded. On May 19th, each of the firms were interviewed by a review committee consisting of Regent Jim Webb (Chair of the Board’s Audit Committee), Regent Mary Treder Lang (Chair of the Board’s Finance and Investment Committee and member of the Board’s Audit Committee), CFO and Board Treasurer John Lumm, Foundation CFO Laura Wilbanks, Purchasing Director Dean Backos and Andrea Jacek and Tim Griffith of the finance office.

Based on the RFP responses and the on-campus interviews, the selection committee recommends that Eastern Michigan University enter into a contract for external audit services with Plante Moran, PLLC who has served as the University’s External Audit firm since 2005. The term of the contract is July 1, 2014 through June 30, 2017, with two, mutually-agreeable one-year extensions. Eastern will pay Plante Moran $108,000 in year one, $113,000 in year two, and $108,000 in year three, which represents savings to the University of about $11,000 a year compared with the current fees.

Section 31: Recommendation: Landlord Time Share Lease Agreement with Trinity Health-Michigan Regarding Medical Simulation Center

Trinity Health-Michigan, through St. Joseph Mercy Hospital, and Eastern Michigan University have finalized negotiations for EMU’s lease of a Medical Simulation Center at the hospital. This is a 10-year lease, running from 2014 through 2024, for use in EMU’s Physician Assistant and Nursing programs. Rent for the 6,879 square foot lab is $33 per square foot, projected to increase over the next 3 years to stabilize at about $200,000 per year. EMU’s contributions to one-time lab construction costs were approved previously and are reflected in the FY2014 Capital Budget. This lease will not affect EMU’s affiliations with other local hospital systems. EMU may terminate the lease if the hospital attempts to move the tenancy to a substituted space, if EMU believes the substituted space is inadequate for the Nursing and Physician Assistant programs. Each side may terminate the lease if the other side breaches the agreement and does not cure the breach within 30 days.

Section 32: Recommendation: Landlord Lease Agreement with Trinity Health-Michigan Regarding Cadaver Lab

Trinity Health-Michigan, through St. Joseph Mercy Hospital, and Eastern Michigan University have finalized negotiations for EMU’s lease of a to-be-built Cadaver Laboratory at the hospital. This is an 8-year lease, running from 2015 through 2023, for the lab’s use in EMU’s Physician Assistant Program. Rent for the 1,745 square foot lab will be approximately $33 per square foot, and is projected to cost between $53,000 and $65,000 per year. Rent must be paid within 30 days of its due date or lease is subject to termination. EMU’s contribution to the one-time
lab construction costs are reflected in the FY2015 Capital Budget. Each side may terminate the lease if the other side breaches the agreement and does not cure of breach within 30 days. The hospital may also terminate the agreement in the event EMU abandons, or fails to occupy, the premises. Insurance will be obtained through M.U.S.I.C. as normal. Each party bears the costs, including the legal cost, of its own negligence or breach of the contract.

Section 33: Recommendation: Emeritus Staff Status

It is recommended that the Board of Regents grant Emeritus Staff Status to Four (4) staff members: Holly Smith, Executive Assistant, President Office, who retired on March 31, 2014, Bryan Howay, Database Specialist Senior, Division of Information Technology Department, who retired on May 2, 2014, Donald Schoolmaster, Manager, Department/Office of Chemistry, who retired on June 25, 2013, Lynette Findley, Assistant Vice President for Academic Success Partnerships, who retired on June 10, 2014.

The meeting was adjourned at 12:00 p.m.

Respectfully submitted,

Jada Wester
Executive Assistant to the
Chief Financial Officer
FINANCE and INVESTMENT COMMITTEE
Tuesday, October 7, 2014
11:30 a.m.

REGULAR AGENDA

• Minutes from June 10, 2014

• October 7, 2014 Finance and Investment Committee Agenda

  o Consolidated Financial Statements and Supplementary Information as of June 30, 2014
  o FY2015-16 General Fund, Scholarships, Awards and Grants Request
  o FY2015-16 State Capital Outlay Request
  o Updated Policy: University Investment Policy
  o Updated Policy: Conflict of Interest Policy-Board of Regents
  • Updated Policy: Conflict of Interest Policy-University Employees
  o Updated Policy: Travel Policy
  o Emeritus Staff Awards
It is recommended that the Board of Regents approve the University’s Capital Outlay Plan and delegate authority to the President to submit the renovation of Strong Hall as the University’s top project request for state cost participation for Fiscal Year 2016.

STAFF SUMMARY

The State Budget Office issued its Fiscal Year 2016 Capital Outlay Budget memorandum to University Presidents on August 15, 2014. The Management and Budget Act, Public Act 431 of 1984, as amended, requires universities to present a Five-Year Capital Outlay Plan no later than November 1 of each year. Universities may also elect to submit a capital outlay project request for state cost participation.

Once again, the renovation of Strong Hall has been identified as the University’s top capital outlay project. Strong Hall has been Eastern’s number one request for funding since Fiscal Year 2010, the year after Eastern received state funding for the Pray-Harrold building renovation.

Strong Hall is part of Eastern’s Science Complex and houses the Geology and Geography and the Physics and Astronomy departments. Built in 1957, Strong Hall has not received any significant improvements or renovation since its construction. The project reflects a major renovation of the 87,500 gross square foot structure including, modernizing classroom and labs, lecture halls, student commons areas, and faculty offices, as well as, creating flexible use spaces for both research and instruction and replacement of architectural, structural, mechanical, and electrical systems.

The Strong Hall project, along with the $90 million self-funded addition and renovation of the Mark Jefferson Science Complex, demonstrates the University’s commitment to the sciences and would result in first-class science facilities on Eastern’s campus. To comply with the statutory requirements, Eastern Michigan University will post its Five-Year Capital Outlay Plan on the institution’s internet site by November 1, 2014. In addition, the Fiscal Year 2016 Capital Project Budget request of Strong Hall will also be on this site.

FISCAL IMPLICATIONS

The estimated cost to renovate Strong Hall is $47 million. At a funding mix of 75% State / 25% Eastern, the University’s cost share would be $11.75 million.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
ACTION REQUESTED
It is recommended that the Board of Regents amend the Board of Regents Policy 3.1.7, Conflict of Interest: University Employees

STAFF SUMMARY
The current conflict of interest policy covers approximately 150 senior administrative staff. The recommendation is to broaden the conflict of interest policy to cover all non-bargained-for staff (NBFs). There are currently approximately 300 NBF’s.

In addition, the University’s Internal Auditors are currently directly responsible for developing appropriate procedures for implementing the provisions of the Conflict of Interest policy. In order to maximize the limited hours available of the University’s Internal Auditors, management has decided to return this responsibility in-house. The University’s Human Resource department will proceed with its implementation.

FISCAL IMPLICATIONS
None

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

University Executive Officer __________________________ Date __________
Policies, Rules and Regulations
Chapter Name: Employment and Affirmative Action
Chapter No. 3.1.7
Issue: Conflict of Interest: University Employees
Effective Date: 6-19-1974
Revision Date: 6-17-2003

UNIVERSITY POLICY STATEMENT

No University employee shall have a direct or indirect interest, financial or otherwise, in a contract with the University or incur any obligation of any nature, when such contract or obligation is in substantial conflict or provides a potential substantial conflict with the discharge of his or her duties in the public interest.

Furthermore, no University employee shall accept any payment, remuneration, gratuity or other money or property of any kind from a corporation, individual or entity which is engaged in one or more business transactions with the University where there is any relationship, direct or indirect, between the payment to the individual and the transaction with the University.

(NOTE: A substantial conflict or potential substantial conflict of interest exists when a University employee: (1) engages in a business transaction as a representative/agent of the University with a business entity in which he/she holds a title of executive officer, (e.g. President, Vice President, Secretary, Treasurer), or owns or controls directly or indirectly more than one percent of that entity; or (2) accepts other employment or engages in a business or professional activity which will require him/her to disclose confidential information acquired while carrying out his/her official responsibilities.)

UNIVERSITY PRACTICE

University practices for implementing this policy include:

1. Senior administrative staff Nonbargained-for staff (employees within the Management and Administrative Compensation Bands) shall complete a disclosure statement annually reporting any financial conflict of interest or potential conflict of interest, financial or otherwise, to the University.

   (NOTE: Conflict of interest or potential conflict is defined as the ownership or control of more than one percent of any firm or institution providing goods or services to Eastern Michigan University by such individuals as noted above or by a member of their immediate family.)

2. A disclosure statement for senior administrators Nonbargained-for staff is available for compliance with this policy.

3. Senior administrative Nonbargained-for staff shall be required to promptly complete and file an amended disclosure statement upon the occurrence of any change in circumstances or discovery of any new information that would alter the previous statement.
RESPONSIBILITY FOR IMPLEMENTATION

It is the individual responsibility of each University employee to disclose conflicts of interest or potential conflicts of interest to the University. The University's Internal Auditor is directly responsible for developing appropriate procedures for implementing the provisions of this policy.

SCOPE OF POLICY COVERAGE

This policy affects all Eastern Michigan University employees; however, the President is responsible for conforming with the Conflict of Interest policy set forth for Board members and the President.

Authority for Creation or Revision:

Meeting of the Board of Regents: June 19, 1974, para. .1384M.
Meeting of the Board of Regents: December 2, 1987, para. .3634M.
Meeting of the Board of Regents: December 6, 1989, para. .4134M.
Meeting of the Board of Regents: June 17, 2003, para. .6132M.
UNIVERSITY POLICY STATEMENT

No University employee shall have a direct or indirect interest, financial or otherwise, in a contract with the University or incur any obligation of any nature, when such contract or obligation is in substantial conflict or provides a potential substantial conflict with the discharge of his or her duties in the public interest.

Furthermore, no University employee shall accept any payment, remuneration, gratuity or other money or property of any kind from a corporation, individual or entity which is engaged in one or more business transactions with the University where there is any relationship, direct or indirect, between the payment to the individual and the transaction with the University.

(NOTE: A substantial conflict or potential substantial conflict of interest exists when a University employee: (1) engages in a business transaction as a representative/agent of the University with a business entity in which he/she holds a title of executive officer, (e.g. President, Vice President, Secretary, Treasurer), or owns or controls directly or indirectly more than one percent of that entity; or (2) accepts other employment or engages in a business or professional activity which will require him/her to disclose confidential information acquired while carrying out his/her official responsibilities.)

UNIVERSITY PRACTICE

University practices for implementing this policy include:

1. Nonbargained-for staff shall complete a disclosure statement annually reporting any financial conflict of interest or potential conflict of interest, financial or otherwise, to the University.

(NOTE: Conflict of interest or potential conflict is defined as the ownership or control of more than one percent of any firm or institution providing goods or services to Eastern Michigan University by such individuals as noted above or by a member of their immediate family.)

2. A disclosure statement for Nonbargained-for staff is available for compliance with this policy.

3. Nonbargained-for staff shall be required to promptly complete and file an amended disclosure statement upon the occurrence of any change in circumstances or discovery of any new information that would alter the previous statement.
RESPONSIBILITY FOR IMPLEMENTATION

It is the individual responsibility of each University employee to disclose conflicts of interest or potential conflicts of interest to the University. The University is directly responsible for developing appropriate procedures for implementing the provisions of this policy.

SCOPE OF POLICY COVERAGE

This policy affects all Eastern Michigan University employees; however, the President is responsible for conforming with the Conflict of Interest policy set forth for Board members and the President.

Authority for Creation or Revision:

Meeting of the Board of Regents: June 19, 1974, para. .1384M.
Meeting of the Board of Regents: December 2, 1987, para. .3634M.
Meeting of the Board of Regents: December 6, 1989, para. .4134M.
Meeting of the Board of Regents: June 17, 2003, para. .6132M.
RECOMMENDATION
TO APPROVE REVISED TRAVEL POLICY

ACTION REQUESTED

It is recommended that Board of Regents Policy 11.4.1 Travel Policy be amended in accordance with the attached document.

STAFF SUMMARY

The recommended changes to the Travel Policy include updating of employee titles and changes to the travel approval process to reflect current practice. Specifically, domestic travel will require supervisory approval only if it includes an overnight stay. International travel will always require supervisor and vice president approval. The revised policy will be equally applicable to the President.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria A. Hage

Date
UNIVERSITY POLICY STATEMENT
Eastern Michigan University will reimburse University Employees for actual and/or reasonable expenses incurred while traveling or hosting in conjunction with University business. Reimbursement for such expenses will be made in accordance with the IRS Accountable Plan, Treasury Regulations and the University Travel Procedures, and upon appropriate verification of a business rationale for the expenses.
Travel by privately owned, leased or chartered aircraft (other than commercial) in conduct of University business is prohibited unless expressly authorized in advance by the Vice President for Business and Finance, Chief Financial Officer.

UNIVERSITY PRACTICE
University practices for implementing this policy include:
1. Overnight domestic Travel at University expense must be pre-approved by the traveler's supervisor. International travel must be pre-approved by the traveler's supervisor AND the Divisional Vice President or his/her respective designee.
2. Employees authorized to travel at University expense are required to do so in accordance with official University Travel Procedures.
3. When travel is funded by a sponsored agreement (i.e., grant, contract, etc.), the use of travel funds will be governed by the more restrictive of either the sponsored agreement or University policy.

RESPONSIBILITY FOR IMPLEMENTATION
The Vice President for Business and Finance, Chief Financial Officer or his/her designee(s) has overall responsibility for implementation of this policy.

SCOPE OF POLICY COVERAGE
The Travel Policy applies to all University employees, except the President, who incur travel and/or hosting expenses in conjunction with University activities. The President will be reimbursed for travel according to the terms of his contract.

Authority for Creation or Revision:
Policies, Rules and Regulations
Chapter Name: Business and Financial Operations
Chapter No. 11.4.1
Issue: Travel Policy
Effective Date: 1-27-64
Revision Date: 3-21-06

UNIVERSITY POLICY STATEMENT
Eastern Michigan University will reimburse University Employees for actual and/or reasonable expenses incurred while traveling or hosting in conjunction with University business. Reimbursement for such expenses will be made in accordance with the IRS Accountable Plan, Treasury Regulations and the University Travel Procedures, and upon appropriate verification of a business rationale for the expenses.

Travel by privately owned, leased or chartered aircraft (other than commercial) in conduct of University business is prohibited unless expressly authorized in advance by the Chief Financial Officer.

UNIVERSITY PRACTICE
University practices for implementing this policy include:
1. Overnight domestic travel at University expense must be pre-approved by the traveler’s supervisor. International travel must be pre-approved by the traveler’s supervisor AND the Divisional Vice President or his/her respective designee.
2. Employees authorized to travel at University expense are required to do so in accordance with official University Travel Procedures.
3. When travel is funded by a sponsored agreement (i.e., grant, contract, etc.), the use of travel funds will be governed by the more restrictive of either the sponsored agreement or University policy.

RESPONSIBILITY FOR IMPLEMENTATION
The Chief Financial Officer or his/her designee(s) has overall responsibility for implementation of this policy.

SCOPE OF POLICY COVERAGE
The Travel Policy applies to all University employees.

Authority for Creation or Revision:
Minutes of the Board of Regents, January 27, 1964, para. .12M.
Minutes of the Board of Regents, December 18, 1985, para. .3211M.
Minutes of the Board of Regents, September 22, 1992, para. .4600M.
Minutes of the Board of Regents, March 21, 2006, para. .6599M.
Eastern Michigan University Board of Regents

2015 Meeting Dates

Tuesday, March 17
Tuesday, June 16
Tuesday, October 13
Tuesday, December 8
ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the University’s audited fiscal year 2013-14 financial statements and auditor’s report.

STAFF SUMMARY

The Financial Statements and Supplementation Information as of June 30, 2014 together with the Auditors report are attached. Plante & Moran has issued its opinion indicating that the statements present fairly, and in conformity with Generally Accepted Accounting Principles, the financial position, results of operations, and cash flows for Eastern and the Foundation.

Financial Statements highlights include:

- Total Net Position at June 30, 2014 of $214.6 million including $184.8 million in Capital Assets (net of debt), $8.9 million in Restricted-Expendable Net Assets and $20.9 million in Unrestricted Net Assets. Total Assets at June 30, 2014 of $564.8 million and Liabilities of $336.8 million
- A decrease in Net Position for the year ending June 30, 2014 of $4.5 million, primarily reflecting an all-funds operating deficit for the year.
- Unrestricted and Restricted-Expendable Net Assets of $29.8 million at June 30, 2014 a decrease of $7.6 million compared to June 30, 2014.

During their audit, Plante & Moran did not identify any significant deficiencies or material weaknesses related to the University’s controls, accounting practices, accounting estimates, or financial statement disclosures.

Representatives of Plante and Moran will be attending the Board’s Finance and Investment Committee meeting to present a summary of the results of their audit including benchmark comparisons with other universities and to discuss any comments or questions the Board may have regarding the financial statement or audit.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

2015-16 GENERAL FUND SCHOLARSHIPS, AWARDS AND GRANTS REQUEST

ACTION REQUESTED
It is recommended that the Board of Regents approve the 2015-16 General Fund Scholarships, Awards and Grants proposal for $48,023,000.

STAFF SUMMARY
The General Funds Scholarships, Awards and Grants Request is presented to the Board for approval earlier than the normal budget request timeframe to reflect programmatic and funding changes for the next recruitment cycle, and to meet admission publication timelines.

This proposal includes the assumption of a 3.0% increase in Tuition and Fees for 2015-16, along with a Total FTIAC enrollment for Fall 2015 of 2800, an increase of 250 from the 2014-15 year. This request, which represents an increase of 8.9% in student aid over the prior year, reflects adjustments in aid levels to account for tuition increases, as well as an effort to increase enrollment by attracting more academically prepared students, better able to succeed with the rigor of an EMU education.

FISCAL IMPLICATIONS
The 2015-2016 Scholarships, Awards and Grants proposal of $48,023,000 represents an increase of $3,934,000 (8.9%) over the 2014-2015 approved budget of $44,089,000.

The total proposal of $48,023,000 includes:
1. Scholarships, Awards and Grants $33,522,000
2. Athletic Grants-in-Aid $8,980,000
3. Federal and State Matches $500,000
4. Graduate Aid $5,021,000

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

University Executive Officer

Date: October 7, 2014
RECOMMENDATION
UNIVERSITY INVESTMENT POLICY

ACTION REQUESTED

It is recommended that the Board of Regents amend the University Investment Policy 11.1.2 in accordance with the attached document.

STAFF SUMMARY

The recommended changes to the Investment Policy include an update to the Asset Allocation Policy, based upon the recommendation of the University's adviser, NEPC. In addition, changes were made to reflect the recommended Asset Allocation, along with eliminating redundancies in the policy.

The Advisers recommended Asset Allocation is designed to enhance the risk-adjusted return of the Long-Term Investment Pool as defined in the Policy.

FISCAL IMPlications

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

October 7, 2014
RECOMMENDATION

CONFLICT OF INTEREST: BOARD OF REGENTS

ACTION REQUESTED

It is recommended that the Board of Regents amend the Board of Regents Policy 1.6, Conflict of Interest: Board of Regents

STAFF SUMMARY

Currently, the University’s Internal Auditors are directly responsible for developing appropriate procedures for implementing the provisions of the Conflict of Interest policy. In order to maximize the limited hours available of the University’s Internal Auditors, management has decided to return this responsibility in-house. The University’s Legal Affairs Office will administer this policy.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer  

Date  

10.07.14
RECOMMENDATION TO AMEND THE EMPLOYMENT CONTRACT OF PRESIDENT SUSAN MARTIN

ACTION REQUESTED

It is recommended that the Board of Regents extend the employment of President Susan Martin to July 7, 2016 and adjust her salary to $340,000/year in accordance with the attached Amendment to President’s Employment Contract. Further, it is recommended that the Board authorize its Chair to sign the Amendment on its behalf.

STAFF SUMMARY

Bylaw 4.05 authorizes the Board of Regents to “as often as necessary, elect a President of the University ...” Bylaw 5.10 provides that the Personnel and Compensation Committee of the Board of Regents “shall be charged with reviewing all policy matters regarding the establishment of goals and objectives, performance assessment and pay structures for the President of the University.” As the Board desires to continue the Presidency of President Susan Martin and also to adjust her compensation, it will extend her employment for an additional one year, through July 7, 2016, and increase her compensation to $340,000/year, as authorized by its Bylaws, and in accordance with the attached Amendment.

FISCAL IMPLICATIONS

Fiscal implications of the Employment Contract will be the salary and benefits conferred upon the President, as contained in the attached Amendment.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

Oct. 07, 2014