

2015

# Board of Regents Meeting Materials, October 13, 2015

Eastern Michigan University

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**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents Meeting**  
**June 16, 2015**

These are the proposed minutes of the June 16, 2015 Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Morris at 1:30 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were:

Regent Dennis Beagen, Regent Michelle Crumm, Regent Beth Fitzsimmons, Regent Mike Hawks, Chairman Mike Morris, Regent James Stapleton, Vice Chair Mary Treder Lang and Regent James Webb.

Board members absent: none

There was a quorum.

**TAB A**

**PROPOSED MINUTES OF THE MARCH 17, 2015 REGULAR BOARD MEETING**

Regent Fitzsimmons moved and Regent Crumm seconded that the proposed minutes for the March 17, 2015 Board meeting be approved as submitted.

**Motion Carried**

**TAB B**

**PROPOSED MINUTES OF THE APRIL 9, 2015 SPECIAL BOARD MEETING**

Regent Beagen moved and Regent Fitzsimmons seconded that the proposed minutes for the April 9, 2015 special Board meeting be approved as submitted.

**Motion Carried**

## **CONSENT AGENDA**

Chairman Morris asked the Board if there were any items on the consent agenda the Board members wished to vote on separately. Hearing none, it was moved by Regent Mary Treder Lang and seconded by Regent Jim Webb that sections 1-9, be approved in their entirety as presented.

### **Section 1**

#### **STAFF APPOINTMENTS**

Recommended that the Board of Regents approve 15 staff appointments for the reporting period March 2, 2015 to May 15, 2015: Rowena Fancher, Andre Mitchell, Gregory Thomas, Thomas Golm, Kimberly Olson, Darcy Dorton, Tamera Johnson-Clairday, Heather Hinckley, Carissa McNellen, Julia Heck, Joyce Windsor, Michael Shearer, Mark Bazy, Timothy Ellis and Darian Jackson.

### **Section 2**

#### **STAFF SEPARATIONS/RETIREMENTS**

Recommended that the Board of Regents approve 16 separations and retirements for the reporting period of March 2, 2015 to May 15, 2015: Monica Thiagarajan, Geraldine Green, Melanise Vaughn, Angela Wafer, Michael Richardson, Jr., Loreta Marcinkeviciene, Amber Skelly, Christina Haidy, Caroline Harris, Andrea Jaeckel, Janice Manasterski, Rahni Miller, Molly Tiernan, Kyle McIntire, Thomas Rapier and Ronald Snyder.

### **Section 3**

#### **EMERITUS STAFF RECOMMENDATIONS**

Recommended that the Board of Regents grant Emeritus Staff Status to four (4) staff members: Angela Wafer (Office of Admissions), Sharon Miller (Office of Admissions), Margaret Tsilis (Controller's Office) and Judy Mack (Holman Success Center).

### **Section 4**

#### **ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS**

Recommended that the Board of Regents approve two (2) administrative appointments for Lewis Hershey effective July 1, 2015 and Mohamad Qatu effective July 1, 2015 and five (5) administrative transfers for Janet Fisher effective March 16, 2015, Bob Lahidji effective April 1, 2015, Peggy Liggitt effective May 1, 2015, Wade Tornquist effective July 1, 2015 and Ronald Flowers effective September 1, 2015.

## **Section 5**

### **FACULTY APPOINTMENTS**

Recommended that the Board of Regents approve thirty-two (32) new faculty appointments for the 2015-2016 academic year: Brittany Albaugh, Grigois Argeros, Audrey Bernard, Meryl Brodsky, Chen-Fu Chiang, Ji-Hung Choi, Karen Ann Craig, Claudia Drossel, Jennifer Farley, Kyle Farr, Brendan Fay, Bilquis Ferdousi, Charles Graham, Holly Hopkins, Randall Hucks, Maria Keelon, Wanda Kent, You Li, Dustin London, Angie Mann-Williams, Dorothy McAllen, Laura McMahan, Hakil Moon, John Oswald, Eric Paradis, Antoinette Pressley-Sanon, Caren Putzu, Chalice Randazzo, Peregrine Silverchanz, Angela Staples, He Tang and Jamie Ward.

## **Section 6**

### **FACULTY REAPPOINTMENTS**

Recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of 107 probationary faculty members for the 2015-2016 academic year.

## **Section 7**

### **FACULTY PROMOTIONS**

Recommended that the Board of Regents accept and place on file the report entitled "Promotion of Faculty Members effective Fall 2015."

## **Section 8**

### **FACULTY TENURE APPOINTMENTS**

Recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2015 fall semester, for twenty-nine (29) faculty members: Amanda Allen, Laurie Blondy, Howard Cass, Elizabeth Currans, Marguerite DeBello, Guy Downs, Frank Fedel, Xianghong Feng, Ana Maria Ferreira, Katherine Greenwald, Todd Grote, Jeffrey Guthrie, Margaret Hanes, Julie Jahn, Kevin Karpiak, Jesse Kauffman, Amy Knopps, Amy Lamb, Raul Leon, Regina Luttrell, Barbara Patrick, David Pawlowski, John Reposo, Sandra Restaino, Tomoyuki Sasaki, Nitya Singh, Megan Sterling, Mary Strasma and David Wozniak.



**Section 9**

**LECTURER PROMOTIONS**

Recommended that the Board of Regents accept and place on file the report entitled “Promotion of Lecturers for 2015-2016.”

**Motion Carried**

**Section 10**

**REPORT AND MINUTES – STUDENT AFFAIRS COMMITTEE**

Regent Stapleton moved and Regent Beagen seconded that the Board of Regents approve the Student Affairs Committee Agenda for June 16, 2015 and that the Minutes of the March 17, 2015 meeting be received and placed on file.

**Motion Carried**

**Section 11**

**BOARD POLICY REVISION: 8.7 – STUDENT INVOLUNTARY ADMINISTRATIVE WITHDRAWAL**

Regent Stapleton moved and Regent Beagen seconded that the Board of Regents approve the revision to Board Policy 8.7 Student Involuntary Administrative Withdrawal and change the name of the Policy to Student Medical Withdrawal Policy.

**Motion Carried**

**Section 12**

**REPORT AND MINUTES – ATHLETIC AFFAIRS**

Regent Hawks moved and Regent Treder Lang seconded that the Board of Regents receive and place on file the working Agenda for the June 16, 2015 meeting and the December 5, 2014 Minutes.

**Motion Carried**

**Section 13**

**FY2015-2016 DEPARTMENT OF INTERCOLLEGIATE ATHLETICS BUDGET**

Regent Hawks moved and Regent Treder Lang seconded that the Board of Regents approve the recommended fiscal year 2015-2016 Department of Intercollegiate Athletics General Fund Operating Budget and the Game Guarantee designated fund projections for fiscal years 2015-2016, 2016-2017 and 2017-2018.

**Motion Carried**

**Section 14**

**CONTRACT EXTENSION – HEAD WOMEN’S BASKETBALL COACH SALVATORE VERDI**

Regent Hawks moved and Regent Treder Lang seconded that the Board of Regents approve the amended employment agreement for Head Women’s Basketball Coach, Salvatore Verdi, effective July 1, 2015.

**Motion Carried**

It was moved by Regent Michelle Crumm and seconded by Regent Jim Stapleton that sections 15 - 21, be approved in their entirety as presented.

**Section 15**

**REPORT AND MINUTES – EDUCATIONAL POLICIES COMMITTEE**

Recommended that the Educational Policies Committee Agenda for June 16, 2015 and the Minutes of the March 17, 2015 meeting be received and placed on file.

**Section 16**

**2015-2016 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS**

Recommended that the Board of Regents accept and place on file the report on the “2015-2016 Faculty Research and Creative Activity Fellowships Awards.”

**Section 17**

**2015-16 SABBATICAL AWARDS**

Recommended that the Board of Regents accept and place on file the report on the “2015-2016 Sabbatical Leaves.”

**Section 18**

**SUMMER 2015 UNDERGRADUATE RESEARCH STIMULUS PROGRAM AWARDS**

Recommended that the Board of Regents accept and place on file the report on the “Summer 2015 Undergraduate Research Stimulus Program Awards.”

**Section 19**

**NEW ACADEMIC PROGRAM: SPANISH MINOR**

Recommended that the Board of Regents receive and place on file notification of a new academic program offering: Spanish Minor.

**Section 20**

**APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS**

Recommended that the Board of Regents re-appoint Dieasree Curry to a three-year term to the Board of Directors of Detroit Public Safety Academy; re-appoint Adrian Iraola and Theron Kersey to three-year terms to the Board of Directors of Global Tech Academy; re-appoint Alyssa Stewart to a three-year term to the Board of Directors of the Grand Blanc Academy; re-appoint Sandra Rolle and Ethan Vinson to three-year terms to the Board of Directors of Great Lakes Academy; re-appoint Vera Hurt and Angela Polk to three-year terms to the Board of Directors of Hope Academy; appoint Rodney Dent to a three-year term to the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence (PACE); appoint Leseliey Welch to a two- year term and re-appoint Michael Crouch and Alice Jennings-Edwards to three-year terms to the Board of Directors of The James and Grace Lee Boggs School.

**Section 21**

**APPROVAL OF 2018-2019 ACADEMIC CALENDAR**

Recommended that the Board of Regents approve the Academic Calendar for 2018-2019.

**Motion Carried**

## **Section 22**

### **REPORT AND MINUTES – FINANCE AND INVESTMENT COMMITTEE**

Regent Fitzsimmons moved and Regent Webb seconded that the Board of Regents receive and place on file the Minutes from the March 17, 2015 Finance and Investment Committee meeting and the Agenda for the June 16, 2015 meeting.

**Motion Carried**

## **Section 23**

### **FY 2015-2016 TUITION AND FEES RECOMMENDATION**

Regent Fitzsimmons moved and Regent Hawks seconded that the Board of Regents approve a 7.8 % increase in tuition and fees for the 2015-2016 academic year. In addition, it is recommended that program fees that are currently being charged to graduate and doctoral students be combined into the tuition rate and that a differential tuition fee be charged to certain graduate and doctoral areas starting in the 2015-2016 academic year.

**Motion Carried**

## **Section 24**

### **FY 2015-2016 GENERAL FUND OPERATING BUDGET RECOMMENDATION**

Regent Fitzsimmons moved and Regent Webb seconded that the Board of Regents approve a University General Fund operating expenditure budget of \$311.7 million for the 2015-2016 fiscal year.

**Motion Carried**

**Section 25**

**FY 2015-2016 AUXILIARY FUNDS OPERATING BUDGET  
RECOMMENDATION**

Regent Fitzsimmons moved and Regent Hawks seconded that the Board of Regents approve fiscal year 2015-2016 Auxiliary Fund operating budgets totaling \$48.9 million.

**Motion Carried**

**Section 26**

**APPROVAL OF PURCHASE AGREEMENT**

Regent Webb moved and Regent Beagen seconded that the Board of Regents approve the purchase agreement for the purchase of the property described as 511 West Forest Avenue, Ypsilanti, Michigan, property identification number: 11-11-40-113-020, and to authorize the University President to execute all appropriate purchase, transfer and closing documents necessary for the sale.

**Motion Carried**

**Section 27**

**APPROVAL OF DEBT FINANCING**

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

**Motion Carried**

## **Section 28**

### **APPROVAL OF EXTENSION OF UNIVERSITY BEVERAGE RIGHTS**

Regent Webb moved and Regent Hawks seconded that the Board of Regents authorize the President to extend the contract with Pepsi Cola for University-Wide beverage rights. The contract extension is for ten (10) years through October 17, 2025. Regent Webb abstained.

**Motion Carried**

## **Section 29**

### **APPROVAL OF EXTENSION OF UNIVERSITY APPAREL RIGHTS**

Regent Webb moved and Regent Fitzsimmons seconded that the Board of Regents authorize the President to execute an agreement for the University to contract with adidas America Inc. (adidas) as the University's provider of footwear, apparel, uniforms, and accessories. The agreement is for a seven (7) year term, commencing July 1, 2015.

**Motion Carried**

## **Section 30**

### **BOARD POLICY REVISION: 12.1.1 – IN-STATE CLASSIFICATION FOR TUITION PURPOSES**

Regent Fitzsimmons moved and Regent Webb seconded that the Board of Regents amend Board Policy 12.1.1 In-State Classification for Tuition Purposes to provide that eligible individuals under the Veterans Access, Choice and Accountability Act (Choice Act) be classified as in-state students in accordance with the attached revisions.

**Motion Carried**

## TAB C

President's Report  
**EASTERN MICHIGAN UNIVERSITY**  
Board of Regents Meeting  
June 16, 2015

I am pleased to welcome the new Dean of our College of Technology, Dr. Mohamad Qatu (KAH-too). Dr. Qatu joins us from Central Michigan University, where he was director of the School of Engineering and Technology.

Eastern Michigan University has achieved considerable success over the last several years at increasing the academic profile of the institution and recruiting high-ability students who are better prepared academically to meet the rigors of college and succeed in obtaining a degree and pursuing a career:

- Eastern's Honors College has doubled in size since 2011 and last fall enrolled 1,400 students.
- 500 new freshmen students were part of last fall's Honors College – the largest incoming class ever.
- Average ACT scores of incoming freshmen increased to 22.25 last fall, up from 21.1 in 2011.
- Average GPAs of incoming freshmen increased to 3.27 last fall, up from 3.11 in 2011.

The significant growth of the Honors College led to today's action regarding the acquisition of the former Holy Trinity Chapel at 511 West Forest Avenue, immediately contiguous with the east side of Eastern's main campus. The 21,000 square foot building is well suited to be the new home of the Honors College and also offers performance space for music, dance and other arts.

With over 13,000 freshman applications for fall, we are 11.9 percent ahead of last year at this time. This could be another large record incoming class of first-time freshmen; the previous record of 2,872 was set in fall 2013. The financial aid budget is \$48.5 million, an increase of \$4.7 million or 10.7 percent over last year's budget to build and support the fall 2015 class.

As a 166 year old historic institution, we must continue to invest in our students, faculty and staff, buildings and infrastructure. Today's action on tuition rates for next year is significant. As many of you know, Eastern has been the state leader in tuition restraint over the last several years. Given our recent history of the lowest increases in the state, our tuition costs for 2015-2016 will remain among the lowest of all Michigan universities. Freshman students will pay approximately \$25 more per credit hour for tuition and mandatory fees - - and a full year of 30 credits will be \$754 more than last year.

Over the last seven years Eastern has operated in a fiscally sound, responsible and sustainable manner, with a strong emphasis on effective budget stewardship. We have held overall costs relatively flat and will continue to do so, while accommodating contractual and other modest increases to salary. As an example of our cost-savings efforts, 167 non-faculty positions have been eliminated over the last four years, with a base salary cost savings of \$8.9 million.

In closing, I would like to thank the Board, my colleagues on the leadership team, faculty, staff, students, alumni and friends of Eastern for the opportunity to serve as your President for seven years, ending July 7. I invite the campus community to tomorrow's university update and budget forum at 11 a.m. in the Student Center Auditorium, which will be followed by Lunch by the Lake at noon.

Other accomplishments are listed in the Appendix to this report on the University's website. Thank you, Chair Morris.

Susan Martin

### **Recognition**

- Graduate student **Yonadov Diamond** was awarded the Chester Haddan national scholarship from the American Academy of Orthotists & Prosthetists for exceptional promise and leadership potential. Diamond is the first EMU student to receive this honor.
- Graduate student **Rita Thomas** won a National Board for Certified Counselors Minority Fellowship Program-Youth award. The scholarship will allow Thomas to fulfill her goals of becoming a counselor and giving back to her community. This award was made possible through a grant awarded to the National Board for Certified Counselors Foundation by the Substance Abuse and Mental Health Services Administration.
- A new exhibit, "In Her Shoes: Forging Paths at EMU," opened at McKenny Gallery on April 16. Graduate students in the **Museum Experience Development class** designed and curated the exhibit, which pays homage to women from Eastern's historic past.
- EMU students placed fourth at the **National Forensics Championship**, which was held in Athens, Ohio on April 16-20. Senior **Karen Bagoumian** won the National Championship in Prose Interpretation. **Spencer Belko, Durrell Jamerson-Barnes, Casey Sabella, Jackson Spencer, Tristin Taylor, Tim Ward** and **Sami White** placed high in various categories.



- EMU students placed third nationally in the **2015 College Unions Poetry Slam Invitational**, which was held at Virginia Commonwealth University on March 25-28. The team of **Scout Bostley, Tiran Burell, Gabriel Green, and Darius Simpson** performed four poetry performances and received high marks at the event. EMU was the only Michigan school to compete.
- The EMU American Marketing Association (AMA) chapter competed in the **AMA International Collegiate Conference** on March 19-21 in New Orleans. The team progressed to the semi-finalist round for Marketing Strategy and was recognized for exemplary performance in three categories—Outstanding Membership, Communications, and Professional Development.
- Eastern Michigan University’s **Small Business Development Center (SBDC)** has been named the Small Business Development Center of the Year for Excellence in Innovation. **Richard King**, southeast Michigan regional director at EMU, and associate director **Wendy Thomas** were honored for the regional offices’ record-breaking performance on May 7 in Lansing.
- **Wallace Bridges**, a professor in communications, media and theatre arts, won a Fulbright Scholar grant to teach theatre courses and produce a play at the University of Ghana-Accra.
- Governor Rick Snyder appointed **Ted Ligibel**, historic preservationist and professor of geography and geology, as chair of the State Historic Preservation Review Board.
- **Steve Pernecky**, department head, Chemistry, is preparing a submission for the prestigious Presidential Awards for Excellence in Science, Mathematics and Engineering Mentoring Program (PAESMEM), which recognizes outstanding efforts of mentors in encouraging the next generation of innovators and developing a science and engineering workforce that reflects the diverse talent of America.
- **Valerie Polakow**, a professor in the College of Education, received the Critical Perspectives on Early Childhood Education Distinguished Career Contribution Award for 2015 from the American Educational Research Association.
- **Joel Schoenhals**, professor of piano, was named China’s first Foreign Expert in music, a program sponsored by the Chinese government. He will be based at Central China Normal University in Wuhan, China. While there, Schoenhals will perform, and give private lessons and master classes for piano .

- Based on the 2012-2013 academic year, the *Diverse: Issues in Higher Education* magazine ranked **Eastern fifth nationally in master's degrees awarded to African American students in the area of engineering technologies and engineering related fields** in its annual rankings of the nation's Top 100 Degree Producers.

## Events

- **TRUEMU Night at Comerica Park** will be held on July 22. **TRUEMU Day at the DIA** was held on June 11 and **TRUEMU Day at Eastern Market** on April 25.
- The **2015 Math Facts Challenge** took place in the Student Center on May 29 with more than 400 students, grades 1-8, in attendance. The challenge was sponsored by the EMU Charter Schools office.
- The **grand opening of the new boathouse** was on May 14. At the event, one of boats was christened and named after President Susan Martin. Funding was provided by EMU, Washtenaw County Parks and Recreation, the Saline High Rowing Program and a grant from the Michigan Department of Natural Resources. The boathouse will be the new home for the EMU rowing team and the Saline High School Rowing Club.
- The **Washtenaw Heart Walk** was held at the EMU Convocation Center on May 9. More than 2,200 participants walked or ran the three-mile course. EMU was the top fundraising organization, with a total of \$37,064.25.
- More than 100 future EMU students declared their plans of attending Eastern at Detroit's first **College Signing Day** held at Wayne State University on May 1. Michelle Obama, as well as other important guests, spoke at the event.
- **Chiara Hensley**, the University Ombuds, hosted the inaugural **Michigan Ombuds Caucus** on our campus in May.
- A four-day **sustainable water filter implementation workshop** for participants from the U.S. and Canada was held April 30 – May 3. EMU collaborated with A Vision For Clean Water and the Centre for Affordable Water and Sanitation Technology to train participants on how to turn contaminated water into safe drinking water.
- The fourth annual **Digital Divas Conference** was held on April 24 at the Student Center. More than 500 girls from area middle and high schools participated in the event to learn about technological careers.
- The **College of Business 50th Anniversary Celebration Dinner** was held on April 10. The keynote speaker was Joyce Jenereaux, EMU alumnus and president of Detroit Free Press/Michigan.com.

- The College of Business held its **Michigan Business of the Year** event on April 10 in the McKenny Ballroom. Talmer Bank and Trust, SPARK, BlueWater Technologies and other businesses were honored.
- **Excellence Week** was held the week of March 24. There were numerous events including the Employee Service Recognition Luncheon, Student Gold Medallion Awards, Distinguished Faculty Awards, COE Celebration of Excellence, and the Undergraduate Symposium.

#### **Of Note**

- **Mohamad Qatu**, new Dean of the College of Technology, will join Eastern on July 1.
- **Micheal Saylor**, new Dean of the College of Education, was welcomed by the campus community at a reception on June 3.
- **Melody Werner** will join Eastern on June 19 in the newly established position of Title IX Coordinator.
- Eastern Michigan University's campus will become **tobacco-free** on July 1.

#### **Athletic Highlights**

- Eastern Michigan University was awarded the **Jacoby Trophy** as the top women's athletic program in the MAC for the first time in the 33-year history of the award.
- The Winter 2015 semester saw EMU student-athletes combine for a 3.259 grade point average, the **best GPA in school history**. More than 70 percent of student-athletes completed their coursework with a cumulative GPA of a 3.0 or better. 16 teams finished the semester with a GPA better than a 3.0.
- Baseball (Men): Second baseman **John Rubino** has been named to the All-MAC Second Team.
- Basketball (Men): **Olalekan Ajayi** and **Trent Perry** were honored as student-athletes who excel both on the court and in the classroom and were named to the Academic All-MAC Team.
- Basketball (Women): **Phillis Webb** was named to the Academic All-MAC Team.
- Basketball (Women): Eastern advanced to the Sweet 16 of the **Women's National Invitational (WNIT)** but ended the season by falling to the University of Southern Mississippi.
- Golf (Women): The women's golf team posted a runner-up showing at the **MAC Women's Golf Championship** on April 26.

- Golf (Women): Sophomore **Kelsey Murphy** garnered First Team All-MAC accolades along with All-Tournament team honors. **Karyn Lee Ping** received Second Team All-MAC accolades while **Thelma Beck** was named the MAC's Freshman of the Year.
- Gymnastics (Women): **Kimberly Ebeyer, Natalie Gervais, Carrina Lo Bello, Chantelle Loehner, Sydney McEachern, Paulina Miller, Nikki Paterson and Anna Willette** were named to the Academic All-MAC team.
- Gymnastics (Women): Senior **Anna Willette** was named to the All-Mid-American Conference First Team, while redshirt-senior **Chantelle Loehner** and freshman **Kendall Valentin** received second team honors.
- Gymnastics (Women): Senior all-around competitors **Carrina Lo Bello** and **Anna Willette** competed in the 2015 NCAA Regionals on April 4, with Lo Bello finishing tied for ninth overall in the all-around and Willette placing 14th overall.
- Rowing (Women): The rowing team won its third **Harvey Cup** on April 18.
- Rowing (Women): The Collegiate Rowing Coaches Association (CRCA) announced that junior **Krista Burdick** was named to the 2015 Division I All-Central Region Second Team on May 29.
- Rowing (Women): **Samantha Allen, Krista Burdick, Emily Burks, Sidney Doss, Ashley Gilmore, Tijana Milovanovic, Steph Schlosser, and Lyndsey Tollas** were named CRCA National Scholar-Athletes.
- Rowing (Women): The rowing team placed fourth at the 2015 **Colonial Athletic Association Championships**. The Varsity Four squad became the first-ever EMU boat to place in the top three at the CAA Championships with a third-place finish.
- Softball (Women): Eight student-athletes were named to the Academic All-MAC team. The athletes were: **Myranda Barnes, Abi Clark, Abby Davidson, Aoife Duffy, Michelle Kriegshauser, Lindsay Rich, Taylor Wagner, and Elaine Whitbeck**.
- Softball (Women): **Abi Clark, Michelle Kriegshauser** and **Taylor Wagner** earned second team All-MAC accolades.
- Swimming & Diving (Men): **Erik Brinkhoff, Dylan Crompton, Krzysztof Gilski, Erik Gissen, Andrew Henry, Chris Hodges, Dakota Johnson, Brian Moore, Kevin Moore, and Sage Stephens** were named to the Academic All-MAC team.

- Swimming & Diving (Men): **Alex Chan**, the first ever Eagle diver to qualify for the NCAA Division I Championships, placed 28th overall in the 3-meter dive, and closed out the 2014-15 campaign as the MAC champion in the 3-meter dive.
- Swimming & Diving (Men): **Mike Fisher** competed at the NCAA Championships and ends his Eastern career as a two-time 100 breast champion and a three-time 200 breast champion, is the EMU record holder, and is the 200 breast MAC record holder.
- Swimming & Diving (Women): **Abby Aumiller, Audra Burtch, Clarice Daniel, Lauren Dark, Becca Detro, Monica Dorszewski, Makenzie Garringer, Sara Ghaffari, Carly Jackson, Alexis Mitcheltree, Melynee Saya, Haley Shaw, Karly Taylor, Grace Van Allen, and Sierra Wagner** were named to the Academic All-MAC team.
- Tennis (Women): **Klara Supejova** earned All-MAC First Team honors, while **Ani Gogvadze** was named to the second team.
- Tennis (Women): **Daphne Friedrichs** and **Klara Supejova** were named to the Academic All-MAC Team for excelling in both academics and athletics.
- Track & Field (Men): The men's track and field team won its 23rd **MAC outdoor track and field title**.
- Track & Field (Men): **Scott Bradley, Tyler Brown, Harry Dixon, Jeff Elam, Willy Fink, Chris Fischre, Solomon Ijah, John Knox, Mitch Lenneman, Quinn Levering, Levi Selvig, Dylan Stites, Cameron Trinh, Mason Waynes, Andrew Wentz, Keith Williams, and Matthew Williams** were named to the Academic All-MAC team.
- Track & Field (Men): The U.S. Track and Field and Cross Country Coaches of America (USTFCCCA) announced on June 8 that Head Coach **John Goodridge** has been named the **Great Lakes Region Men's Coach of the Year**.
- Track & Field (Women): **Anna Aldrich, Ellie Braidic, Maya Carter, Sarah Chauchard, Amy Frauhammer, Agata Klimovich, Taylor Knoll, Aaliyah McKinney, Janina Pollatz, Rebecca Quaintance, Natalie Uy, Victoria Voronko, and Adrienne Waisner** were named to the Academic All-MAC team.
- Track & Field (Women): **Sarah Chauchard** earned the MAC Championship in the heptathlon. **Victoria Voronko** became a MAC Champion in steeplechase. The women's track and field team took second overall at the **MAC outdoor championships**.

- Volleyball (Women): The Eastern Michigan University volleyball team received a special recognition from the National Collegiate Athletic Association (NCAA) for excellence in its multi-year **Academic Progress Report (APR)**, including **perfect scores** the past three years.
- Wrestling (Men): Redshirt-junior **Anthony Abro** finished in the top 16 at the 2015 NCAA Wrestling Championships.
- Wrestling (Men): **Nicholas Barber, Blake Caudill, Mike Curby, Austin Geerlings, Vincent Pizzuto, Michael Shaw, and Brandon Zeerip** earned Academic All-MAC honors.
- Wrestling (Men): The Eagles garnered the **top spot in the nation** on the National Wrestling Coaches Association's All-Academic teams.
- **Willy Fink** (track & field), **Jill Briner** (volleyball), **Emily Dzik** and **Julia Lombardi** (soccer), and **John Rubino** (baseball) have been named to the Capital One Academic All-District team for their combined performances athletically and in the classroom.
- **John Rubino** (baseball) and **Victoria Voronko** (track & field) were presented MAC Medal of Excellence Awards for academic and athletic excellence.
- **Anthony Abro** (wrestling) and **Julia Lombardi** (soccer) were named to the Hammer Strength All-American Athlete Award list. The award is distributed by Hammer Strength, in partnership with the College Strength and Conditioning Coaches Association.
- The National Strength and Conditioning Association (NSCA) and EAS Sports Nutrition announced that a trio of Eastern Michigan University student-athletes earned the distinction of being a 2015 All-American Athlete Award recipient. The award recognized **Anthony Abro** (wrestling), **Anthony Jones** (track & field), and **Pat O'Connor** (football) for their athletic accomplishments as well as their dedication to strength and conditioning.
- The inaugural **Ypsi Awards** were held at the Convocation Center on April 20 to honor the top athletic, citizenship, and academic achievements by EMU student-athletes during the 2014-15 academic year.
- The men's basketball team, the **Rob Murphy Foundation** and the **Huron Valley Boys and Girls Club** have partnered to address both recreational and technological needs of the club. Foundation volunteers spent time playing basketball and interacting with children in the learning center on April 13 and 17.

- Members of the football team took part in an event on April 8 to raise awareness about domestic violence. Sponsored by the Women's Resource Center and Tau Kappa Epsilon, five student-athletes took part by having their legs waxed as part of the nationwide **Walk a Mile in Her Shoes** campaign.
- The golf, soccer, tennis and wrestling teams as well as coaches volunteered their time at the 10th annual **Victors Day** event held at the University of Michigan on March 27. The event brought the UM and EMU student-athletes and coaches together with 700 disabled children from all over Washtenaw County for fun athletic games and events.
- The men's basketball team and the Rob Murphy Foundation volunteered at **Bagley Elementary School**, working with students in the classroom, delivering art supplies, books and stuffed animals and teaching soccer skills to the students.

#### **TAB D**

##### **RESOLUTION RECOGNIZING FORENSICS TEAM**

Regent Beagen moved and Regent Morris seconded that the resolution recognizing the EMU Forensics team be approved as presented.

**Motion Carried**

#### **TAB E**

##### **RESOLUTION RECOGNIZING POETRY SOCIETY**

Regent Webb moved and Regent Treder Lang seconded that the resolution recognizing the EMU Poetry Society be approved as presented.

**Motion Carried**

## **TAB F**

### **RESOLUTION RECOGNIZING CARNEGIE COMMUNITY ENGAGEMENT DESIGNATION**

Regent Treder Lang moved and Regent Beagen seconded that the resolution recognizing the team supporting the Carnegie Community Engagement Designation be approved as presented.

#### **Motion Carried**

## **TAB G**

### **RESOLUTION RECOGNIZING PRESIDENT SUSAN MARTIN**

Regent Morris moved and Regent Beagen seconded that the resolution recognizing Dr. Susan Martin be approved as presented.

#### **Motion Carried**

## **TAB H**

### **OPEN COMMUNICATIONS**

Vice President/Secretary Reaume announced that 12 people requested to address the Board of Regents. Each speaker was given up to two and a half (2.5) minutes to speak.

1. Joi Rencher (MAGIC Program) – To discuss the components of the MAGIC program which exist to support EMU students that have experienced foster care and/or homelessness
2. Susan Moeller (EMU-AAUP) – Faculty/Administrative Relations
3. Monica Shields Grimason – Late pay, back pay
4. Laura Zimmerman (EMUFT) – Late pay and back pay for a member
5. Howard Bunsis (EMU-AAUP) – Faculty Payroll Issues
6. Christopher Sutton (Native American Student Organization) – The Huron Logo and its immediate removal from the band uniforms and any other University materials



7. Karen Schaumann – Removing the Huron logo from band uniforms and educational best practices
8. Linda L. Cypret-Kilbourne – Race base Huron logo on band uniforms, the conduct of EMU students pretending to be Indians
9. Sandy Norton (EMU Faculty Senate) – EMU Education Summit to be held on Saturday, November 14 in the Student Center
10. Bert Greene – President Martin’s Service to the University
11. Steven Cole (Student Government) – Introduction of Student Body President and Vice President, main issues of focus for Student Government
12. Patrick Barry, Jr. (Alumni Association) – Alumni Association update

Chairman Morris reminded attendees that the next meeting is scheduled for Tuesday, October 13, 2015. He called for any further business to be brought before the Board. There being none, Regent Hawks made a motion to adjourn. Regent Treder Lang seconded to adjourn the meeting.

**Motion Carried**

The meeting was adjourned at 2:40 p.m.

Respectfully submitted,

Vicki Reaume  
Vice President and Secretary to the Board of Regents

**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents Meeting**  
**July 20, 2015**

These are the proposed minutes of the July 20, 2015 special Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Morris at 8:45 a.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were:

Regent Dennis Beagen, Regent Michelle Crumm (by phone), Regent Beth Fitzsimmons (by phone), Regent Mike Hawks, Chairman Mike Morris, Regent Jim Stapleton, Vice Chair Mary Treder Lang and Regent James Webb.

There was a quorum.

**Section 1**

**RECOMMENDATION TO AMEND EMPLOYMENT CONTRACT OF  
DR. SUSAN MARTIN**

Regent Webb moved and Regent Hawks seconded that the Board of Regents amend the employment contract of Dr. Susan Martin to approve an unpaid administrative leave of absence from August 18, 2015 to June 30, 2016 in accordance with the provided amendment. It is further recommended that the Chair of the Board of Regents be delegated the authority to sign the Amendment.

**Motion Carried**

Regent Morris called for any further business to be brought before the Board. There being none, it was moved by Regent Webb and supported by Regent Beagen to adjourn the meeting. The meeting was adjourned at 8:49 a.m.

Respectfully submitted,

Vicki Reaume  
Vice President and Secretary to the Board of Regents

**BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY**

SECTION: 3

DATE:  
October 13, 2015

**RECOMMENDATION**

**STAFF APPOINTMENTS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve 35 staff appointments for the reporting period May 16th, 2015 through September 1st, 2015.

**STAFF SUMMARY**

Of the 35 appointments, 19 (54 percent) are females, 16 (46 percent) are males. Demographics of the total group indicate 9 (26 percent) African Americans, 1 Asian (2.8 percent), 23 (66 percent) Caucasians, 1 (2.8 percent) Hispanic, 1 (2.8 percent) Two or more disclosed.

**FISCAL IMPLICATIONS**

The salaries are part of the University's 2015-2016 budget as approved by the Board of Regents.

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date

**EASTERN MICHIGAN UNIVERSITY  
STAFF APPOINTMENTS  
For Activity Date Reporting Period  
May 16th, 2015 through September 1st, 2015**

| Last Name    | First Name | Job Title                      | E Class | Grade | Org Title                    | Current Hire Date | Annual Salary | Appt % | Ethnicity   | Gender |
|--------------|------------|--------------------------------|---------|-------|------------------------------|-------------------|---------------|--------|-------------|--------|
| Barnes       | Ayana      | Customer Service Rep II        | CS      | 05    | Office of the Registrar      | 7/24/2015         | 36,275.28     | 100    | BL          | F      |
| Craighead    | Gwynese    | Customer Service Rep II        | CS      | 05    | Office of the Registrar      | 7/24/2015         | 36,275.28     | 100    | BL          | F      |
| Drummer      | Talea      | Asst Athletics Dir-Academics   | AP      | MGIL1 | I A Academic Adv             | 7/8/2015          | 72,500.00     | 100    | BL          | F      |
| McGee        | Racquel    | Customer Service Rep II        | CS      | 05    | EP Regional Centers          | 6/19/2015         | 36,275.28     | 100    | BL          | F      |
| Sparrow      | Misty      | Admissions Advisor             | PE      | 07    | Adm Off Campus Outrh         | 8/14/2015         | 44,785.00     | 100    | BL          | F      |
| Walker       | Darmesha   | Custodian                      | FM      | 06    | Custodial Services           | 6/5/2015          | 29,768.18     | 100    | BL          | F      |
| Clemons      | Lindsay    | Payroll Practitioner I         | CS      | 05    | Controller                   | 7/24/2015         | 36,275.00     | 100    | Two or More | F      |
| Baccile      | Niki       | Payment & Student Acct Spec    | CS      | 05    | Student Business Services    | 7/10/2015         | 36,275.28     | 100    | WH          | F      |
| Becker       | Sandra     | Program Coordinator, Title III | PE      | 08    | Office of the Provost        | 8/14/2015         | 25,092.51     | 50     | WH          | F      |
| Espinoza     | Raechel    | Academic Advisor               | PE      | 07    | Director University Advising | 5/22/2015         | 44,785.00     | 100    | WH          | F      |
| Gentile      | Josephine  | Head Coach (Golf/Tennis)       | AC      | 14    | I A Womens Golf              | 8/6/2015          | 67,000.00     | 100    | WH          | F      |
| Knisely      | Alexandra  | Football Video Coor            | PE      | 07    | I A Mens Football            | 8/12/2015         | 30,600.00     | 68     | WH          | F      |
| Kropelnycykj | Christine  | Research Office Associate      | PE      | 09    | Research Development         | 7/10/2015         | 62,792.00     | 100    | WH          | F      |
| LeClaire     | Amanda     | Radio Reporter/Announcer       | PE      | 06    | WEMU FM Public Radio         | 8/14/2015         | 41,000.00     | 100    | WH          | F      |
| Rose         | Michelle   | Teacher Placemnt Spec Dev Math | PE      | 08    | Dev Mathematics Prog         | 5/22/2015         | 53,436.00     | 100    | WH          | F      |
| Solo         | Kelsea     | Enrollment Advising Specialist | PE      | 08    | Adm Off Campus Outrh         | 8/14/2015         | 50,185.00     | 100    | WH          | F      |
| Suida        | Sarah      | Payment & Student Acct Spec    | CS      | 05    | Student Business Services    | 7/20/2015         | 36,275.28     | 100    | WH          | F      |
| Werner       | Melody     | Title IX Coordinator           | AP      | PFSP2 | Student Affairs              | 6/19/2015         | 70,000.00     | 100    | WH          | F      |

**EASTERN MICHIGAN UNIVERSITY  
STAFF APPOINTMENTS  
For Activity Date Reporting Period  
May 16th, 2015 through September 1st, 2015**

| <b>Last Name</b> | <b>First Name</b> | <b>Job Title</b>               | <b>E Class</b> | <b>Grade</b> | <b>Org Title</b>                  | <b>Current Hire Date</b> | <b>Annual Salary</b> | <b>Appt %</b> | <b>Ethnicity</b> | <b>Gender</b> |
|------------------|-------------------|--------------------------------|----------------|--------------|-----------------------------------|--------------------------|----------------------|---------------|------------------|---------------|
| Zalba            | Jeanette          | Dir Housing & Residence Life   | AP             | MGIL3        | Housing Admin                     | 6/19/2015                | 93,000.00            | 100           | WH               | F             |
| de Gracia        | Sean              | Dining Unit Leader I, Culinary | FM             | 12           | Crossroads Marketplace            | 8/28/2015                | 22,597.12            | 70            | AS               | M             |
| Allen            | Derrick           | Stationary Engineer            | FM             | 24           | Heating Plant                     | 7/24/2015                | 71,294.86            | 100           | BL               | M             |
| Haggood          | Patrick           | Web/Analyst Programmer         | PT             | 09           | DoIT Enterprise Apps and Services | 6/19/2015                | 67,823.00            | 100           | BL               | M             |
| Hollie           | Rickie            | Custodian                      | FM             | 06           | Dining Admin                      | 8/14/2015                | 29,768.18            | 100           | BL               | M             |
| Avellan          | Jorge             | Radio Reporter/Announcer       | PE             | 06           | WEMU FM Public Radio              | 7/24/2015                | 41,000.00            | 100           | HI               | M             |
| Arquette         | Paul              | Systems Administrator II       | PT             | 09           | DoIT Servers and Infrastructure   | 6/19/2015                | 65,194.00            | 100           | WH               | M             |
| Bender           | Joshua            | HR Coordinator                 | AH             | CDEA1        | Comp Employment and HRIS          | 8/12/2015                | 38,000.00            | 100           | WH               | M             |
| Beswick          | Richard           | Unit Mgr, Dining services      | PE             | 07           | Lobby Shop                        | 8/28/2015                | 54,932.00            | 100           | WH               | M             |
| Clendenin        | Nathanael         | Area Complex Director          | PE             | 06           | Housing Admin                     | 8/28/2015                | 39,762.00            | 100           | WH               | M             |
| Fredendall       | Aaron             | Travel & Expense Auditor       | CS             | 07           | Controller                        | 8/14/2015                | 44,949.36            | 100           | WH               | M             |
| Herman           | Benjamin          | Asst Athletic Dir, Ath Eqp Ops | PE             | 09           | I A Equip Maint                   | 6/11/2015                | 62,424.00            | 100           | WH               | M             |
| Kelly            | Daniel            | Sr. Associate to the CFO       | AP             | CDEA3        | Chief Financial Officer B and F   | 8/28/2015                | 85,000.00            | 100           | WH               | M             |
| Nienhuis         | Jacob             | Psychologist                   | PT             | 09           | Counseling and Psych Services     | 8/10/2015                | 56,000.00            | 100           | WH               | M             |
| Parrish          | Brandon           | Kitchen Leader/Food Prep       | FM             | 10           | Child Care Center                 | 8/11/2015                | 26,161.72            | 100           | WH               | M             |
| Short            | Aaron             | Asst Coach Strenth and Condit  | AC             | 11           | I A Strength and Cond             | 7/1/2015                 | 30,000.00            | 100           | WH               | M             |
| Zellers          | Andrew            | Admissions Advisor             | PE             | 07           | Adm Off Campus Outrh              | 8/14/2015                | 44,785.00            | 100           | WH               | M             |

**BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY**

SECTION: 4

DATE:  
October 13, 2015

**RECOMMENDATION**

**STAFF SEPARATIONS/RETIREMENTS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve 38 separations and retirements for the reporting period of May 16th, 2015 through September 1st, 2015.

**STAFF SUMMARY**

Of the 38 separations and retirements there are 26 (68 percent) females and 12 (32 percent) males. Demographics of the total group indicate 2 (5 percent) African Americans, 1 (2.6 percent) Asian, 33 (87 percent) Caucasians, 1 (2.6 percent) Hispanic, 1 (2.6 percent) Native American.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date

**EASTERN MICHIGAN UNIVERSITY  
STAFF SEPARATIONS and RETIREMENTS  
For Termination Date Reporting Period  
May 16th, 2015 through September 1st, 2015**

| Last Name   | First Name | Job Title                      | E Class | Grade | Org Title  | Current Hire Date | Termination Date | Ethnicity | Gender |
|-------------|------------|--------------------------------|---------|-------|--|-------------------|------------------|-----------|--------|
| Coash       | Heidi      | Teacher I                      | PT      | 06    | Childrens Institute                                      | 8/20/2001         | 5/29/2015        | WH        | F      |
| Denoyer     | Mary       | Customer Service Rep II        | CS      | 05    | Office of the Registrar                                  | 3/14/1994         | 5/29/2015        | WH        | F      |
| Huxley      | Ellen      | Customer Service Rep II        | CS      | 05    | Office of the Registrar                                  | 9/15/1975         | 5/29/2015        | WH        | F      |
| Kastl       | Katie      | Senior Admissions Advisor      | PE      | 08    | Adm Off Campus Outrh                                     | 6/10/2013         | 5/29/2015        | WH        | F      |
| Mack        | Judy       | Coord Sup Instruction/Tutoring | PE      | 08    | Supplemental Instruc                                     | 11/17/1997        | 5/29/2015        | WH        | F      |
| Punches     | Evelyn     | Academic Advisor Sr            | PE      | 08    | Director University Advising                             | 9/2/1987          | 5/29/2015        | WH        | F      |
| Stack       | Brianna    | Travel & Expense Auditor       | CS      | 07    | EMU Payment Card   | 9/27/2010         | 5/29/2015        | WH        | F      |
| Eckler      | Pamela     | Supv Nursing Skills Lab        | PE      | 08    | School of Nursing  | 9/22/2003         | 6/12/2015        | WH        | F      |
| Jones       | Karyn      | Senior Benefits Specialist     | AP      | PFHR2 | Employee Benefits  | 5/12/1997         | 6/15/2015        | WH        | F      |
| Lefeld      | Amanda     | Director, UHS                  | AP      | MGIL2 | Business Operations                                      | 1/12/2009         | 6/15/2015        | WH        | F      |
| Wells       | Julia      | Off of Intl Students Advisor   | PE      | 08    | International Students<br>Autism Collaborative<br>Center | 7/25/2008         | 6/16/2015        | WH        | F      |
| Barker      | Jennifer   | Customer Service Specialist    | CS      | 06    |  | 3/25/2009         | 6/19/2015        | WH        | F      |
| Blan        | Daleta     | Sr Secretary                   | CS      | 05    | International Students                                   | 11/20/2002        | 6/25/2015        | WH        | F      |
| Crutchfield | Sharon     | Sr Secretary                   | CS      | 05    | Honors College   | 11/25/1992        | 6/30/2015        | WH        | F      |
| Wagner      | Sandra     | Head Coach Womens Golf         | AC      | 14    | I A Womens Golf  | 8/24/2005         | 6/30/2015        | WH        | F      |
| Wentz       | Shirley    | Admin Secretary                | CS      | 06    | COB Deans Office   | 1/29/1990         | 6/30/2015        | WH        | F      |
| Wu          | Kelley     | Sr Admissions Advisor          | PE      | 08    | Adm Off Campus Outrh                                     | 5/18/2009         | 7/7/2015         | AS        | F      |
| Phillips    | Kayla      | Admin Secretary                | CS      | 06    | Office of the Registrar<br>Community College             | 2/11/2010         | 7/10/2015        | BL        | F      |
| Giardello   | Katherine  | Asst Dir, Com Collge Relations | AP      | PFSP2 | Relations<br>Counseling and Psych<br>Services            | 4/21/2014         | 7/15/2015        | WH        | F      |
| Plaufcan    | Melissa    | Psychologist                   | PT      | 09    |  | 8/19/2013         | 7/24/2015        | WH        | F      |
| Simmons     | Erin       | Coord Math Tutor & Test Svs    | PE      | 08    | Mathematics  | 5/21/2012         | 8/11/2015        | WH        | F      |
| Punches     | Laura      | Admissions Processor           | CS      | 05    | Adm Internal Oper<br>Ofc Stdt Conduct and<br>Comm Stds   | 7/22/2013         | 8/20/2015        | WH        | F      |
| Blaine      | Meredith   | Asst Dir Stdt Judicial Svcs    | AP      | PFSP2 | Institutional Res and Info<br>Mgt                        | 8/27/2007         | 8/21/2015        | WH        | F      |
| Campbell    | Janet      | Institutional Resrch Analyst   | PE      | 08    |  | 10/22/1984        | 8/21/2015        | WH        | F      |
| Lawrence    | Diane      | Instructional Technologist, Sr | PE      | 10*   | DoIT User Services                                       | 12/10/2002        | 8/21/2015        | WH        | F      |

**EASTERN MICHIGAN UNIVERSITY  
STAFF SEPARATIONS and RETIREMENTS  
For Termination Date Reporting Period  
May 16th, 2015 through September 1st, 2015**

| <b>Last Name</b> | <b>First Name</b> | <b>Job Title</b>              | <b>E Class</b> | <b>Grade</b> | <b>Org Title</b>                                | <b>Current Hire Date</b> | <b>Termination Date</b> | <b>Ethnicity</b> | <b>Gender</b> |
|------------------|-------------------|-------------------------------|----------------|--------------|---|--------------------------|-------------------------|------------------|---------------|
| Lobbestael       | Gail              | Sr Secretary                  | CS             | 05           | COE Clinic                                      | 9/12/1977                | 8/31/2015               | WH               | F             |
| Aponte           | Joseph            | Area Complex Director         | PE             | 06           | Housing Admin                                   | 6/24/2013                | 6/5/2015                | NA               | M             |
| Rachowicz        | Nicholas          | Interim Dir Residence Life    | AP             | MGIL2        | Housing Admin                                   | 7/28/2008                | 6/15/2015               | WH               | M             |
| Johnson          | Charles           | Special Projects Crewperson   | FM             | 10           | Custodial Services                              | 11/30/2014               | 6/22/2015               | BL               | M             |
| Hall             | Robert            | Custodian                     | FM             | 06           | Student Center Operations                       | 12/22/1986               | 7/2/2015                | WH               | M             |
| Lowe             | Larry             | Stationary Engineer           | FM             | 24           | Heating Plant                                   | 6/19/2002                | 7/2/2015                | WH               | M             |
| Hendricks        | Bruce             | Plumber/Maintenance           | FM             | 22           | Plumbing  | 2/2/1970                 | 7/3/2015                | WH               | M             |
| Dotson           | Paul              | Dir Technology Support Svcs   | AP             | MGIL1        | DoIT User Services                              | 2/1/1998                 | 7/20/2015               | WH               | M             |
| Baetens          | Joel              | Mgr Energy & Sustainability   | AP             | PFSP3        | Physical Plant Ofc                              | 3/10/2014                | 7/31/2015               | WH               | M             |
| Mullett          | Luke              | Football Video Coor           | PE             | 07           | I A Mens Football<br>Ofc Stdnt Conduct and      | 9/1/2014                 | 7/31/2015               | WH               | M             |
| Hernandez        | Jesus             | Director Stdnt Jud Serv       | AP             | MGIL2        | Comm Stds<br>DoIT Servers and<br>Infrastructure | 1/24/2000                | 8/28/2015               | HI               | M             |
| Arquette         | Paul              | Systems Administrator II      | PT             | 09           | DoIT Servers and<br>Infrastructure              | 6/19/2015                | 8/28/2015               | WH               | M             |
| Barr             | Arnold            | Instructional Technologist II | PE             | 09*          | DoIT User Services                              | 1/12/1998                | 8/28/2015               | WH               | M             |



**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 5

DATE:

October 13, 2015

**RECOMMENDATION**

**EMERITUS STAFF STATUS**

**ACTION REQUESTED**

It is recommended that the Board of Regents grant Emeritus Staff Status to Six (6) staff members: Gail Lobbestael, Senior Secretary, College of Education Clinical Suite, who retired on August 31, 2015, Janet Campbell, Institutional Research Analyst, Office of Institutional Research and Analysis, who retired on August 21, 2015, Steve Dotson, Director of Technology Support Services, College of Arts and Sciences, who retired on July 21, 2015, Shirley Wentz, Administrative Secretary, College of Business, who retired on June 30, 2015, Arnold Barr, Instructional Technologist II, Office of Information Technology, who retired on August 28, 2015 and Renelda Latondress, Account I, Office of Extended Programs, who retired on September 18, 2015.

**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.

\_\_\_\_\_  
Kim Schatzel, Ph.D.  
Interim President  
Provost and Executive Vice President

\_\_\_\_\_  
Date



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of Information Technology recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member:

Name of staff member: Arnold D. Barr

Title upon retirement: Instructional Technologist II

Date of hire at EMU: January 11, 1998

Retirement date: August 28, 2015

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: NA

Degree(s)/institutions/year: Baccalaureate: A.B. Western Michigan University 1964

Masters: \_\_\_\_\_

Doctoral: J.D. University of Florida College of Law, 1967

**Please attach 2 letters of support to this application**

Recommended by \_\_\_\_\_

Date \_\_\_\_\_

Recommended by \_\_\_\_\_

Date \_\_\_\_\_

Department Head and/or Supervisor Andrew Thawley Date \_\_\_\_\_

Executive Council Member Carl Powell 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.

August 26, 2015

Andrea Tanner,  
Director of Enterprise Support,  
106 Halle Library

Regarding: **Arnold Barr**

Dear Andrea Tanner,

It would be my honor to recommend Arnold Barr for *Emeritus Staff* status. I have known Arnold professionally since 2012 through my work on EMU's eFellows Committee, a sub-committee of Faculty Senate.

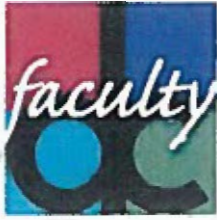
On eFellows, Arnold made excellent contributions to our regular discussions about the value of new and emerging technologies to benefit teaching. He could always be counted on for insights that were well-grounded and he brought to our discussions a long career of working with new technologies.

I also could count on Arnold for other projects including a brief video I had to make to demonstrate the iClicker. Again, Arnold was very generous with his time and most helpful to me.

Please let me know if I can offer additional information about my interactions with Arnold that might aid him in this venture.

Most sincerely,

Michael McVey, Ed.D.  
Program Coordinator, Educational Media & Technology



**EASTERN MICHIGAN UNIVERSITY**  
Faculty Development Center  
109 Halle  
Ypsilanti, MI 48197  
[Peggy.Liggitt@emich.edu](mailto:Peggy.Liggitt@emich.edu)  
734-487-2530

September 17, 2015

To Whom It May Concern:

I am very pleased to write this letter of support for **Arnold Barr** and his application for **Emeritus status**. In this letter I'm specifically commenting on the service he has given the Faculty Development Center.

I have worked with Arnold since January, 2012 when I became Interim Director of the Faculty Development Center. As an Instructional Technologist II, Arnold was our i-Clicker "go to guy." A description of the services he provided can be found at the link below:

[https://www.emich.edu/it/academic/teaching/clicker\\_training.php](https://www.emich.edu/it/academic/teaching/clicker_training.php)

In addition to supporting i-Clicker technology on campus, specifically helping instructors integrate this technology in their classroom, Arnold also served for many years on the eFellows Committee. The eFellows grant program supports faculty and lecturers in obtaining the resources needed to successfully integrate technology that enhances student-focused instruction in courses and curriculum. The overall outcome of the eFellows program is to improve and enhance student learning and the scholarship of teaching through the integration of appropriate technology. As a committee member, Arnold would review and rank proposals, serve as a mentor to faculty who won awards, and support eFellows presentations at the annual FDC sponsored CONNECT Event.

What I appreciated about working with Arnold is his committed support to our faculty and the Faculty Development Center. His approach to his work was always centered on the greater good of Eastern. Now that he has retired, we miss his presence next door. I feel he his years of dedication to EMU is worthy of Emeritus Staff status. Please feel free to contact me if you would like further elaboration on any aspects of this letter. I'm most easily reached by email ([Peggy.Liggitt@emich.edu](mailto:Peggy.Liggitt@emich.edu)) or by phone 734-487-2530.

Kind Regards,

Peggy Liggitt, Ph.D.  
Director Faculty Development Center,  
Professor of Biology and Science Education



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of the College of Arts and Sciences recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member:

Name of staff member: Steve Dotson

Title upon retirement: Director of Technology Support Services

Date of hire at EMU: June 29, 1987

Retirement date: July 21, 2015

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: pdotson@emich.edu

Name of spouse: \_\_\_\_\_

Degree(s)/institutions/year: Baccalaureate: East Asian Studies/Florida Presbyterian College/1972  
Computer Science/Eastern Michigan University/1987

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

Zenia Bahorski, Ph.D. July 19, 2015  
 Recommended by , Date

DC Rousseau July 1, 2015  
 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.



# EASTERN MICHIGAN UNIVERSITY

July 19, 2015

To Whom It May Concern:

This letter is in support of Steve Dotson for Emeritus Staff Status.

I have known Steve Dotson for over 25 years at Eastern Michigan University. In all these years, if I ever needed help with anything related to technology, Steve would be the one to ask. He became well know in the Department of Computer Science for helping faculty and staff in our department as well as others in the College of Arts and Sciences.

Steve moved over to serve as the Director of Technology Support Services for the College of Arts & Sciences in 2000. No matter what time of the semester, or what he was doing at the time, if someone needed help in a hurry, they would go to Steve.

I have needed Steve's help on many occasions. He would be the first that I would go to if I needed help with classroom technology in Pray-Harrold Hall. He would also be the first I would go to if I needed support with my assigned computer. I felt very comfortable asking Steve questions and always felt that he respected my opinion. He was very knowledgeable when it came time to choose a specific computer for my refresh machine and I often requested his judgement. Steve was invaluable. As a matter of fact, I am not sure if he can be replaced.

Although this letter is short, understand that Steve Dotson will be greatly missed by not only me, but by many others in the College of Arts and Sciences.

I highly recommend Steve Dotson for Emeritus Staff Status.

If you need any further information, please do not hesitate to contact me at:  
zbahorski@emich.edu

Sincerely,

Zenia C. Bahorski Ph.D.  
Department of Computer Science  
Eastern Michigan University  
Ypsilanti, MI 48197

July 1, 2015

To: EMU Board of Regents,

It is my great pleasure to write this letter of support for the proposal of Emeritus Staff status at Eastern Michigan University for Mr. Paul Dotson.

I have had the opportunity to work closely with Steve in the college of Arts & Sciences (CAS) since the summer of 2008, as the classroom multimedia technologist. Steve and I connected so well, on multiple levels, that I felt very fortunate he was my Director.

Steve has provided essential technology expertise, social skills, cultural Sensitivity and interaction, that have proven to be priceless when servicing CAS faculty. Throughout his tenure at EMU, Steve truly worked as my co-professor.

He is very familiar with the EMU culture, and embeds the standards into our daily support / service activities.

The most impressive aspect of Steve's management is his demeanor with Faculty, staff and students. Steve is able to present information on a wide variety of topics while projecting a composed presence, a great sense of humor and maintaining a positive learning environment at EMU.

Sincerely,

DC Rouseau  
CAS/IT Multimedia Technologist



**EASTERN MICHIGAN UNIVERSITY  
EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of Institutional Research and Analysis recommends the awarding of **Emeritus Staff Status** for the following retiring staff member:

Name of staff member: Janet M. Campbell

Title upon retirement: Institutional Research Analyst

Date of hire at EMU: October 22, 1984                      Retirement date: August 21, 2015

Number of years at EMU: 30 (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: jcampbell1@emich.edu

Name of spouse: Bill Campbell

Degree(s)/institutions/year: Baccalaureate: BBA, Eastern Michigan University, 2000

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.



July 21, 2015

RE: Emeritus Staff Status Recommendation for Janet Campbell

Janet Campbell is a research analyst in the office of Institutional Research and Information Management (IRIM). She started her career with EMU in 1984 and has given more than 30 years of dedicated service to the University.

Janet's role in IRIM has evolved during past three decades, from offering general office secretarial support to becoming a valued professional/technical staff member in IRIM team. In recent years, her primary responsibilities are focused on fulfilling all external reporting requirements imposed by governments and external agencies.

Janet is very instrumental in the process of building bridges between IRIM and other EMU offices, as well as between IRIM and state agencies. She served on the steering committee of the Michigan Association of Institutional Research for many years, including being the chair person, and represented EMU well in regional and state-level meetings.

In addition to her professional EMU career, Janet obtained her bachelor's degree in Business Administration from EMU in 2000. With a subsequent promotion and added duties, she became an important IRIM staff member.

Janet is a good example of those EMU employees who devote their entire career to the University. Her everyday ordinary work provided the foundation to support EMU's extraordinary purposes of serving our students.

Janet will retire on August 21, 2015. With her longtime professional service at EMU, her contribution to the work of IRIM, and an EMU alumnus, I recommend Janet Campbell be granted EMU's Emeritus Staff status.

Thank you for your consideration.

Sincerely,

Bin Ning  
Assistant Vice President and Executive Director

July 20, 2015

Dear Sirs;

I would like to recommend Janet Campbell for Emeritus Staff Status upon her retirement in August, 2015. Janet has faithfully served Eastern Michigan University for more than 30 years. She started working at Eastern in October 1984 for the School of Social Work as a senior secretary. Over the years she has worked in 4 positions in 3 departments. Her work has been increasingly complex with greater and greater levels of responsibility.

Janet currently works in Institutional Research and Information Management (IRIM) as the Institutional Research Analyst. In this role she is responsible for the majority of the reporting to external entities including the Federal IPEDS report and the State of Michigan HEIDI report. She also does the data collection and reporting for organizations such as the NCAA, the Presidents Council and numerous university guide books including US News & World Report and Peterson's. Over her long career the methods of gathering the data needed for these reports went from paper records to electronic filing. She continually invested in learning new skills and grew considerably in technological ability. When her supervisor indicated that he wanted to recommend her position be upgraded from clerical to professional technical based on the level of work she was doing, but that he could not because she had not finished her bachelor's degree, she enrolled in the College of Business and completed her degree. This makes her not only a long time faithful employee, but also a proud alumnus.

Janet has a wealth of institutional knowledge which will be greatly missed in IRIM after her retirement. She has diligently fulfilled her responsibilities in all of her various roles at EMU. Emeritus Staff Status would provide her with a way to continue to be connected to the institution she has been committed to and loved for such a long time

Sincerely,

Anne Fox  
Data Analyst  
Institutional Research and Information Management  
Eastern Michigan University



**EASTERN MICHIGAN UNIVERSITY  
EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of College of Business recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member:

Name of staff member: Shirley Wentz

Title upon retirement: Administrative Secretary

Date of hire at EMU: July 1, 1990

Retirement date: June 30, 2015

Number of years at EMU: 25 (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: swentz@emich.edu

Name of spouse: Larry Wentz

Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

|      |      |                |      |
|------|------|----------------|------|
| Reco | 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.

30 June 2015

To Whom it May Concern:

This letter is in support of Emeritus Staff status for Shirley Wentz. Wentz has been a dedicated EMU clerical staff member since 1990. I have had the opportunity to work with here for the last eight years in her capacity as administrative secretary, a position from which she retires today.

During our overlapping tenure in the College of Business, she has managed a variety of events from our annual honors banquets, Ethos Week programming to our Red Cross Blood Drives. She has co-chaired several charity campaigns for the College, including the American Hear Walk and United Way Campaigns. She is also part of the College's emergency response team. Wentz is an integral part of the management of the Owen facility by working collaboratively with Physical Plant, Parking Services and others.

After having served in the College of Education for over a decade, Wentz came to the College of Business as administrative secretary to the Dean in 2001. Since that time, she has served as administrative support to several deans, each of which had a different style of operations and each of which required a different set of skills from her. She had made each adjustment with grace and has been a valued asset to each dean's administration.

The business faculty have on three occasions, during my brief tenure in the College, honored Wentz as the COB's Outstanding Staff member.

The high regard in which she is held by the faculty, administrators and staff in the College of Business as well as around the EMU campus is based on the dedication and hard work with which she has served EMU.

Therefore, I highly recommend Shirley Wentz for Emeritus Staff status for her loyal twenty-five years of quality contributions to Eastern Michigan University.

Sincerely,

La Verne Hairston Higgins, PhD, GPHR, SPHR  
Associate Dean

**July 1, 2015**

**RE: Support for the Nomination of Shirley Wentz for Emeritus Status**

**To Whom It May Concern:**

I would like to provide this letter of recommendation for Shirley Wentz for Emeritus Status upon her retirement. I have been informed that Shirley is being recommended by Dean Tidwell, and I would like to provide some information to you as someone who worked very closely with her at various times and in various roles over the last 13 years. As you may know, I have worked with Shirley during her whole tenure here in the College, for most years as a faculty member, and during 2002-2007 as Associate Dean. As Associate Dean, I worked with Shirley on a daily basis, and over the last 8 years, I have worked with her as an involved member of the faculty on at least a weekly basis.

First, I believe that Shirley truly has always gone above and beyond her job description every day. She supported the work of the Dean, of the Development Officer, and the Associate Dean on virtually everything these folks initiated. She managed the office during the Dean's absences, maintaining a sense of calm no matter what issues of urgency arose. She also responded to and supported a variety of faculty committee requests for help and support – she did so in a consistently friendly way, even with those of us who are organizationally challenged!

Shirley had primary or shared responsibility for many events including the all-COB meetings, the Honors Banquet, and the new Professionalism Day when 100 or more alumni needed to be “managed and cared for.” She provided support on many budget issues, payroll issues, and a myriad of detailed operations needed to keep this place humming. She responds in the AD's absence to student issues and faculty issues, making sure that problems are solved and the right people contacted. No one was ever schlepped from her office to a number of other offices on the way to a solution – she found a solution or found someone who could!

In addition to all of the above, Shirley was a delight to work with. Her caring attitude towards all students and members of the Dean's Office and departmental staff members was wonderful to see. Her patience with people new in their roles as they learned the EMU procedures and policies is well known. Just a few months ago, she supported the presentation of Case Writing and Publishing Workshop by setting up lunch, making hotel reservations for the presenter and keeping track of all the little details needed to make it a success.

Shirley has contributed to the EMU Community in more ways than those that are directly job-related. She hosted three Red Cross Blood drives, co-chaired fundraising for the American Heart Association and has consistently participated in the American Heart Walk. She also is an EMU Mainstage member.

Over all, we have all benefited immeasurably from Shirley's commitment to the COB and to EMU, and from her many talents. The Dean 's Office could not have possibly kept the many events on track, not to mention the operational details straight, if it were not for the COB staff and Shirley is the ultimate example. I strongly support her nomination Emeritus Status. She personifies commitment to EMU and is one of the nicest and most competent people I have worked with. Upon her retirement, I can think of no more appropriate honor for her than receiving Emeritus Status – and she so well deserves it! If you have an questions regarding Shirley Wentz, please feel free to contact me at 734-657-4038 or by e-mail at [dtanguay@emich.edu](mailto:dtanguay@emich.edu).

Sincerely,

Professor of Management  
Department of Management  
College of Business  
Eastern Michigan University  
300 West Michigan Ave.  
Ypsilanti, Michigan 48197



**EASTERN MICHIGAN UNIVERSITY  
EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Renelda Latondress

Title upon retirement: Account I

Date of hire at EMU: June 2, 2000

Retirement date: September 18, 2015

Number of years at EMU: 15 (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: rlatondre@emich.edu

Name of spouse: Deceased

Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

Recommended by Julie Knutson-Garcia Date \_\_\_\_\_

Recommended by Kristen Krug 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.

September 14, 2015

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

Subject: Emeritus Staff Recommendation

Dear Chairman Morris:

Please consider awarding Emeritus Staff Status to Renelda Latondress in recognition of her 15 years of dedicated service to Eastern Michigan University.

Renelda began working at Eastern Michigan University in the Payroll department as a temporary employee doing bank reconcilements and was hired as an Accountant I on June 2, 2000. During her three years in Payroll, she continued to do bank and other reconcilements.


In 2003 she transferred to the Accounting department. Her job included processing, tagging, recording and tracking inventory. During her eight years in Accounting, Renelda did several audits to make sure equipment recorded was still being used and in the correct location – not lost or stolen.

She moved to Extended Programs in 2011 as an Accountant I. Her duties included processing and auditing Faculty, Lecturer and part-time Lecturer pay. Renelda also processed and verified Bi-Weekly Staff and Student Worker pay, and processed Additional Compensation Forms for Extended Programs.

Renelda took responsibility to train co-workers so her job duties would be completed in case of her absence. She took the initiative to update various accounting procedures, as well.

Renelda will be retiring from her position as of September 18, 2015. I respectfully recommend Renelda 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)



July 23, 2015

Dear Chairman Morris,

Please consider awarding Emeritus Staff Status to Renelda Latondress in recognition of her 15 years of dedicated service to Eastern Michigan University.

Ms. Latondress began her employment in EMU's Payroll Department in June 2000 as an Accountant I, reconciling banking and other transactions. After three years she transferred to the General Accounting office where she tracked and audited equipment across campus.

In 2011, she moved to Extended Programs to process and audit faculty, lecturer, and part time lecturer payroll. Over these last four years, I have witnessed how her abilities, particularly her attention to detail, have directly benefited Eastern Michigan University.

As a team player, she is always willing to help out the department when needed. Besides her regular duties she processes additional compensation, staff payroll and student payroll. Extended Programs is charged with being flexible and able to respond to any new program needs, and she has always been a critical part of this effort by providing timely information to help develop budgets for new programs.

Moreover, Ms. Latondress has been significantly reliable over the years with impeccable attendance. Many people faced with the same personal trials would not have the level of dedication she demonstrated day after day, year after year. Her professionalism and dedication is exactly what all EMU employees should aspire to exemplify.

If you need more details supporting why Renelda Latondress should be consider for Emeritus Staff Status, please contact me at 734.487.2332.

Respectfully submitted,

Kristen Krug  
Manager, Program Plan Development  
Extended Programs



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of College of Education Clinical Suite recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member: Gail Marie Lobbestael

Name of staff member: Gail Marie Lobbestael

Title upon retirement: Senior Secretary

Date of hire at EMU: 9/12/77

Retirement date: 8/31/15

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: globbesta@emich.edu

Name of spouse: N.A.

Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

|                             |                |                          |                |
|-----------------------------|----------------|--------------------------|----------------|
| <u>Margrit V. Zinggeler</u> | <u>6/21/15</u> | <u>Donald H. Bennion</u> | <u>7/20/15</u> |
| 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.

June 21, 2015

**Recommendation for Emeritus Status for Gail Lobbestael**

To whom it may concern:

I have known Gail Lobbestael since 1999 when she was employed as senior secretary at the Department of Foreign Languages and Bilingual Studies (FLABS, now the Department of World Languages or DOWL) At that time, I was very warmly welcomed by Gail and other office staff when I arrived at EMU which put me at ease for the upcoming presentations and teaching session. I started my position as Assistant Professor in September 1999 and again it was Gail who helped me with administrative and logistic issues in the new job and also about living in the area. She always made sure that all faculty received what they needed to teach successfully. In those days, copies were made by the office staff, and the secretary completed much of the administrative work for faculty. Gail took personal pride in helping with all sorts of issues in a friendly and professional manner and she was deeply committed to the well-being of the department. She went far beyond her regular duties and work hours. For example, she always remembered all birthdays of faculty and staff and always brought a cake (often baked by herself) to the office and called everybody in to sing "Happy Birthday." This practice added a lot to the collegial and personal atmosphere within the department. When Gail left to work at another EMU unit, this tradition was lost and with it the special personal family-Like connection.

Another touch of "going above and beyond" by Gail, was her dedicated help and sincere commitment in professional and private crises situation, be it an illness of a faculty or staff member and their families, or any problem with the facility or classrooms. Many problems were

solved in Gail's office or in John Hubbard's office (then department head), and he fully trusted her advice. He and all department heads in FLABS heavily relayed on Gail's expertise as secretary and knowledge of university where she had worked for many decades. Gail possesses a very keen sense of humor which added tremendously to the everyday operation of FLABS.

Most importantly, Gail was extraordinarily committed to our students. They flocked to her office either just to say "Hi!" to Gail who helped them with course-related questions or even to get her advice with personal issues. She was very much liked by student workers who often invited her to their graduation parties, weddings, and other events.

Many DOWL faculty kept in touch with Gail when she transferred to the College of Education Clinical Suite in 2004.

I am honored to recommend Ms. Lobbestael for Emeritus status after retiring with more than 45 years of dedicated work and service to Eastern Michigan University.

Please feel free to contact me if you wish to receive further information by contacting me at [mzinggele@emich.edu](mailto:mzinggele@emich.edu) or 651-214-8115

Very sincerely yours,

Margrit V. Zinggeler, Ph.D.  
Professor of German

**Recommendation: Emeritus Staff Status for Gail Lobbestael**

**To Whom It May Concern:**

**My recommendation is in reference to the period between December 1988 and May 1995 when Gail served as my Administrative Secretary while I was the Associate Vice President for Academic Affairs. As Administrative Secretary, Gail served with distinction. Major accomplishments for Ms. Lobbestael during her tenure in the Office of the Provost were:**

**The Yemen Audit: In 1984 when I arrived at EMU, I inherited the responsibility for closing EMU's multi-year project in Yemen. In 1989 EMU received notice that an audit conducted in 1983 by USAID concluded that due to a lack of documentation of expenses by EMU, our university owed USAID in excess of one million dollars. Gail's skill in locating documents contributed to the successful resolution of the audit. All of the expenses were documented and EMU did not need to return any money to USAID.**

**Assessment: EMU's regional accrediting agency (the North Central Association) began to require all universities to develop a program-specific assessment of each academic program. Gail was instrumental in helping develop materials for this effort and in arranging meetings with all academic departments. Gail organized a major assessment conference as well as annual assessment days for EMU and our feeder community colleges. Gail also edited the monthly "Assessment Matters" newsletter which I published.**

**The EMU Input System: Gail was responsible for handling all requests for new programs and courses, revised courses and programs, as well as all course and program deletions. This was at a time when over 35 new programs were developed and when all college councils needed to provide input on all curricular matters. To make the system work effectively was a challenge. Gail handled this task extremely well.**

**Gail Lobbestael handled the three areas mentioned above in addition to her regular duties. Her relations with the EMU Board of Regents Education Policies Committee, the Registrar's Office, the World College, University Publications, and all other offices we interacted with were handled in a very professional and effective way.**

**Gail Lobbestael served Eastern Michigan University in an extremely fine manner for 38 years and I strongly recommend that she receive Emeritus Staff Status.**

**Sincerely,**

**Donal H. Bennion**

# BOARD OF REGENTS

## EASTERN MICHIGAN UNIVERSITY

### RECOMMENDATION

#### EMERITUS FACULTY STATUS

#### ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Faculty Status to five (5) former faculty members: Margo Dichtelmiller, Department of Teacher Education from 2000 to 2015 (who retired September 2015 after 15 years); Sue Stickel, Department of Leadership and Counseling from 1991 to 2015 (who retired August 2015 after 24 years); Gilbert Stiefel, Department of Special Education from 1989 to 2015 (who retired August 2015 after 26 years); Judy Sturgis Hill, Department of Communications, Media and Theatre Arts from 1991 to 2015 (who retired August 2015 after 24 years); and Donna Kay Woodiel, School of Health Promotion and Human Performance from 1998 to 2015 (who retired August 2015 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.

#### FISCAL IMPLICATIONS

None.

#### ADMINISTRATIVE RECOMMENDATION

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

---

University Executive Officer

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Date

**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS FACULTY STATUS RECOMMENDATION**  
**October 13, 2015**

**Margo Dichtelmiller**

Professor, Department of Teacher Education from 2000 to 2015  
(15 years)

|               |                        |
|---------------|------------------------|
| Doctoral      | University of Michigan |
| Masters       | University of Illinois |
| Baccalaureate | Oberlin College        |

**Sue Stickel**

Professor, Department of Leadership and Counseling from 1991 to 2015  
(24 years)

|               |                       |
|---------------|-----------------------|
| Doctoral      | University of Wyoming |
| Masters       | Miami University      |
| Baccalaureate | Miami University      |

**Gilbert Stiefel**

Associate Professor, Department of Special Education from 1989 to 2015  
(26 years)

|               |                        |
|---------------|------------------------|
| Doctoral      | University of Michigan |
| Baccalaureate | University of Wyoming  |

**Judy Sturgis Hill**

Assistant Professor, Department of Communications, Media and Theatre Arts from  
1991 to 2015  
(24 years)

|               |                             |
|---------------|-----------------------------|
| Masters       | Eastern Michigan University |
| Baccalaureate | Eastern Michigan University |

**Donna Kay Woodiel**

Professor, School of Health Promotion and Human Performance  
(17 years)

|               |                                |
|---------------|--------------------------------|
| Doctoral      | University of Arkansas         |
| Masters       | Arkansas State University      |
| Baccalaureate | Arkansas Technology University |



**EASTERN MICHIGAN UNIVERSITY**  
 Division of Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

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

Name of Faculty Member: Dr. Margo Dichtel Miller

Current Status/Rank at EMU: Full Professor

Date of Hire at EMU: Aug 23, 2000 Retirement Date: Sept 1, 2015

Number of Years at EMU: 15 (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: 801 West Ann Arbor Trail  
Unit 306 Plymouth 48170

Home Telephone: 734-455-2059 E-Mail Address: margo.dichtelmiller@emich.edu

Name of Spouse: Nancy Katz or mdichtelm@emich

Degree(s)/Institutions/Year: Baccalaureate: Oberlin College, 1976

Masters: University of Illinois, 1977

Doctoral: University of Michigan, 1994

Please Attach a Brief Statement of Support to this Form

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

Dr. Karen Paciorek 7-27-15  
 Recommended by (please print) Date

Department Head [Signature] Date 7-28-15 Dean [Signature] Date

Provost [Signature] Date 8/3/15 Date Submitted to Board of Regents

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



July 27, 2015

Martha Kinney-Sedgwick, Ph.D.  
Eastern Michigan University  
Department of Teacher Education

Dear Dr. Kinney-Sedgwick:

I am writing to recommend and give my strongest support for the granting of emerita status for Dr. Margo Dichtelmiller who will retire effective September 1, 2015.

I remember serving on the search committee that hired her and reviewing her vita and thinking Dr. Dichtelmiller possessed all of the qualities and expertise we were seeking in a tenured track faculty member. She has not disappointed me at all and in her years at EMU Dr. Dichtelmiller has distinguished herself and our program in numerous ways throughout her career at this University.

Dr. Dichtelmiller was intentional, thoughtful and always extremely well prepared to challenge students, make them reflect and then apply what they learned in their work with young children. She was truly an outstanding instructor and a model for others at this University. Her record on instructional effectiveness is stellar for each of the semesters she taught.

In the scholarly activity area; we were most fortunate to have her expertise since she is one of the top three experts on early childhood assessment in the country. Her many professional relationships with the key researchers in the field of early childhood assessment allowed our students to fully understand this critical area of education. Through her writing and presentations she contributed significantly to the body of research and was a consistent presenter at local, state and national conferences on a number of critical issues. Her textbooks, *The Power of Assessment* and *The Power of Observation*, are used at hundreds of universities across the country. In addition she was the lead author on many assessment tools used today by thousands of researchers, educators, pediatricians and others to appropriately assess the development and learning of young children. She developed the Work Sampling Assessment System used at Head Start Centers and the OUNCE Scales to measure Infant and Toddler development.

Dr. Dichtelmiller supported Eastern Michigan University, her profession, her local community and causes about which she is most passionate. In more ways than many people know, Dr. Dichtelmiller quietly provided support to the University and our students throughout her tenure as a faculty member. What impressed me most about Dr. Dichtelmiller was the way she approached learning the many nuances of student advising at EMU. She always worked to find the answer to a question a student may pose instead of sending a student on to someone else for advising. Many faculty find it much easier to tell a student they don't know and they will have to go see someone else, but not Dr. Dichtelmiller; she

found the answer to the question so she could assist another student in the future. She is always a compassionate listener and a helpful source for many students on this campus. It is the people who make a large University more personal and Dr. Dichtelmiller is just that type of individual. Her impact with thousands of students will be carried with them throughout their teaching careers. She clearly left her mark on these future teachers and for that reason alone she deserves emeritus status.

One area in which Dr. Dichtelmiller made a significant impact is her early work to establish Women in Philanthropy at Eastern Michigan University. As a long time donor to the University Dr. Dichtelmiller readily joined a core group of eight women back in 2008 who worked for two years to establish the group which in five years has contributed over a quarter of a million dollars to the University. Dr. Dichtelmiller and her wife, Nancy Katz, also donated the money for a named early childhood education classroom located in Porter 224 in 2008.

I consider myself most fortunate to have been a colleague of Dr. Margo Dichtelmiller's since 2000. I am a better faculty member after having had the opportunity to daily learn from working with her and I am confident our students will be lifelong educators who will emulate Dr. Dichtelmiller's teaching qualities. I would ask the Eastern Michigan University Board of Regents to strongly consider granting emerita status to Dr. Margo Dichtelmiller.

I would ask anyone desiring additional information to contact me. [kpaciorek@emich.edu](mailto:kpaciorek@emich.edu)  
487-2763

Warmest regards,

Karen Menke Paciorek, Ph.D.  
Professor  
Early Childhood Education



**EASTERN MICHIGAN UNIVERSITY**  
 Division of Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

Counseling

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

Name of Faculty Member: Sue Stickel

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 8-28-1991 Retirement Date: 8-31-2015

Number of Years at EMU: 24 (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: 1008 Pearl St.  
Ypsilanti, MI 48197

Home Telephone: (734) 485-0948 E-Mail Address: sstickel@emich.edu

Name of Spouse: \_\_\_\_\_

Degree(s)/Institutions/Year: Baccalaureate: AB Miami University Ohio/1972

Masters: MS Miami University Ohio/1974

Doctoral: Ph.D. University of Wyoming/1988

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.

Yvonne L. Callaway April 10, 2015

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

April 10, 2015

Statement of Support for Emeritus Faculty Status Recommendation

I am recommending Dr. Sue Stickel for Emeritus Faculty Status. During Dr. Stickel's time at Eastern Michigan University her contributions to the learning community and the profession of counseling have been numerous. Dr. Stickel has served several terms on the department's personal committee, as the representative to the College of Education Council, and as coordinator of advising for the Counseling Program. Dr. Stickel has a long-standing history of professional contributions. She has been a member and chair of numerous site visit teams for the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). She has also served as the journal editor for the Michigan Counseling Association. Dr. Stickel has published three book chapters and more than ten articles. Her professionalism, scholarship and service are integrated into her teaching and classroom activities enriching the experiences of students.

I am proud to recommend my colleague, Dr. Sue Stickel, for Emeritus Faculty Status.

Sincerely,

Yvonne L. Callaway, Ph.D.  
Professor – Counselor Education



**EASTERN MICHIGAN UNIVERSITY**  
 Division of Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

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

Name of Faculty Member: Gilbert Stiefel

Current Status/Rank at EMU: Associate Professor

Date of Hire at EMU: 1989 Retirement Date: August 31, 2015

Number of Years at EMU: 26 (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: 5220 Pheasant Court  
Ann Arbor, MI 48105

Home Telephone: (734) 547-0223 E-Mail Address: gstiefel@emich.edu

Name of Spouse: Kathy Stiefel

Degree(s)/Institutions/Year: Baccalaureate: University of Illinois, 1971

Masters: \_\_\_\_\_

Doctoral: Ph.D. University of Michigan, 1985

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.

Jennifer Desiderio 4-2-2015  
 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



April 2, 2015

To Whom This May Concern:

I am greatly honored to write this letter strongly supporting Dr. Gilbert Stiefel's nomination for Emeritus status. Although Dr. Stiefel originally worked for Eastern Michigan University as lecturer in the Department of Psychology (beginning in 1986), I did not meet him until March 2008 when he was several years into his current position as an associate professor in the Department of Special Education. As I was interviewing for a new full-time position on the Emotional Impairment (EI) faculty with an emphasis on special education assessment, Dr. Stiefel was tasked with being my contact and, when hired, my mentor. From the moment I met him, he was warm, welcoming, and incredibly supportive. I could not have asked for a better introduction to EMU and to the department.

Dr. Stiefel and I immediately had a bond over our shared background in psychology, in particular school psychology, the only two faculty in the department to have that connection. His knowledge is certainly vast in this area, and he can converse on a wide variety of topics, frequently injecting his trademark sense of humor. Dr. Stiefel took great care (and time!) in communicating his policies, procedures, and materials for classes he taught that I would be taking on, yet he always made it clear that I had the freedom to make each class my own. Even as he is preparing to retire, Dr. Stiefel is making certain that I (and others) know exactly what is needed to support a seamless transition. I have always felt I could ask Dr. Stiefel anything, whether about teaching, advising, scholarship, or college/university matters, and be assured that he would respond with considered detail and without judgment.

Let me be clear that Dr. Stiefel's attention was not limited to me. Indeed, he fully commits to everything he does. As EI program area chair, he thoroughly prepared for our monthly meetings and immediately followed up on all student concerns. Dr. Stiefel also shepherded and championed new programs, such as the certificate in behavior studies, the fast-track EI additional certification program, and a reduced credit hour graduate program in EI. Remarkably, Dr. Stiefel had the ability to remain "calm, cool, and collected," even in the face of a crisis. He could problem-solve to come up with creative solutions and knew when to seek the expertise of others. Dr. Stiefel further participated on various college and university committees as well as with community agencies and professional organizations, wielding his influence beyond our department walls.

Dr. Stiefel is viewed a "good citizen" within the department based on his genuine concern for all his colleagues; he truly is friends with everyone and works collaboratively across program areas. He goes above and beyond when helping others, e.g., when he volunteered to teach some of my classes when my mother was dying. Dr. Stiefel is a consummate professional, never saying a disparaging word about a fellow faculty member or support staff.

Dr. Stiefel is highly deserving of the honor of the Emeritus title! Please do not hesitate to contact me with any questions.

Sincerely,

Jennifer K. Desiderio, Ed.S.  
Associate Professor, EI Program Area  
Department of Special Education  
Eastern Michigan University

May 18, 2015

To Whom It May Concern:

I enthusiastically support Dr. Donna Kay Woodiel's application for Emeritus Faculty status through my completed and attached recommendation form. As a faculty colleague and her School Director, I frequently worked closely with Dr. Woodiel and can attest that her instructional, scholarly, and extensive service activities are worthy of this Emeritus status.

Dr. Woodiel has admirably served in a variety of academic and non-academic faculty and administrative capacities on the EMU campus. Some of her recent work includes operating the programming for the Center of Multicultural Affairs, using her Health Education background in advocating for a tobacco-free campus, working on behalf of LGBT students, incorporating student service into the community, and chairing the Women's Commission on campus. Dr. Woodiel is dedicated to student advocacy and communicates well with her colleagues. She is a charismatic and hard-working individual who is committed to serving the university's students.

It is without hesitation that I recommend Dr. Kay Woodiel for Emeritus Faculty status. Please contact me if you would like any additional information.

Sincerely,

Christopher W. Herman, Ph.D.  
School Director and Associate Professor  
School of Health Promotion and Human Performance  
Eastern Michigan University  
319-J Porter Building  
Ypsilanti, MI 48197  
(734) 487-2815 (phone)  
(734) 487-2024 (fax)  
cherman2@emich.edu



**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department of <sup>School</sup> Health Promotion and Human Performance recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Donna Kay Woodiel, Ph.D.

Current Status/Rank at EMU: Professor

Date of Hire at EMU: August 1998 Retirement Date: August 31, 2015

Number of Years at EMU: 17 (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: 39 E. Cyndee St.  
Fayetteville, AR 72703

Home Telephone: (734) 812-8700 E-Mail Address: dwoodiel@emich.edu

Name of Spouse: \_\_\_\_\_

Degree(s)/Institutions/Year: Baccalaureate: Arkansas Tech University (1973)

Masters: Arkansas State University (1974)

Doctoral: University of Arkansas (1997)

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.

Christopher Herman 5-18-15  
Recommended by (please print) Date

[Signature] 5  
Department Head Date Dean Date

[Signature] Date Date Submitted to Board of Regents

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

SECTION: 7

DATE:

October 13, 2015

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL TRANSFERS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve two (2) administrative transfers at the rank and effective date shown on the attached listing.

**FISCAL IMPLICATIONS**

The salary would be absorbed in the 2015-2016 personnel budget.

**ADMINISTRATIVE RECOMMENDATION**

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

\_\_\_\_\_  
University Executive Officer

\_\_\_\_\_  
Date



## ADMINISTRATIVE TRANSFERS REPORT

| <b>Name</b>  | <b>Effective Date</b> | <b>Salary</b> | <b>Rank</b>                                   |
|--------------|-----------------------|---------------|---|
| Brake, Mary  | 09/01/2015            | \$141,985     | Interim Associate Dean, College of Technology |
| Molloy, Ryan | 07/01/2015            | \$116,583     | Interim Department Head, Fine Art             |

SECTION: 8

DATE:

October 13, 2015

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**FACULTY APPOINTMENTS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve six (6) new faculty appointments for the 2015-2016 academic year at the rank, salary, and effective date shown on the attached listing.

**STAFF SUMMARY**

Of the six (6) appointments, five (5) are female and one (1) is male.

**FISCAL IMPLICATIONS**

The salary would be absorbed in the 2015-2016 personnel budget.

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date

**Jennifer Avery (Nursing)**

Assistant Professor effective September 1, 2015 at an academic year base salary of \$71,000

Education

Ph.D. Marquette University, 2015  
M.S.N. Marquette University, 2010  
B.S.N. West Virginia Wesleyan College, 2006

**Chasity Falls (Health Promotion and Human Performance)**

Assistant Professor effective September 1, 2015 at an academic year base salary of \$90,000

Education

M.S. – Physician Assistant, University of Detroit, Mercy, 2008  
B.S. – Sports Medicine, University of Detroit, Mercy, 2001

**Tricia Foster Finger (Health Sciences)**

Assistant Professor effective September 1, 2015 at an academic year base salary of \$64,000

Education

Ph.D. Eastern Michigan University, 2015  
M.S. Eastern Michigan University, 2004  
B.S. Michigan State University, 2000

### **Panja Biswajt (Computer Science)**

Assistant Professor effective September 1, 2015 at an academic year base salary of \$82,000

#### Education

Ph.D. University of Missouri- Rolla, 2006  
M.S. Grand Valley State University, 2001  
B.S. University of Mumbai, India, 1999

### **Renuka Roche (Health Sciences)**

Assistant Professor effective September 15, 2015 at an academic year base salary of \$64,000

#### Education

Ph.D. University of Maryland School of Medicine, 2013  
M.S. University of Illinois at Chicago, IL, 2003  
B.S. Christian Medical College and Hospital, Vellore, India, 1998

### **Vicki Washington (Nursing)**

Instructor effective September 1, 2015 at an academic year base salary of \$68,000

#### Education

M.S.N. Eastern Michigan University, 2012  
Graduate Certificate Eastern Michigan University, 2011  
B.S.N. Eastern Michigan University, 2010  
A.D.N. Washtenaw Community College, 1985

SECTION: 9

DATE:

October 13, 2015

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**ACADEMIC RETIREMENTS / SEPARATIONS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve twelve (12) retirements and nineteen (19) separations for the period of June 16, 2015 through August 31, 2015.

**STAFF SUMMARY**

Of the thirty-one (31) retirements and separations, twenty (20) are female and eleven (11) are male. Demographics show that twenty-five (81%) are Caucasian, two (6%) are African-American, three (10%) are Asian, and 1 (3%) is Hispanic.

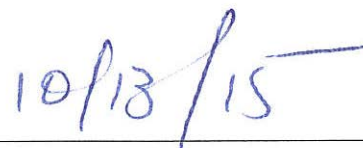
**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

  
Date

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**MONTHLY REPORT & MINUTES**  
**STUDENT AFFAIRS COMMITTEE**

**ACTION REQUESTED**

It is recommended that the Student Affairs Committee Agenda for October 13, 2015 and the Minutes of June 16, 2015 be received and placed on file.

**STAFF SUMMARY**

The October 13, 2015 agenda for the Student Affairs Committee includes introduction of the 2015-2016 Student Leader Group members, a presentation about the 2015-2016 Student Leader Group and Student Government Priorities and a Fall Opening 2015 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.

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University Executive Officer

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Date

**Eastern Michigan University**  
Board of Regents  
Student Affairs Committee

October 13, 2015  
10:45 am – 11:30 am

Room 205  
Welch Hall

Agenda

1. Approval of agenda and June 16, 2015 minutes  
Regent Stapleton
2. Introduction of 2015-2016 Student Leader Group Members  
Lucas Langdon
3. 2015-2016 Student Leader Group and Student Government  
Priorities
4. Fall Opening 2015  
Lucas Langdon &  
Jeanette Zalba
5. Announcements

Eastern Michigan University  
Board of Regents  
**Student Affairs Committee**  
Minutes of June 15, 2015

**MEMBERS PRESENT**

Regents: Dennis Beagen, James Stapleton

Administration: Lucas Langdon, Ellen Gold

Students: Bryan Abma, Rasheed Atwater, Alex Bakhaus, Steven Cole, Kathryn Giroux, Kyle Ketchabaw, Laura Livernois, Abdi Mohsenin, Heidi Osborne, Muneez Patel, Connor Rivera, Eric Santure

**GUESTS**

Administration: (as signed in) Jimmy Arnold, Meredith Blaine, Cliff Camp, Ellen Lassiter Collier, Esther Gunel, Mary Larkin, Lisa Lauterbach, Winifred Martin, Dar Mayweather, Stacie McMullen, Lewis Savage, Becca Timmermans, David Turner, Eric Ward

Students: Rebecca Frank, Meghan Koglin, Kim Melinsky, Casey Swick, Shelby Taylor, Brandon Wynsma

Regent Stapleton convened the meeting at 10:45am. The minutes from March 17, 2015 were approved.

**Introduction of 2015-16 Student Leader Group Members**

Student Leader Group members introduced themselves and stated the student population that they represent. Student Leader Group advisors introduced themselves.

**2015 Leadershape**

Casey Swick, Campus Life Graduate Assistant, shared a report about 2015 Leadershape, which was held April 28-May 4, 2015. 2015 Leadershape was attended by 56 students, as well as faculty and staff who acted as facilitators. Students attending Leadershape engage in self-discovery, reflection, planning, practicing new skills, giving and receiving feedback, self-assessment, and risking new behaviors. Participants work to identify core ethical and personal values, develop respectful relationships with all participants, create a vision for the greater good of the community, develop group and team work skills to accomplish a vision, and articulate 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.

### **Student Medical Withdrawal Policy**

Ellen Gold, Assistant Vice-President of Student Well-Being, and Gloria Hage, General Counsel, shared a presentation regarding the recommendation to change the Student Involuntary Administrative Withdrawal Policy to the Student Medical Withdrawal Policy. This policy will be used in cases when a student cannot continue classes due to a medical situation. The reasons for the policy revision include compliance with Federal Title II regulations, safety of the community, the need to separate policy and process from the student conduct process, and putting the focus on voluntary medical withdrawal.

### **Tobacco-Free Campus Initiative: Student Perspectives and Support Services**

Ellen Gold, Assistant Vice-President of Student Well-Being, and Eric Ward, Health Education Coordinator, shared an overview regarding the implementation of the Tobacco Free Campus policy that will begin on July 1, 2015. All of EMU main campus and satellite buildings are included in this initiative, including the perimeter sidewalks, parking lots and vehicles in parking lots. This policy is the result of two years of feedback and planning, which included input from the Student Leader Group, Student Government, and the campus Tobacco-Free Task Force.

University Marketing and Communications Offices have been involved in making this change known to all campus constituents. This has been accomplished via the Tobacco Free website; a Q & A sent out with a campus announcement; FastTrack presentations; campus tours; email communication sent to all students, faculty and staff; housing contracts; and campus signage. Once the policy goes into effect, existing signage and tobacco urns will be removed. Wallet cards detailing the new policy will be made available, and can be used to explain the policy to people who may not be aware of the change.

Muneez Patel, International Student representative on the Student Leader Group, has worked on getting the word out to international students about this change. A video was designed to share the message. The International Student organization has collaborated with other departments on campus to promote health and wellness.

Cessation programs will be made available to students, faculty and staff. University Health Services will offer one-on-one counseling to students and staff. The pharmacy will carry tobacco cessation medications. CAPS will offer one-on-one and group support sessions for students. Human Resources is developing materials to share with staff regarding what is covered under the university health plan. The change to a tobacco free campus is now being shared at new employee orientation.

The Wellness Center is putting together “crave kits” which will include gum, toothpicks and other resources. HPHP received a small grant that focuses on transitioning to a healthier lifestyle. If interested, students may become involved in this program.

Other smoke/tobacco free universities were contacted to determine what worked when the transition was made. DPS will not take calls about smokers on campus. The hope is that people will

approach smokers and share the policy with them, utilizing the wallet cards. If someone is a habitual violator, Human Resources and Student Conduct and Community Standards may become involved. A bystander video is available on the tobacco free website. This video will help people be more comfortable about approaching a smoker on campus.

Ellen Gold thanked all who worked on the Tobacco Free initiative.

The meeting adjourned at 11:29am.

Respectfully submitted,

Michele Rich  
Student Affairs Committee Recording Secretary

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**FACULTY AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES**

**ACTION REQUESTED**

It is requested that the Faculty Affairs Committee Agenda for October 13, 2015 and the Minutes of the March 17, 2015 meeting be received and placed on file.

**STAFF SUMMARY**

The topic for the October 13, 2015 Faculty Affairs Committee meeting is “Faculty and Instructional Technology”

**FISCAL IMPLICATIONS**

There is no fiscal impact.

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date

**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents**  
**Faculty Affairs Committee**

October 13, 2015  
8:45am – 9:30 am  
205 Welch Hall

**AGENDA**

**Section 11: Agenda and Minutes** (*Regent Webb*)

**Discussion Topic**

“Faculty and Instructional Technology”

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS

**FACULTY AFFAIRS COMMITTEE MINUTES**

March 17, 2015  
9:45 a.m. – 10:30 a.m.  
205 Welch Hall

**Attendees** (seated at tables): Regent Beagen (Vice Chair), H. Bunsis, J. Carroll, A. Casper, D. Clearwater, C. Emal, P. Francis, Sam Fullerton, R. Jones, J. Kentor, P. Koehn, S. Moeller, S. Norton, Provost Schatzel, D. Wozniak, Regent Webb (Chair) and M. Yaya.

**Guests** (as signed in): S. Abraham, R. Baier, R. Barnes, M. Collett, Regent Crumm, K. Dobson, A. Dow, R. Goffeney, G. Hage, Regent Hawks, B. Heighes, D. Holubik, C. Karshin, J. Kindred, J. Kirk, W. Kraft, B. Kubitskey, K. Kucera, G. Larcom, L. London, R. Longworth, C. McFarland, S. McMullen, D. Miller, E. Morgan, M. Nair, C. Phillips, S. Quilter, V. Reaume, M. Rich, L. Salinas, C. Shell, B. Sipe, K. Stacey, W. Tornquist, Regent Treder Lang, T. Venner, T. Waltz, D. Woike, C. Wooster and P. Young

*Regent Webb* opened the meeting at 9:45a.m.

**Report and Minutes (Section 10 )**

*Regent Webb* requested that the Faculty Affairs Committee Agenda for March 17, 2015 and the Minutes of the December 5, 2014, meeting be received and placed on file.

**Discussion Topic –**

“Faculty Research Support – This is Working!”

Susan Moeller began discussion of the history of research awards at EMU.

Anne Casper, Associate Professor, Biology Department; Cory Emal, Associate Professor, Chemistry Department; Sam Fullerton, Professor, Marketing Department; Dave Wozniak, Assistant Professor, Accounting and Finance Department presented their research experiences to the Committee. Howard Bunsis, Professor, Accounting and Finance Department presented on faculty research at EMU and comparable universities.

Regent Webb thanked all and adjourned the meeting at 10:30 a.m.

Respectfully submitted,

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

# **Technology Needs for Teaching and Learning**

**What technology do you currently use that enhances teaching and learning?**

**What technology do you and/or your department need in order to enhance teaching and learning?**

# Faculty Responses - Observations

- Tech needs are unique
- What some already have, others need
- E-fellows grants are good for some but not all of the needs expressed
- More tech support and updates needed for all



“The Art History faculty relies completely on computers that communicate with overhead digital projectors...I can't stress how essential this equipment is. While many others could get by writing an outline on the whiteboard, we are totally dependent on images. All too often the equipment breaks down, or won't "speak" to other components, and all we can do is cancel class. This happens all too frequently.”

“Using the technology in PH is an exercise in frustration”

“I need to be able to show DVDs, show web sites/searches, and I need sound. When these don't work in a room (like the last two weeks in Marshall), it's a big problem - and not an unfamiliar one.”

“Semester after semester, I have to battle technology in one classroom or another, call for tech support, waste precious classroom time while I fumble, arrive 30 minutes early to make sure everything works, etc. My first semester I experienced problems in the Alexander building; My second semester in Sherzer; Now in my third semester in Boone.”

“So far I cannot use any technology because the big screen projector does not work. Several times I called the help desk and they once even sent two technicians, to no avail. Last week I found an old overhead projector that worked and used my own external speakers”

“We really need available tech support when things go wrong. This is especially important for night classes, when most knowledgeable folks have left for the day. Training would also be useful for those of us who are new to some of this technology.”

# Final Thoughts

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 12

DATE:

10/13/15

**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 13, 2015 meeting and the June 16, 2015 minutes.

**STAFF SUMMARY**

- Approval of Tuesday, June 16, 2015 Minutes
- Updated Staff News
- Strategic Plan Update – Our Blueprint – A Higher Standard
- 2014-15 Executive Summary
- Academic News
- SAAC – Student-Athlete Advisory Committee News
- Building Relationships
- Revenue Report
- Development Updates – Dan McLean
- Fall Sport Reports - Updates
- Highlight Sport – Head Women’s Basketball Coach – Tory Verdi

**FISCAL IMPLICATIONS**

To be determined

**ADMINISTRATIVE RECOMMENDATION**

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

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**University Executive Officer**

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**Date**

**Board of Regents Topics – Athletic Affairs  
October 13, 2015**

**Department of Athletics**

1. Updated Staff News – New Eagles
  - a. Associate Athletic Director for Student-Athlete Support Services – Dr. Talea Drummer
  - b. Head Women’s Golf Coach – Pina Gentile
2. Strategic Plan Update – Our Blueprint – A Higher Standard
  - a. 6 Pillars
  - b. 3 Cornerstones
3. 2014-15 Executive Summary (hard copy provided to each Regent)
4. Academic News
  - a. 4.0 Luncheon will be held on October 2<sup>nd</sup> at Aubree’s
  - b. Records broken this year
  - c. Academic news – Winter Semester 2015
5. SAAC – Student-Athlete Advisory Committee News
  - a. Julia Lombardi (women’s soccer student-athlete) – serving as this year’s president
  - b. 2<sup>nd</sup> and 7 Reading Program
  - c. The 2<sup>nd</sup> annual Ypsi’s – save the date
  - d. All Student-Athlete Welcome Back Gathering
6. Building Relationships
  - a. *Lykeline* – bimonthly newsletter sent to all donors as a platform for communication
  - b. Campus Collaborations
    - i. Bystander Education – Yes means Yes
    - ii. LGBT Safe Campaign
    - iii. Google Partnership
    - iv. Student-Athlete and Student Block E Initiative (video)
7. Revenue Report (will distribute at the meeting)
  - a. IMG Corporate Partners (will distribute attached list of current partners)
  - b. Google Partnership
  - c. Aspire Group – our new Ticket Office
  - d. Football
    - i. Game Day revenues
    - ii. Football Coaches Luncheons
8. Development Updates – Dan McLean

- a. Eagles Pride Annual Fund (renewal process)
  - b. Sport Clubs
  - c. A Tribute to a Legacy recap – Bob Parks celebration
  - d. Current Efforts
9. Fall Sport Reports – Updates
- i. Men’s Cross Country
  - ii. Women’s Cross Country
  - iii. Football
  - iv. Women’s Soccer
  - v. Women’s Volleyball
10. Highlight Sport – Head Women’s Basketball Coach - Tory Verdi



**Eastern Michigan University  
Board of Regents  
ATHLETIC AFFAIRS COMMITTEE  
Minutes of June 16, 2015**

**Members:**

Regents: Mike Hawks, James Webb, Mary Treder Lang, Beth Fitzsimmons and Mike Morris  
Athletics: Heather Lyke, Athletics Director/Vice President

Regent Mike Hawks called the Athletic Affairs Committee meeting to order at 9:45am

**Updated Staff News:**

There are two new hires in the Athletic Department. Dr. Talea Drummer was hired as the Associate Athletic Director for Student Athlete Support Services. Dr. Drummer previously comes from Kent State University. She will guide development and implementation of programs and services that support academic achievement and integrity as well as contribute to the personal growth and career development of EMU student-athletes. Ben Herman previously from San Diego State University. He oversees all 21 sports and was a huge part in securing the Adidas contract. Currently, there is a search underway for a Women's Golf Coach.

**Platforms for Communication:**

Staff "Game Plan" days are being scheduled for the month of July. These are days where a select few assist in developing the Strategic Plan for Athletics. The Executive Team will meet July 9, 2015 and the Leadership Team and Head Coaches will meet July 27, 2015.

**Community Service Initiative:**

The Ypsi's were held on April 20, 2015. The Ypsi's are an end of year awards show celebrating academics, athletics and community service of our student-athletes. In other news, Julia Lombardi from Women's Soccer was once again nominated to serve as President of the Student-Athlete Advisory Council.

**Academic News:**

Heather said our Graduation Success Rate was 81%. It was 6% higher than last year. Our goal was to go over 80% and we obtained that, but now we need to maintain it. We are still in the lower half of the Mid American Conference. In addition, the overall cumulate GPA was 3.259, highest in history. 72% of student-athletes had a 3.0 cumulative GPA. Fifteen teams had 3.0 GPA: Men's Golf was the highest male team with 3.425 GPA and Women's Cross Country was the highest female team with a 3.707 GPA. There were 32 student-athletes with a perfect 4.0!

**Football Schedule 2015:**

This year Athletics is creating themes at each football game. On September 5 vs. Old Dominion-A celebration of Track/Bob Parks Naming will take place. In conjunction with the football game, Cross Country will have a meet at Eagle Crest; the first time in ten years. In addition, in honor of Bob Parks, the football team will sport green and gold uniforms symbolizing the Cross Country and Track and Field programs at Eastern. The jersey number will also be written in a stopwatch-style script. September 19 vs. Ball State will be the annual Hall of Fame game. September 26 vs. Army will be a Heroes Game/Washtenaw 100. Washtenaw 100 gave the team jerseys and these will be auctioned off with all proceeds going back to Washtenaw 100. The October 10 vs. Akron game is Homecoming. The October 29 vs. WMU game is Steel Mitten Game-Factory Day at the Factory and Football Alumni Celebration. We are trying to create a rivalry between EMU and WMU. November 14 vs. UMASS is Band Day. Game times are also being pushed back to 3:00pm or later. Football also has a great away game opportunity with us going to LSU on October 3. Currently, there are 10 spots available to attend this game. We have been picked up by ESPN/CBS Sports the first time since 2007.

**Agreement Updates:**

ESPN3 will televise 35 athletic events throughout the 2015-16 season. Athletics is going to work with students from the Communications, Media Arts & Theater Department to assist in getting these games on the air. Once again we will be working with Trinity Transportation. Fathead will be wrapping these busses for us. Corrigan has provided us with an Equipment Truck for all away football games. We have a 7-year deal with Adidas, worth \$3,675,000. A 31% increase over the last agreement. Once again we will be working with Pepsi as our beverage supplier for all Athletic events.

**Financial Update:**

Christian Spears explained revenues exceeded our expectations. Pepsi will go up \$200,000 and Adidas will go from \$90,000 to \$250,000.

**Development:**

Christian Spears updated the group on past and present Development initiatives. This the first year we did a Student-Athlete Thank-A-Thon, an opportunity for athletes to thank those who have given to Athletics. Last year we used TopCat, the elite Adidas provider, to do a friends and family promotion, which raised funds for a specific sport program and we will be doing it again this year. Last year, Track & Field sold the most merchandise followed by Wrestling. On February 2, 2015 Terry Collins, current Manager of the New York Mets was the keynote speaker at Baseballs Lead Off Dinner. The Jim Streeter Media Relations Office was unveiled on March 6, 2015. So far, 9 teams have created a Sport Club; these directly impact the teams student-athletes and coaches. We've already sold all 44 Eagle Pride seats for the upcoming football season. These seats provide you with the best view of Rynearson Stadium.

**MAC Recognitions:**

During the month of May, former Men's Cross Country, Track and Field Coach Bob Parks was inducted into the MAC Hall of Fame. Also at this ceremony, Johnny Rubino from Baseball and Victoria Vronko from Women's Track and Field were honored with the MAC Medal of Honor. This award is a reinforcement of the core values that each member institution posses with excellence in academics, athletics, leadership and service. First time in EMU history we won the Cartwright Award for best all around department for athletics, academics and community service. Athletics was also awarded the Jacoby Award for best female sport programs in the Mid American Conference. It was the first time in the award's 33-year history that EMU Athletics won.

**Spring Sport Reports:**

With a first year head coach Baseball finished 11<sup>th</sup> place in the MAC. Women's Golf finished in 2<sup>nd</sup> place and Men's Golf finished in 3<sup>rd</sup> place. Rowing ranked in the region, but the MAC does not recognize Rowing. Softball had a total of 42 home runs and huge difference from the 7 homeruns last year. Women's Tennis finished 4<sup>th</sup> in the MAC. Women's Indoor Track and Field finished in 2<sup>nd</sup> place in the MAC and Men's Indoor Track and Field finished in 1<sup>st</sup> place in the MAC.

Meeting was adjourned at 10:30am

Respectfully submitted,

Lori Barron  
Administrative Secretary

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

|                         |
|-------------------------|
| SECTION: 13             |
| DATE:<br><br>10-13-1015 |

**RECOMMENDATION  
AMENDMENT TO VICE-PRESIDENT AND  
ATHLETIC DIRECTOR'S EMPLOYMENT AGREEMENT**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the attached amended employment agreement for Vice-President and Athletic Director, Heather Lyke, effective October 13, 2015.

**STAFF SUMMARY**

The term of Athletic Director Lyke's Employment Agreement is extended for two years beyond its current expiration date of July 21, 2018, for a new five year term. The amended Employment Agreement will end July 21, 2020. In addition, a \$3,500 monetary incentive is included for each year the University wins the prestigious Cartwright Award.

**FISCAL IMPLICATIONS**

\$3,500, contingent upon the University winning the Cartwright Award.

**ADMINISTRATIVE RECOMMENDATION**

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

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**University Executive Officer**  
**Gloria A. Hage**  
**General Counsel**

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**Date**

AMENDMENT TO ATHLETIC DIRECTOR HEATHER LYKE'S EMPLOYMENT CONTRACT

This AMENDMENT made this 13th day of October, 2015 hereby amends the June 28th, 2013 Employment Agreement between the Board of Regents of Eastern Michigan University (Board) and Heather Lyke, Vice-President and Director of Intercollegiate Athletics ("Employee"), as follows:

Provision 2.1 is deleted in its entirety and replaced with the following:

2.0 Term

2.1 Employee's employment shall begin on July 22, 2013 and continue until July 21, 2020, unless sooner terminated as provided herein. Employee shall be a member of the Administrative Professional job classification. Except as modified in this Agreement, all policies applicable to Administrative Professional employees will apply to Employee.

3.1.23 (New Paragraph)

For each year in which the University wins the Cartwright Award, the employee shall be entitled to a lump sum bonus of \$3,500.

All other provisions of Employee's June 28th, 2013 Employment Contract shall remain in effect.

IN WITNESS WHEREOF, THE have executed this Amendment to Employment Contract as of the date first above written.

**EASTERN MICHIGAN UNIVERSITY**

By: \_\_\_\_\_  
Kim Schatzel  
Interim President

By: \_\_\_\_\_  
Heather Lyke  
Vice-President/Director of Intercollegiate Athletics

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**EDUCATIONAL POLICIES COMMITTEE: APPROVAL OF AGENDA AND MINUTES**

**ACTION REQUESTED**

It is requested that the Educational Policies Committee Agenda for October 13, 2015 and the Minutes of the June 16, 2015 meeting be received and placed on file.

**SUMMARY**

The primary items for the October 13, 2015 Educational Policies Committee meeting include:

Agenda and Minutes; Emeritus Faculty; Academic Affairs Administrative/Professional Appointments/Transfers; Faculty Appointments; Academic Retirements/Separations; Charter Schools Board Member Appointments and Update; Commencement Speaker and Honorary Degree Recipient; New Academic Program: Neuroscience Interdisciplinary Major.

**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.

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University Executive Officer

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Date

**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents**  
**Educational Policies Committee**

October 13, 2015  
9:45 a.m. to 10:30 a.m.  
205 Welch Hall

AGENDA

- 9:45**            **Section 13:**Agenda and Minutes (*Regent Crumm, Chair*)
- 9:46**            **Section 6:** Emeritus Faculty (*Rhonda Longworth*)  
**Section 7:** Academic Administrative/Professional Appointments/Transfers (*David Woike*)  
**Section 8:** Faculty Appointments (*David Woike*)  
**Section 9:** Academic Retirements/Separations (*David Woike*)  
**Section 14:** Charter Schools Board Member Appointments and Updates (*Malverne Winborne*)  
**Section 15:** Commencement Speaker and Honorary Degree Recipient (*Kim Schatzel*)  
**Section 16:** New Academic Program: Neuroscience Interdisciplinary Major (*Rhonda Longworth*)

**Discussion Items:**

- 10:06**            Update on Degree Completion and Retention Plan-Annual Report (*Rhonda Longworth*)
- 10:14**            McNair Scholars Program (*Heather Neff*)
- 10:22**            Title IX at EMU and Introduction of Title IX Coordinator (*Melody Werner*)

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS

**EDUCATIONAL POLICIES COMMITTEE MINUTES**

June 16, 2015  
10:45 a.m. – 11:30 a.m.  
205 Welch Hall

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

**Guests:** (as signed in): A. Dow, C. Karshin, K. Kucera, L. London, D. Palmer, R. Quinoz, W. Tornquist, T. Venner, and P. Wood

*Regent Crumm* convened the meeting at 10:45 a.m.

**Report and Minutes (Section 15)**

*Regent Crumm* requested that the Educational Policies Committee Agenda for June 16, 2015 and Minutes of the March 17, 2015 meeting be received and placed on file.

**Academic Affairs Administrative Appointments/Professional Appointments and Transfers (Section 4)**

*Dr. David Woike, Assistant Vice President for Academic Affairs* recommended that the Board of Regents approve (2) Administrative/Professional appointments and (5) Administrative/Professional transfers at the rank and effective date shown on the attached listing.

**FISCAL IMPLICATIONS**

The salary would be absorbed in the 2015-2016 personnel budget.

**Faculty Appointments (Section 5)**

*Dr. David Woike* recommended that the Board of Regents approve thirty-two (32) new faculty appointments for the 2015-2016 academic year at the rank, salary, and effective date shown on the attached listing.

**STAFF SUMMARY**

Of the thirty-two (32) appointments, twenty (20) are female and twelve (12) are male.

**Faculty Reappointments (Section 6)**

*Dr. David Woike* recommended that the Board of Regents approve the report from the Division of Academic Affairs pertaining to the reappointment of 107 probationary faculty members for the 2015-2016 academic year.

**STAFF SUMMARY**

The 107 probationary faculty members listed on the attachment have been reappointed for the 2015-2016 academic year.

Newly-hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible for reappointment for five (5) or six (6) years, Assistant Professors for four (4) or five

(5) years, Associate Professors for three (3) or four (4) years, and Professors for two (2) or three (3) years. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University / Eastern Michigan University –American Association of University Professors’ contract. An interim evaluation reviews the applicant’s instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant’s scholarly and/or creative activity. A favorable pre-tenure evaluation leads to a recommendation for reappointment.

### **Faculty Promotions (Section 7)**

*Dr. David Woike* recommended that the Board of Regents approve and place on file the report entitled Promotion of Faculty Members effective Fall 2015.

#### **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-nine (49) faculty members listed on the attached page meets the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

### **Faculty Tenure Appointments (Section 8)**

*Dr. David Woike* recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2015 fall semester, for twenty-nine (29) faculty members.

#### **STAFF SUMMARY**

The twenty-nine (29) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2015 fall semester.

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

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



### **Lecturer Promotions (Section 9)**

*Dr. David Woike* recommended that the Board of Regents approve and place on file the report entitled Promotion of Lecturers for 2015-2016.

#### **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 nine (9) lecturers listed on the attached page meets the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

### **2015-2016 Faculty Research and Creative Activity Fellowships (Section 16)**

*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 2015-16 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 Executive Vice President. A listing of the approved projects is contained on the attached page. Thirty-four faculty will be supported.

### **2015-2016 Sabbatical Awards (Section 17)**

*Dr. Jeffrey Kentor* recommended that the Board of Regents accept and place on file the Report on 2015-2016 Sabbatical Leaves.

#### **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 Executive Vice President. A list of the approved projects is provided.

In 2015-2016, ten (10) two-semester and fifteen (15) one-semester leaves will be awarded.

### **Undergraduate Research Stimulus Program Awards, Summer 2015 (Section 18)**

*Dr. Jeff Kentor* recommended that the Board of Regents accept and place on file a Report on the summer 2015 Undergraduate Research Stimulus Program Awards.

**STAFF SUMMARY**

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

The Provost and Executive Vice President has awarded a total of \$32,000 to sixteen (16) undergraduate students and \$7,500 to fifteen (15) Eastern Michigan University faculty for research and creative projects under the Undergraduate Research Stimulus Program for summer 2015.

**New Academic Program: Spanish Minor (Section 19)**

*Dr. Rhonda Longworth, Associate Provost and Associate Vice President for Academic Programming and Services* recommended that the Board of Regents receive and place on file notification of a new Academic Program Offering: Spanish Minor.

**SUMMARY**

The new Spanish Minor was created to offer students interested in learning about different aspects of the Hispanic world a wider variety of course options. This new minor allows students to study Spanish as it applies to language, culture, literature, and business.

**Charter Schools Board Member Appointments (Section 20)**

*Dr. Malverne Winborne, Director of Charter Schools*, recommended that the Board of Regents re-appoint Diasree Curry to a three year term to the Board of Directors of Detroit Public Safety Academy; re-appoint Adrian Iraola and Theron Kersey to three year terms to the Board of Directors of Global Tech Academy; re-appoint Alyssa Stewart to a three year term to the Board of Directors of the Grand Blanc Academy; re-appoint Sandra Rolle and Ethan Vinson to three year terms to the Board of Directors of Great Lakes Academy; re-appoint Vera Hurt and Angela Polk to three year terms to the Board of Directors of Hope Academy; appoint Rodney Dent to a three year term to the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence (PACE); appoint Leseliey Welch to a two year term and re-appoint Michael Crouch and Alice Jennings-Edwards to three year terms to the Board of Directors of The James and Grace Lee Boggs School.

**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.

**Approval of Academic Calendar (Section 21)**

*Dr. Rhonda Longworth* recommended that the Board of Regents approve the Academic Calendar for 2018-2019.

**STAFF SUMMARY**

An Academic Calendar Committee works with the Provost's Office and the Registrar to develop the University Calendar. Faculty Senate appoints members to the Calendar Committee and the full body provided input on the structure of the calendar in April 2015.

**Discussion Items:**

*Dr. Kim Schatzel, Provost and Executive Vice President and Dr. Rhonda Longworth* provided an update on the Degree Completion and Retention Plan.

Regent Crumm thanked those in attendance, and adjourned the meeting at 11:30 a.m.

Respectfully submitted,

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

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

|                  |
|------------------|
| SECTION: 15      |
| DATE:            |
| October 13, 2015 |

**RECOMMENDATION**

**APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS**

**ACTION REQUESTED**

It is recommended that the Board of Regents re-appoint Marcella Bell to a three year term and appoint Belda Garza to a three year term to the Board of Directors of Academy for Business and Technology; re-appoint Curtis Robinson to a three year term to the Board of Directors of Commonwealth Community Development Academy; re-appoint Denise Bennett and Floyd Jean Webb to three year terms to the Board of Directors of the Joseph F. Pollack Academic Center of Excellence.

**STAFF SUMMARY**

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

**Academy for Business and Technology**

Marcella Bell is retired from Ford Motor Company in both Flat Rock and Monroe, Michigan. She has earned a Bachelor of Business Administration in Marketing major/Management minor from Baker College of Allen Park, Michigan. She is a parent of three children who attend the Academy for Business and Technology. This is a re-appointment.

Belda Garza is retired from the management team at PMA Consultants LLC in Detroit, Michigan. She worked as an Assistant Executive Director for the Michigan Metro Girl Scouts for 16 years. She worked as a community specialist for the Federal Government on the 2010 Census in 2009. She graduated from Western High School and attended Wayne State University's Center for Chicano and Boricua Studies. She was board member on the Detroit School Board in 2002-2005. She served two years as Commissioner on the State Commission of Spanish Speaking Affairs. She served on the City of Detroit Work Force Development Board, Sinai Grace Hospital Board of Trustees, Vice President of Patriotic Committee and Vice Chair of Southwest Detroit Development Collaborative in 2002. She served for two years as State Representative of South West Detroit Michigan Legislature in 1998.

**Commonwealth Community Development Academy**

Curtis Robinson is a retired Ford Motor Company employee having worked there for 35 years as a Financial Executive. He studied Agri-Business at Tuskegee University and studied Accounting

at Lawrence Technological University in Southfield, Michigan. He volunteers his time with organizations such as the Junior Achievement, Adopt-A-Child, and NAACP. He has served on the Board of Directors of Commonwealth Community Development Academy since 2005. This is a re-appointment.

**Dr. Joseph F. Pollack Academic Center of Excellence (PACE)**

Denise Bennett is the President/CEO of Bennett & Associates LLC in Detroit, MI since 2002. She holds a Bachelor of Science degree in Accounting from Mercy College of Detroit in Detroit, Michigan. Ms. Bennett has previously served as an executive board member for The Academy of Westland Charter School. She has also served on the board of the Lawton Career Institute. In addition, Ms. Bennett has served as a volunteer with the Volunteer Income Tax Association (VITA) program, Accounting Aide Society and Association of Women Accountants.

Floyd Jean Webb is a retired Curriculum Leader-Department Head from Frederick Douglass High School & Academy. She has a Master of Art degree in Family and Consumer Resources from Wayne State University in Detroit, Michigan, a Post degree in Child Development from Wayne State University in Detroit, Michigan and a Bachelor of Science degree in Home Economics from Miles College in Birmingham, Alabama. She is a member of Phi Beta Kappa from Wayne State University in Detroit, Michigan.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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

\_\_\_\_\_  
University Executive Officer

\_\_\_\_\_  
Date

**Marcella L. Bell**  
25062 Stanford  
Dearborn Heights, MI 48125  
(313) 587-2124  
(313) 278-4361  
[bell.marcella@vnet.com](mailto:bell.marcella@vnet.com)

### **OBJECTIVE**

To obtain an entry level position in the marketing or management field to ensure company success

### **EDUCATION**

**Bachelor of Business Administration, 03/2011**

**Major: Marketing/ Minor: Management**

*Baker College, Allen Park, MI*

- Dezn's List and President's List Recipient

**Associate of Business**

**Major: Marketing**

*Baker College, Allen Park, MI*

- Dean's List Recipient

**Events Intern, 6/2008 – 9/2008**

*Metro Parent Publishing Group, Ferndale, MI*

- Organized information on Microsoft Excel spreadsheets
- Complied and delivered press kits to local media representatives
- Researched for future events and aided in the PR and Marketing work associated with events
- Assisted with the set-up and tear-down of the events
- Performed demographic research to ensure event success

### **EMPLOYMENT HISTORY**

**Production Worker/ FPS Work Group Leader, 06/2004 – 01/2007**

*Auto Alliance International (Ford Motor Company), Flat Rock, MI*

- Assembled engine and related transmission parts
- Resolved work place concerns to ensure productive work flow
- Served as liaison between team members and management
- Input safety concerns into internal system to ensure compliance
- Conducted weekly meetings to promote safety, quality, and ergonomics

**Production Worker, 3/1997 -6/2004**

*Ford Motor Company (Monroe Stamping Plant), Monroe, MI*

- Assembled car parts
- Assessed car parts to ensure quality
- Operated machinery and performed routine maintenance

**Belda Garza  
2921 Lafayette  
Lincoln Park MI 48146  
Email Bpgarza@Yahoo.com**

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## **BIOGRAPHICAL PROFILE**

***Born in Mexico City, Mexico, Belda Garza came to the United States at the age of 8. Belda grew up in South West Detroit, where she attended Detroit Public Schools, graduated from Western High School and attended Wayne State University. Belda's passion in serving her community and working with youth is evident in the job and volunteer positions she has held.***

***For 16 year she worked with Michigan Metro Girl Scouts as Assistant Executive Director. One of her responsibilities included administering the award winning Latino Program providing scouting opportunities to well over 3,000 girls in Southwest Detroit.***

***Belda is a Founding Member of MANA de Metro de Detroit, the Detroit and the Hispanic Development Corporation. Both organizations have awarded Belda their outstanding leadership awards for her many years of service.***

***In 1998 Belda made Michigan legislative history by becoming the first Hispanic Democrat ever elected to the Michigan Legislature. Belda represented South West Detroit for two terms as a State Representative.***

***In 2002 The Mayor of the City of Detroit, appointed Belda to the Detroit School Board, where she served for three years. She was appointment by the Governor of Michigan, Jennifer Granholm, to the State Commission of Spanish Speaking Affairs serving two years as a commissioner. Belda served on the City of Detroit Work Force Development Board, Sinai Grace Hospital Board of Trustees, Vice President Patriotic Committee, Vice Chair of Southwest Detroit Development Collaborative,***

***In 2003 Belda became a member of the Management team at PMA Consultants LLC at PMA she worked on the City of Detroit 800 MHz Project she also worked governmental relationship for the company.***

***In 2009 Belda went to work for the Federal government as community specialist for 2010 Census working with the Corporate Community  
To secure a successful 2010 Census***

***Because of her experience in social and political issues, Belda has represented the City and State at several conferences sponsored by The Mexican Government.***

***At the National Level, Belda served two terms on the National Board of MANA and has received the prestigious Las Primeras Award.***

***In 2012 Belda retired but continues to devote her time volunteering as LASED Board Member, Member of the Coalition of Hispanic Agencies (CHA) Chair of the Cinco de Mayo Parade and as President of MANA DE METRO DETROIT***

**Curtis Warren Robinson, Sr.**  
**4492 Bramble Court**  
**Warren, MI 48092**  
**Home (586) 575-9747**  
**Cell (586) 306-8227**

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### **WORK EXPERIENCE**

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

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

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

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

### **VOLUNTEERISM AND LEADERSHIP**

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

***Board of Directors for Community Health Development Academy.***

### **EDUCATION**

***Agri-Business, Tuskegee University, Tuskegee, Alabama.***  
***Accounting and Systems Lawrence Technological University, Southfield, Michigan.***

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## **Denise Greenwood Bennett**

17220 Faust Ave.  
313-595-4955/(866)344-1586 fax

Detroit, MI 48219  
den16860@siglobal.net

### **Experience**

**Sole Proprietor - Bennett & Associates, LLC** Now 2002 - present  
**Accountant**

- Full service Accounting and Bookkeeping Services including payroll utilizing Accountants Relief, QuickBooks and Microsoft office software. Individual and small business tax returns with Ultra Tax, Pro Series and Turbo Tax software. Notary Services. Experienced with all Micro Soft Applications.

**Lear Corp** - through Dickson Associates Nov 2005 - Dec 2005

- Trade Sales Division. Audited and analyzed trade sales transactions. Reviewed and Audited third party billings and payments.

**LBMI- Talk America** through Dickson Associates June 2005 - Sept 2005

Reviewed and analyzed customer accounts for discrepancies and refunds.

**DTE Energy** : through Dickson Associates. Nov 2004 - March 2005

**Auditor**

- Audited, reviewed and updated DTE and Mich Con Gas vendor's accounts and history to meet Sarbanes Oxley tax requirements.

**Accounting & Tax Counselors** Aug 2003 -2005

Jan 2006 - Present - special assignments only

**Senior Accountant**

- Prepared general ledger, financials and reconciliations for clients of a small CPA firm
- Prepared business and individual tax returns and quarterly reporting with QuickBooks, Accountants Relief and Ultra Tax software packages.

**Franklin Wright Settlement** Feb 2003 - Aug 2003 (Special project)

**Accountant/Auditor**

- Audited and reconciled funding and disbursement accounts for several units of a non-profit center

**Ford Motor Company**, through Kelly Automotive, Dearborn, MI

**Intercompany Analyst** March 2001 -Nov 2002

- Reconciliation of over 50 inter-company payable accounts.
- Prepared monthly settlement payments by wire, meeting, CCAPS and MICS transactions.
- Prepared journal entries to balance payable and receivable accounts.
- Confirm payable balance at month end prepare unaudited entries for out of balances and currency corrections.

**Lear Corporation**, through Robert Half Associates, Southfield, MI

**Payroll Accountant** September 2000 - March 2001

- Prepared year end tax statements. Adjusted federal, state and local tax statements
- Calculated employee moving expense gross ups and corrected W-2s.
- Reconciled weekly payroll journal entries for multiple manufacturing plants in multiple states

**American Communications Network**, through Dickson Associates, Troy, MI

**Accounts Payable Manager:** April 2000 - September 2000

- Directed and supervised 3 accounts payable analysts.

- Processed disbursements for multiple operations. Reviewed and approved all disbursements. Reconciled all disbursements for banking operation.
- Reconciled and balanced Accounts Payable sub accounts to ledger for multiple operations.

**Harada Industry of America, Inc.,** Novi, MI (lay-offs)

**Assistant Accounting Manager** November 1998 - February 2000

- Produced financial reports and budgets.
- Consolidated statements, various reports related to; internal meetings, inter-company management request and tax returns.
- Responsible for the closing of month/year end operations.
- Supervised the daily operations of the financial department;
- Accounts payable, reviewed and approved invoice, E/R for reconciliation and vouchers.
  - Supervised Cash/Banking and loans, approved J/E/ for input,
  - Prepared cost analysis for accounting, inventory reports and J/E.
  - Managed balance Sheet Analyst; reviewed general ledger reconciliation.

**TRW Transportation Electronics Division,** Farmington Hills, MI

October 1980 - September 1998

**Accounting/ Payroll Supervisor** March 1987- September, 1998

- Responsibilities included General Ledger maintenance, coordination of all journal entries for month end closing; maintained Chart of Accounts; analysis of month end reports and forecasts with Division Controller and Project Managers.
- Prepared and balanced month end Trial balance reports for on-line transmission to the corporate office.
- Prepared payroll for three (3) operating units in excess of 700 employees.
- Project planning for the implementation of system conversion to SAP for a shared service center; cost reporting for upgrades and conversion forecast, variance analysis, parallel testing of conversion material.

**Payroll Accountant** November 1982 - March 1987

- Prepared annual, quarterly and monthly reports.
- Performed salary and fringe inter-division transfers, forecasting and 401K processing.
- Prepared fringe and withholding reports for corporate staff, in preparation of employees' (W-2) tax forms.

**Accounts Payable Clerk** October 1980 - November 1982

- Administered and processed all accounts payable functions.
- Performed Monthly reconciliation of accounts payable and un-audited liabilities, and account analysis as required.

**Education**

Mercy College of Detroit. **Bachelor of Science Degree (Accounting)** 1987

Additional, Accounting and Business writing courses.

Tax seminars - Michigan State University and University of Michigan

Walsh College - Additional Business Classes

References available upon request

**FLOYD JEAN NELSON WEBB**

119245 Nottol Drive  
Southfield, Mi. 48075

**WORK HISTORY AND EXPERIENCE**

- 1998-2001      **Gifted & Talented Coordinator**  
Summer School Program  
Henry Ford High School Detroit Mi.
- 2002-2005      **Frederick Douglass High School & Academy**  
**Department Chairperson & Curriculum Leader**
- 1986-2002      **Detroit Board of Education**  
**Vocational & Fine Arts Chairperson**  
**@ Henry Ford High School Detroit, Mi.**
- 1979 -1986      **Teacher**  
Detroit Board of Education Detroit, Mi.  
Home Economics  
**@ Henry Ford High School**
- 1963-1979      **Teacher**  
Detroit Board of Education Detroit, Mi  
Home Economics  
**@ Kettering High School**
- 1963-1964      **Sales Manager**  
J.L. Hudson Northland ,Southfield Mi.
- 1961 -1963      **Substitute Teacher**  
Fairfield, Bessemer, Birmingham Alabama School Districts

**EDUCATION**

- 1957-1961      Miles College  
Birmingham, Alabama  
(BS) Home Economics
- 1963-1964      Wayne State University Detroit, Michigan  
**Post Degree Child Development**
- 1973-1976      Wayne State University

Detroit, Michigan  
(M.A.)-Family and Consumer Resources

1991-1993

Wayne State University  
Detroit, Mich.  
Secondary Administration & Supervision, Education Specialist

### **PROFESSIONAL MEMBERSHIP**

Phi Beta Kappa—Wayne State University  
Zeta Phi Beta Sorority Inc  
American Vocational Association  
Michigan Vocational Association  
MLME Michigan Life Management Education  
Vocational Certified-Life Management Education, Family and  
Consumer Services  
Southeastern Oakland County NAACP

### **PROFESSIONAL EXPERIENCE**

Chairperson Program Status Inquiry, Michigan Department of  
Career Development

Chairperson- Civil Rights compliance for Henry Ford High School

Chairperson Instructional Material Workshop for Detroit Public  
Schools

Member NCA (Transition Model) Workshop

### **INTEREST(S)**

Computers, Clothing & Design, Sewing, Singing, Traveling and  
Reading.

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 16

DATE:

October 13, 2015

RECOMMENDATION

**COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENT:**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve Nancy M. Schlichting, Chief Executive Officer, Henry Ford Health System, as Commencement Speaker at the Saturday, December 19, 2015 commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Business Administration degree to Ms. Schlichting.

**SUMMARY**

A biographies for Ms. Schlichting follows on the next page.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date



**Nancy M. Schlichting**  
**Chief Executive Officer**  
**Henry Ford Health System**

Nancy Schlichting is Chief Executive Officer of Henry Ford Health System (HFHS), a nationally recognized \$4.7 billion health care organization with 23,000 employees and recipient of the 2011 Malcolm Baldrige National Quality Award, 2011 John M. Eisenberg Patient Safety Quality Award, and 2004 Foster G. McGaw Award. She is credited with leading the health system through a dramatic financial turnaround and for award-winning patient safety, customer service and diversity initiatives.

Schlichting joined Henry Ford Health System in 1998, and rose to her current position in 2003. Her highly regarded leadership in the health care industry has resulted in numerous accolades, and she has turned those lessons over a 35-year career into a book, *Unconventional Leadership*, which will be published this October.

Schlichting serves on several national and community boards including a recent appointment by President Obama to chair the Commission on Care, established by Congress to examine how to best deliver health care to military veterans. Other Board participation includes The Kresge Foundation, Walgreen Company, Federal Reserve Bank of Chicago – Detroit Branch, Detroit Regional Chamber (Past Chair), Detroit Economic Club, and Downtown Detroit Partnership.

Schlichting's awards include: "Top 25 Women in Healthcare - 2014" (named for the fourth time), *Becker's Hospital Review* "40 of the Smartest People in Healthcare-2014", *Modern Healthcare* "100 Most Powerful People in Healthcare-2014" (named for the seventh time), NHL Gail L. Warden Leadership Excellence award, ACHE Senior-Level Healthcare Executive Regent's Award, AHA/HRET 2014 TRUST Award, *Crain's Detroit Business* "2012 Newsmaker of the Year", and *HealthLeaders Media* "20 People Who Make Healthcare Better-2012".

Schlichting received her A.B. in Public Policy Studies, Magna Cum Laude from Duke University and her M.B.A. from Cornell University. She has also been the recipient of honorary doctoral degrees from Walsh College and Central Michigan University.

|                           |
|---------------------------|
| SECTION: 17               |
| DATE:<br>October 13, 2015 |

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**NEW ACADEMIC PROGRAMS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve a new Academic Program: Neuroscience Interdisciplinary Major (NSCI)

**SUMMARY**

Neuroscience is a dynamic, rapidly growing interdisciplinary field that aims at understanding the carefully orchestrated structure and functions of the nervous system, and their role in behavior and various neurological diseases. The proposed Neuroscience Program is an undergraduate degree program in the College of Art and Science. The program is a cooperative effort among the departments of Biology, Chemistry, and Psychology devoted to understanding brain-behavior structure, function and relationships and reflects the contemporary growth of neuroscience as its own discipline.

**FISCAL IMPLICATIONS**

Additional classroom/lab space is needed to accommodate this proposed program.

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**  
**FINANCE AND INVESTMENT COMMITTEE**

**SECTION: 18**

**DATE:**  
October 13, 2015

**ACTION REQUESTED**

It is recommended that the Board of Regents receive and place on file the minutes from the June 16, 2015 Finance and Investment Committee meeting and the Working Agenda for the October 13, 2015 meeting.

**STAFF SUMMARY**

June 16, 2015 Meeting Agenda

Agenda items include the following recommendations

- 2015-16 Tuition and Fees Recommendation
- 2015-16 General Fund Operating Budget Recommendation
- 2015-16 Auxiliaries Fund Operating Budget Recommendation
- Approval of Purchase Agreement – 511 Forest Avenue
- Approval of Debt Financing
- Approval – Extension of University Beverage Rights
- Approval – Extension of University Apparel Rights
- Approval – Policy 12.1.1 – In-State Classification of Tuition
- Emeritus Staff Awards

October 13, 2015 Meeting Agenda

Agenda items include the following recommendations

- Consolidated Financial Statements (June 30, 2015)
- FY 2016-17 State Capital Outlay
- FY 17 General Fund Scholarships, Awards, and Grant Request
- Emeritus Staff Awards

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

\_\_\_\_\_  
**University Executive Officer**

\_\_\_\_\_  
**Date**



Eastern Michigan University

**Board Pre-Finance and Investment Committee Conference Call**

(October 2, 2015 – Agenda/Materials)

October 13 - Agenda Topics

- Consolidated Financial Statements (June 30, 2015) Tab 1
- FY 2016-17 State Capital Outlay Tab 2
- FY 17 General Fund Scholarships, Awards, and Grant Request Tab 3

Eastern Michigan University  
**Finance and Investment Committee**  
**Meeting Minutes**  
**June 16, 2015**

The meeting was called to order by Regent Beth Fitzsimmons at 11:45 a.m.

A motion was made, seconded and approved to accept the minutes from the March 17, 2015 Finance and Investment Committee meeting.

The agenda includes 9 items.

**Section 23: Recommendation: 2015-16 Tuition and Fees**

It is recommended that the Board of Regents approve a 7.8% increase in tuition and fees for the 2015-2016 academic year. In addition, it is recommended that program fees that are currently being charged to graduate and doctoral students be combined into the tuition rate and that a differential tuition fee be charged to certain graduate and doctoral areas starting in the 2015-2016 academic year.

**Section 24: Recommendation: Fiscal Year 2015-16 General Fund Operating Budget**

The recommended 2015-16 General Fund operating budget is summarized on the attachment and includes \$311.7 million of revenues and corresponding expenses. The Board-approved General Fund expenditure budget for 2014-15 was \$302.6 million.

Recommended revenues include \$229.2 million in tuition and fees, a \$72.7 million state appropriation, and \$9.8 million in other revenues. The revenue budget reflects the tuition and fee recommendation contained in Section 23, no increase in state appropriations over what is expected to be received in FY15, a decrease in investment income, and an increase in other revenue.

The recommended expenditure budget includes \$48.5 million in University-sponsored financial aid, an increase of \$4.7 million (10.7%) compared with the 2014-15 budget. Over the past eight years, Eastern's University-sponsored financial aid has increased by more than \$27 million from \$21.4 million in 2007-2008 to \$48.5 million in 2015-2016. The recommended budget reflects a slight decrease (\$0.1 million) in budgeted personnel costs compared to FY15.

**Section 25: Recommendation: Fiscal Year 2015-16 Auxiliary Fund Operating Budget**

The recommended Auxiliary Activities 2015-16 revenues, expenditures and transfers are summarized on the attachment. The revenue budget for Auxiliary Activities of \$48.9 million reflects the Room, Board, and Apartment rates approved by the board on March 17, 2015.

The Auxiliary Activities operation expenditure budget contains provisions for all necessary operating costs, including direct operating costs and auxiliary-specific debt service.

**Section 26: Recommendation: Approval of Purchase Agreement**

It is recommended that the Eastern Michigan University Board of Regents (“the University”) approve the attached Purchase Agreement (“the Agreement”) for the purchase of the property described in attachment A (the “Property”) of the Agreement and commonly known as 511 West Forest Avenue, Ypsilanti, MI, Property Identification Number: 11-11-40-113-020, and to authorize the University President to execute all appropriate purchase, transfer and closing documents necessary for the purchase.

**Section 27: Recommendation: Approval of Debt Financing**

It is recommended that the Board of Regents approve the attached resolution authorizing the issuance of general revenue and revenue refunding bonds and providing for other related matters.

**Section 28: Recommendation: Approval of Extension of University Beverage Rights**

It is recommended that the Board of Regents authorize the President to extend the contract with Pepsi Cola for University-Wide beverage rights. The contract extension is for ten (10) years through October 17, 2025.

**Section 29: Recommendation: Approval of Extension of University Apparel Rights**

It is recommended that the Board of Regents authorize the President to execute an agreement for the University to contract with adidas America Inc. (“adidas”) as the University’s provider of footwear, apparel, uniforms, and accessories. The agreement is for a seven (7) year term, commencing July 1, 2015.

**Section 30: Recommendation: Board Policy Revision: 12.1.1- In State Classification for Tuition Purposes**

It is recommended that Board Policy *12.1.1 In-state Classification for Tuition Purposes* be amended to provide that eligible individuals under the Veterans Access, Choice and Accountability Act (“Choice Act”) be classified as instate students in accordance with the attached revisions.

**Section 3: Recommendation: Emeritus Staff Status**

It is recommended that the Board of Regents grant Emeritus Staff Status to Four (4) staff member: Angela Wafer, Senior Advisor, Office of Admissions, who retired on March 31, 2015, Sharon Miller, Admissions Processor, Office of Admissions, who retired on December 23, 2014, Margaret Tsilis, Administrative Secretary, Office of the Controller, who retired on January 9, 2015 and Judy Mack, Coordinator of Supplemental Instruction and Tutoring, Holman Success Center, who retired on May 29, 2015.

The meeting was adjourned at 11:59 p.m.

Respectfully submitted,  
Jada Wester  
Executive Assistant to the  
Chief Financial Officer

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

|                           |
|---------------------------|
| SECTION: 19               |
| DATE:<br>October 13, 2015 |

**RECOMMENDATION  
CONSOLIDATED FINANCIAL STATEMENTS AND SUPPLEMENTARY  
INFORMATION AS OF JUNE 30, 2015**

**ACTION REQUESTED**

It is recommended that the Board of Regents receive and place on file the University's audited fiscal year 2014-15 financial statements and auditor's report. The statements are currently in near final form and will be automatically accepted when finalized, contingent upon there being no substantive changes from their current form.

**STAFF SUMMARY**

The Financial Statements and Supplementation Information as of June 30, 2015 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, 2015 of \$156.2 million including \$183.6 million in Capital Assets (net of debt), \$9.7 million in Restricted-Expendable Net Assets and \$37.1 million in Unrestricted Net Liabilities. Total Assets at June 30, 2015 of \$574.5 million and Liabilities of \$408.1 million
- A decrease in Net Position for the year ending June 30, 2015 of \$58.4 million, primarily reflecting the \$49.7 million adjustment for a change in accounting principle for the pension liability recognized due to the adoption of GASB 68 & 71 and an all-funds operating deficit for the year.
- Unrestricted and Restricted-Expendable Net Liabilities of \$27.4 million at June 30, 2015 a decrease of \$57.2 million compared to June 30, 2014.
- The Financial Statements are currently in near final form, pending acceptance by the State Auditor General of the MPSES's liability as of September 30, 2014. This is expected no later than October 19, 2015. No change in the University's liability as of September 30, 2014 is anticipated.

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 & 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.

  
\_\_\_\_\_  
University Executive Officer

OCTOBER 15, 2015  
Date

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

|                                  |
|----------------------------------|
| <b>SECTION:</b> 20               |
| <b>DATE:</b><br>October 13, 2015 |

**RECOMMENDATION**

**2016-17 GENERAL FUND SCHOLARSHIPS, AWARDS AND GRANTS REQUEST**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the 2016-17 General Fund Scholarships, Awards and Grants proposal for \$54,198,000.

**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 2016-17, along with a Total FTIAC enrollment for Fall 2016 of 2,800, remaining flat from the 2015-16 year. This request, which represents an increase of 12.9% in student aid over the prior year, reflects adjustments in aid levels to account for tuition increases, as well as an effort to stabilize enrollment by attracting more academically prepared students, better able to succeed with the rigor of an EMU education.

**FISCAL IMPLICATIONS**

The 2016-2017 Scholarships, Awards and Grants proposal of \$54,198,000 represents an increase of \$6,175,000 (12.9%) over the 2015-2016 approved request of \$48,023,000.

The total proposal of \$54,198,000 includes:

- |                                    |              |
|------------------------------------|--------------|
| 1. Scholarships, Awards and Grants | \$38,100,000 |
| 2. Athletic Grants-in-Aid          | \$10,041,000 |
| 3. Federal and State Matches       | \$ 500,000   |
| 4. Graduate Aid                    | \$ 5,557,000 |

**ADMINISTRATIVE RECOMMENDATION**

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

\_\_\_\_\_  
University Executive Officer

\_\_\_\_\_  
Date

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

|                                  |
|----------------------------------|
| <b>SECTION: 21</b>               |
| <b>DATE:</b><br>October 13, 2015 |

**RECOMMENDATION**

**FISCAL YEAR 2017 STATE CAPITAL OUTLAY PLAN**

**ACTION REQUESTED**

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 2017.

**STAFF SUMMARY**

The State Budget Office issued its Fiscal Year 2017 Capital Outlay Budget memorandum to University Presidents on August 27, 2015. 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-Harold building renovation.

Strong Hall is part of Eastern's Science Complex and houses the Physics & Astronomy and Geology & Geography 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 80,713 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 October 30, 2015. In addition, the Fiscal Year 2017 Capital Project Budget request of Strong Hall will also be on this site.

**FISCAL IMPLICATIONS**

The estimated cost to renovate Strong Hall is \$39.5 million. At a funding mix of 75% State / 25% Eastern, the University's cost share would be \$9.9 million.

**ADMINISTRATIVE RECOMMENDATION**

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

\_\_\_\_\_  
**University Executive Officer**

\_\_\_\_\_  
**Date**



**FISCAL YEAR 2017  
CAPITAL OUTLAY PROJECT REQUEST**

**Institution Name:** Eastern Michigan University

**Project Title:** Strong Hall Renovation

**Project Focus:**       Academic       Research       Administrative/Support  
**Type of Project:**     Renovation     Addition       New Construction

**Program Focus of Occupants:** Students and Faculty

**Approximate Square Footage:** 80,713 s.f.

**Total Estimated Cost:** \$39,536,000

**Estimated Start/Completion Dates:** July 2016 / July 2019

Is the Five-Year Plan posted on the institution's public internet site?       Yes     No  
Is the requested project the top priority in the Five-Year Capital Outlay Plan?     Yes     No  
Is the requested project focused on a single, stand-alone facility?       Yes     No

**Describe the project purpose.**

The Strong Hall project is a continuation of Eastern Michigan University's commitment to the enhancement of the educational experience within the science, technology, engineering and mathematics (STEM) fields. Strong Hall is a building within Eastern Michigan University's Science Complex that maintains an emphasis on the natural sciences, but that also supports the other STEM programs. The Strong Hall renovation project will enhance the classroom, lecture halls and laboratories, which will create a modern educational environment. The renovation will complete a combined state of the art science complex at Eastern Michigan University that will attract prospective students and better prepare graduates for STEM related careers.

Current building systems and attributes are outdated and do not provide the highest quality educational support. In addition, the building systems are inefficient and in some cases non-functional, limiting the use of the building. The purpose of this project is to correct these deficiencies, and to enhance the STEM learning experience with modern systems and technology, flexible design with collaborative learning spaces.

Strong Hall houses the Departments of Physics & Astronomy and Geology & Geography, part of Eastern Michigan University's largest college, the College of Arts and Science.

**Describe the scope of the project.**

The work scope for the Strong Hall renovation project will include renovations to all 80,713 square feet in order to bring it up to modern standards. All building systems, exterior glazing and interior finishes will be updated or replaced. Extensive interior renovations to the configuration of the classrooms, lecture halls and laboratories will be completed to maximize spatial efficiencies and



accommodate flexibility with future needs. In addition, fire suppression systems will be updated and architectural, structural, mechanical and electrical systems will be replaced.

Full building envelope and systems renovations include the following:

- Building envelope materials, windows, doors, roofs;
- Mechanical, Plumbing, Electrical and Life Safety systems;
- Interior systems and finishes;
- Americans with Disabilities Act (ADA) accessibility;
- Voice, data infrastructure and systems;
- Elevator

Highlights of the renovation scope of work that will make significant improvements to the quality of education that can be provided include:

- Instructional and research laboratories for Physics & Astronomy and Geology & Geography;
- Modernized classrooms and lecture halls;
- Flexible laboratories;
- Welcoming and receptive informal learning spaces with views to the exterior

Please provide detailed, yet appropriately concise responses to the following questions that will enhance our understanding of the requested project:

**1. How does the project enhance Michigan's job creation, talent enhancement and economic growth initiatives on a local, regional and/or statewide basis?**

An investment in Eastern Michigan University is an investment back into the State of Michigan as 90% of our students are residents of Michigan and 72% of graduates remain in Michigan. The renovation of Strong Hall will help Eastern Michigan University attract more students and generate more graduates into the STEM programs by providing an enhanced classroom and laboratory education experience. Eastern Michigan University is focused on continuing its investments in the STEM programs as evidenced by the \$90 million self-funded renovation of Mark Jefferson Hall, which together with Strong Hall comprises the Eastern Michigan University Science Complex. Since the completion of the Mark Jefferson renovation in 2011, Eastern Michigan University has seen an increase of 11% in the enrollment of STEM programs. Further increases in enrollment in the STEM programs are anticipated in upcoming years with the continued investment in Eastern Michigan University's Science Complex through the Strong Hall renovation.

Eastern Michigan University has demonstrated its commitment to the growth of women in STEM careers as evidenced by hosting the annual Digital Diva's conference which focuses on promoting the STEM fields to middle and high-school girls. While only 24% of the STEM jobs are held by women, Eastern Michigan University is committed to engaging middle and high-school girls to increase this percentage while providing greater numbers of graduates entering STEM careers. In the five years that Eastern Michigan University has held this conference, attendance has increased 500%. With the continued enhancement to the Science Complex, Eastern Michigan University anticipates increased female students in the STEM programs.

The Strong Hall project will provide critical updates to the classrooms, lecture halls, laboratories, and mechanical and safety systems. The reconfiguration of the building will address outdated and overcrowded spaces and provide a state of the art educational environment for students and faculty to perform research and instruction. Additionally, the fire suppression system will be updated. The HVAC, plumbing and electrical systems will be

replaced creating energy efficiencies, reducing utility costs by an estimated 35%. In addition to the Physics & Astronomy and Geology & Geography departments housed in Strong Hall, students enrolled in the other STEM based curriculum also attend classes, participate in laboratories and meet with faculty and fellow students in Strong Hall.

#### **Eastern Michigan University STEM Facts**

- Eastern Michigan University has experienced an 11% increase in enrollment for STEM fields of study since the completed renovation of Mark Jefferson Hall
- Eastern Michigan University STEM graduates have increased 15% over the past five years
- Students majoring in STEM-related fields comprise approximately 16% of the undergraduate population of Eastern Michigan University
- In 2014, Eastern Michigan University received a federal grant awarded by the U.S. Department of Education's Title III Program to strengthen the university's efforts in educating its students in STEM disciplines, with special emphasis on bringing women and minorities into these disciplines.
- Eastern Michigan University currently offers 39 majors in STEM disciplines, which most will utilize Strong Hall at some point during their time at Eastern Michigan University

In addition to the enhanced development of talented students entering the Michigan job markets, the Strong Hall renovation will also provide economic benefit and employment to the City of Ypsilanti and eastern Washtenaw County. Based on analysis of similar projects in the state, these areas could see a 95% indirect economic benefit for every dollar spent on construction. Based on the Strong Hall project estimates of \$15.4 million for direct construction related costs, we estimate that a total of \$30.1 million in direct and indirect economic benefit could be realized for the Ypsilanti and surrounding Washtenaw County areas.

## **2. How does the project enhance the core academic and/or research mission of the institution?**

Included in Eastern Michigan University's mission is to enrich the lives of its students in a supportive and intellectually dynamic community and environment. The Strong Hall renovation allows our physical building to be as supportive and dynamic in their education as the faculty and staff currently provide, by bringing the outdated and overcrowded classrooms, lecture halls and laboratories into the modern age. Renovating Strong Hall into a flexible space with up to date mechanical and electrical systems ensures that the building will be able to keep up with the needs of the ever-evolving STEM programs.

The project will create or enhance an environment for STEM education in the following ways;

- Additional instructional and research laboratories for Physics & Astronomy, Geology & Geography, Global Mapping/GIS, and Geo-tourism,
- Modernized classrooms and lecture halls,
- Flexible laboratories,
- Informal and collaborative learning spaces

## **3. How does the project support investment in or adaptive re-purposing of existing facilities and infrastructure?**

The renovation of Strong Hall will bring modern technologies to building systems and components such as lighting control and building automation systems, wireless data systems, modern lighting devices, finishes and equipment. By utilizing and repurposing existing infrastructure elements such as stairways, corridors, and structural components, we preserve elements whose remaining life expectancy will continue to serve the university for years to

come, and supplement it with new, modern elements suited to meet the needs of students and faculty today and for the foreseeable future.

**4. Does the project address or mitigate any current health/safety deficiencies relative to existing facilities? If yes, please explain.**

Yes. Notable deficiencies identified at Strong Hall that will be addressed in the renovation include:

- An automatic wet-pipe fire protection system will be provided for the entire building;
- Smoke detectors will be installed in supply and return air ducts for every air handler unit;
- Fire alarms will be connected to the University Fire Alarm system;
- Emergency showers/eye wash stations will be provided in each science classroom and laboratory utilizing chemicals;
- Chemical storage facilities will be created;
- Emergency shutoff valves for natural gas will be installed in laboratories and classrooms utilizing these systems;
- Data and communication system updates will allow for mass notifications of emergencies throughout the building;
- All renovations will be ADA compliant.

**5. How does the institution measure utilization of its existing facilities, and how does it compare relative to established benchmarks for educational facilities? How does the project help to improve the utilization of existing space and infrastructure, or conversely how does current utilization support the need for additional space and infrastructure?**

Eastern Michigan completed a 2008 Space Utilization study which examined current and forecasted conditions, benchmarked against state and national educational trends and data. This information is gathered from our classroom scheduling system which is utilized for determining demand of our educational offerings. It is clear from this information that the University is lacking necessary natural science educational spaces, which are essential for a contemporary, interactive and flexible STEM education investigative setting.

**6. How does the institution intend to integrate sustainable design principles to enhance the efficiency and operations of the facility?**

The Strong Hall renovation is designed to meet LEED Silver certification requirements. The renovation plan provides for upgrades to energy efficient windows, lighting levels, air flow exchanges, and exhaust. The renovated infrastructure will create utility efficiencies estimated at 35% compared to current levels.

**7. Are match resources currently available for the project? If yes, what is the source of the match resources? If no, identify the intended source and the estimated timeline for securing said resources?**

Yes. Eastern Michigan University will utilize a blend of capital reserves, private donations and/or capital funding (including bond financing) to match state resources.

8. **If authorized for construction, the state typically provides a maximum of 75% of the total cost for university projects and 50% of the total cost for community college projects. Does the institution intend to commit additional resources that would reduce the state share from the amounts indicated? If so, by what amount?**

Eastern Michigan University intends to fund the Strong Hall renovation project beyond the State's maximum funding of \$30 million. Eastern Michigan University is looking forward to partnering with the State of Michigan and is open to further discussion regarding additional funding to make this project a reality.

9. **Will the completed project increase operating costs to the institution? If yes, please provide an estimated cost (annually, and over a five-year period) and indicate whether the institution has identified available funds to support the additional cost.**

No, we estimate the overall operating costs to decrease in total, driven by expected utility efficiencies, as a result of the Strong Hall renovation project.

10. **What impact, if any, will the project have on tuition costs?**

None.

The Strong Hall renovation project will not increase tuition. In fact, the renovations or replacements of mechanical and electrical systems are expected to create a 35% decrease to current utility costs at Strong Hall and also eliminate \$25.2 million in deferred maintenance costs. Additionally, with the renovation, Eastern Michigan University anticipates an increase in enrollment once the program is completed, specifically in the STEM disciplines.

11. **If this project is not authorized, what are the impacts to the institution and its students?**

Due to limited financial resources, Eastern Michigan University would be unable to complete the Strong Hall renovation without the State's support. The existing building is outdated and overcrowded, which negatively impacts the students and faculties ability to perform research and instruction. Without the renovation of Strong Hall into a modern building configuration, challenges to the student's ability to obtain, and faculty to deliver, the full educational experience necessary to properly develop future professionals in the STEM fields will exist.

Additionally, without the renovation, Eastern Michigan University will have to continue funding temporary repairs to Strong Hall, utilizing resources that could be better used in other areas. Current assessments of Strong Hall include deferred maintenance costs of \$25.2 million that would be eliminated upon the renovation of Strong Hall.

12. **What alternatives to this project were considered? Why is the requested project preferable to those alternatives?**

Eastern Michigan University is committed to the further development of the sciences programs to position students and graduates for careers in the STEM fields. Eastern Michigan University has recently invested in the Science Complex with the construction and renovation of the Mark Jefferson hall project. This has included the construction and renovation of additional classroom, lecture hall and laboratory space and purchase of new furnishings, creating an



enhanced educational environment. Additional investment in state-of-the-art technology has allowed students and faculty to perform research not previously possible at Eastern Michigan University.

Considering this past self-funded investment, Eastern Michigan University has determined that their highest priority is to complete the total renovation of the Science Complex through the Strong Hall project. By continuing our commitment to the Science Complex, Eastern Michigan University will maximize these existing investments and retain its focus on the importance of meeting the State of Michigan's and national goals of developing STEM program graduates. The continued investment in the Science Complex is directly investing in Eastern Michigan University's students majoring in Biology, Chemistry, Physics & Astronomy, Geology & Geography and Psychology.

Eastern Michigan University considered demolition and replacement of Strong Hall, but this approach was abandoned for numerous reasons. The cost implications of replacement versus renovation were considered during the preliminary programming, and its expected replacement could cost up to 25% more than renovation. Secondly, the University's efforts to maintain sustainable practices support the revitalization of existing facilities as opposed to constructing new facilities.

Strong Hall is centrally located on campus, contiguous to the Science Complex, close to residence halls, other academic facilities, library, and parking. Relocating the building to another site loses its adjacency to the Science Complex, and would require additional parking, and new infrastructure for utilities at costs that far exceed renovation costs. The building structural components are adequate for renovation. Strong Hall would still have to be renovated or raised should a new building be constructed.

**BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY**

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|--------------------|
| <b>SECTION:</b> 22 |
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|-------------------------------------|
| <b>DATE:</b><br>October 13,<br>2015 |
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**RECOMMENDATION**

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

**ACTION REQUESTED**

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

**STAFF SUMMARY**

The recommendation is based on the tentative agreement reached between Eastern Michigan University and the EMU-AAUP. The proposed agreement covers all full time tenure-track faculty and was ratified by the bargaining unit on September 10-11, 2015. Significant provisions of the proposed agreement include:

- Four year agreement, effective September 2, 2015 through August 31, 2019
- Across-the board salary Increase of 2.5% for each of the four years
- Changes to health care benefits include:
  - Annual increases in premiums by 8.5% (PPO Plan) and 13.95% (HSA and HMO plans)
  - Spouses with access to employer subsidized medical and dental insurance must enroll with their employer's plan for primary coverage beginning in 2017
  - Increase health care waiver to \$2000 in 2017
  - Increased prescription drug co-pays (\$10 Generics, \$30 Formulary, \$60 Non-formulary)
  - Additional prescription drug tier for Specialty Drugs (\$75 co-pay)
- Calendar-year option added to Voluntary Phased Retirement

**FISCAL IMPLICATIONS**

Yes, as describe above

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer  
Gloria Hage

**Eastern Michigan University Board of Regents**  
**2016 Meeting Dates**

**Friday, February 5**

**Friday, April 22**

**Tuesday, June 21**

**Tuesday, November 1**

President's Report  
**EASTERN MICHIGAN UNIVERSITY**  
Board of Regents Meeting  
October 13, 2015

Mr. Chairman and Distinguished Members of the Board of Regents:

Eastern Michigan University is enjoying an amazing start to the 2015-16 academic year. I want to offer my personal thanks to our outstanding and dedicated faculty and staff who lead the way in making Eastern a truly unique university for students to develop their potential, receive a remarkable high-quality education, and prepare them for success in their chosen careers.

This fall we welcomed the second largest incoming freshman class in Eastern's 166-year history. Since 2010, despite contrary demographic trends within the state of Michigan, Eastern's freshman enrollment has increased by 42 percent.

This freshman class is also more academically prepared. The average GPA is 3.3, up from 3.0 in 2010. The average ACT score for incoming freshmen is 22, up from 21 in 2010.

This freshman class is also highly diverse – 23 percent of our incoming freshmen are African American and 6 percent are Hispanic. As one of 15 public universities in the state of Michigan, we rank second in the percentage of undergraduate students of color who attend our university and second in the state for the percentage of our undergraduate degrees awarded to that same demographic group.

The diversity of Eastern is a point of pride, distinction, and competitive advantage to all who attend Eastern. We firmly believe you cannot experience a high quality university education without diverse classrooms and a diverse campus.

Our classrooms and our campus provide a learning environment where students thrive and learn to support others to thrive inclusive of all races, ethnicities, religions, sexual orientations, and gender identities. Our students leave Eastern better prepared than their peers to lead in an increasingly diverse and multicultural world. Employers want that kind of talent and know Eastern graduates are advantaged. Results show our students are career-ready. A survey of alumni indicates a job placement rate of 93 percent one year after graduation.

Earlier today at the Educational Policies Committee meeting, significant increases in Eastern's retention and graduation rates were highlighted. They are the result of the Degree Completion and Retention Plan, endorsed by the Board of Regents and launched by the university in December 2013.

Just short of two years after launch, the University's retention rate – the percentage of students who remain in college from freshman to sophomore year – has risen just over 2 percent points, from 72.6 percent for the fall 2013 to 74.7 percent for the fall 2014 cohort.



In addition, in this short timeframe, the six-year graduation rate has increased by nearly 4 percentage points, from 36.5 percent for the entering Fall 2008 cohort to 40.1 percent for students entering EMU in the fall of 2009. It is the first time in over a decade that Eastern's 6-year graduation rate has risen over 40 percent.

This important, comprehensive and complex work is not nearly done but the efforts of University and the Board of Regents in support of the Degree Completion and Retention Plan – its investments in advising, technology, policy and process overhauls – are yielding tangible and important results. We are committed to the goal that by 2020 Eastern Michigan University will achieve a 50-percent six-year graduation rate and with that result achieve national recognition as a thought leader in student success for the most important segment of universities – those that are highly diverse.

48 percent of Eastern's students are Pell-grant eligible meaning they come from families of four earning less than \$50,000 per year. Today's action to increase 2016-17 financial aid to more than \$54 million continues our commitment to helping Eastern students succeed. It represents an increase of more than \$6 million, 12.9 percent, over the 2015-16 financial aid budget of \$48 million, and a 130-percent increase over the past eight years.

I want to extend my deep appreciation to our faculty and the bargaining teams representing the faculty, the AAUP, and the administration for their efforts in reaching a new four-year contract agreement. Once again, as in 2012, these two teams completed the negotiations weeks before the contract end date of August 31 and thus supported the faculty and campus as they readied for the opening of the academic year.

This outcome reflects a relationship of trust and collaboration indicative of an important change in Eastern's culture that is critically important as we work together to improve this campus as a place that attracts and retains the very best faculty to develop and deliver superior degree programs for our students.

This week, we are celebrating the dedication of two building and renovation projects designed to accommodate our growth and our continuing commitment to advance academic excellence.

I hope you will join us at 4 p.m. today for an open house to celebrate the renovation of the Rackham Building. Originally opened in 1936, the Rackham Building has undergone a multi-phased, multi-year, \$6.5 million renovation. Today, it houses state-of-the-art classrooms and labs for multiple degree programs offered by the College of Health and Human Services, a college whose commitment to be a nationally recognized leader in its fields has resulted in a 40-percent enrollment growth over the past five years.

A ribbon cutting will also take place this Friday at 1 p.m. for the new home of The Honors College, the former Holy Trinity Chapel on the east side of campus. This year, The Honors College enrolled a record 1,600 students in the program -- more than double the number of students in 2011.

In closing, I would like to thank the Board of Regents, students, faculty, staff, and alumni

for leading this great university forward. There is much to be proud of at Eastern Michigan University... and great things ahead!  
Other accomplishments are listed in the Appendix to this report on the University website. Thank you, Chair Morris.

Kim Schatzel  
Interim President, Provost  
And Executive Vice President of Academic  
And Student Affairs

## Recognition

- Eastern student teams won first place, third place and honorable mentions in the Marketing Edge's "Collegiate ECHO Challenge" in July. **Tori Alston, Jennifer McDermitt, Erica Perdue, and Duane Sprague** received First Place Gold. **Adam Berkshire, Edison Hubert III, Catherine McMacken, and Margarita Vakhlis** received Third Place Bronze. Honorable Mentions were awarded to **Jacqueline Botkin, Erin Blaesing-Miller, Colin Murray, and Debra Salem.**
- **TEDxDetroit**, a national gathering of "big brains and cool creators," was held at Detroit's Fox Theatre on October 8. **Scout Bostley** and **Daruis Simpson** recreated their "Lost Voices" performance. **Andrea Shelby** and **Courtney Shelby** performed a song at the event.
- The student chapter of the **Society for Human Resource Management (SHRM)** has once again earned an **Outstanding Student Chapter Award** from the national organization for the 2014-2015 academic year. This is the highest recognition award and EMU was the only SHRM student chapter in Michigan to be honored.
- **Ellene Traras Contis** and **John Texter** were named American Chemical Society Fellows for 2015. The ACS fellowship is the highest ranking granted by the professional society and recognizes EMU as a top research university in the chemistry field.
- Princeton Review has named EMU the **Best in the Midwest** for the 13<sup>th</sup> consecutive year. Eastern was one of the only 15 Michigan universities that made the list out of 40 post-secondary institutions in the state.
- The **College of Business** has been ranked among the **nation's best** by the Princeton Review for the 12<sup>th</sup> consecutive year.
- EMU has been ranked highest in the state of Michigan and 20<sup>th</sup> in the country for its **online master's program in K-12 educational leadership**, according to BestColleges.com.
- The Animation Career Review ranked Eastern Michigan University 13<sup>th</sup> in their **2015 Top 15 Best Colleges in game design and development programs in the Midwest.**

## Gifts & Grants

- **William and Delores Brehm** donated \$3.26 million to support special education and music therapy programs. The Brehm's gifts to Eastern now total more than \$8.5 million, making them the largest individual donors to the University in its history.
- Eastern received a federal grant of nearly \$2 million from **U.S. Department of Education's Title III Program** to strengthen its efforts in educating its students in **STEM** disciplines, with a special emphasis on bringing women and minorities into those fields.
- Eastern was awarded \$1.8 million in **U.S. Department of Education** grants to benefit veterans and low-income, first generation students.
- **Yichun Xie**, director of Eastern Michigan University's Institute for Geospatial Research and Education, recently won a \$1.5 million grant from the **National Science Foundation** to work with 120 Michigan teachers to integrate GIS applications into their curricula and thus enhance career possibilities for their students.
- Samir Tout, professor of information assurance, was awarded a \$500,000 **National Science Foundation (NSF)** grant to analyze data that is generated from sensors connected to the Smart Grid, an electricity supply network that uses digital communications technology to detect and react to local changes in usage.
- EMU obtained a \$305,830 grant from the federal government's **Substance Abuse and Mental Health Services Administration (SAMHSA)** for campus suicide prevention, through the Garrett Lee Smith Memorial Act.

## Events

- The **EMU Urban Education Summit: Building Strong Urban Schools**, hosted by EMU faculty on November 14, will bring together people from academia, school districts, community organizations and the public.
- EMU alumni participated in the **COB Alumni Business Conference** on September 17 to offer career advice to students. Speakers included Howdy Holmes, president and CEO of Jiffy Mix; Joyce Jenereaux, president and publisher of the Detroit Free Press; and, Debi Scroggins, CEO and owner of Bearclaw Coffee Company.
- Eastern's **Legal Resource Center** celebrated its 10<sup>th</sup> anniversary on September 17. Proceeds went to fund the **Alice Callum Paralegal Studies Program Scholarship**, the Legal Resource Center and the Washtenaw County Bar Association's Law and Justice Fund.

- The **College of Arts and Sciences**, the **Department of World Languages** and the Ambassadorial & Consular Corps Liaison Office sponsored the **third annual international soccer tournament** on September 12. The event created an awareness of other cultures in the area, through the energy of competition as well as meeting competitors and fans off the field.
- EMU held a **Ceremony of Remembrance** on September 11 in front of Pease Auditorium at the 9/11 beam.
- The **EMU Construction Management Alumni Chapter**, held its annual golf outing on September 9. Proceeds benefitted the **Dr. John A. Weeks Scholarship** and the **Construction Management Alumni Scholarship**.
- The **PEERS® program (Program for the Education and Enrichment of Relations Skills)** at Eastern's Autism Collaborative Center will be held from September 2-December 9 to help teens develop valuable social skills.
- EMU established a new **University Center at Henry Ford College** in Dearborn to provide students with a pathway to complete their associate degree at HFC and then finish their undergraduate degree from EMU on HFC campus. The partnership with Henry Ford became official on Wednesday, July 29, during a ceremony in the new center.
- Detroit high school students participated in a "**Day in the Life of Eastern Michigan University**" on Friday, July 24. The students experienced a wide range of activities to introduce them to various campus resources and professors.
- **TRUEMU Night at Comerica Park** brought out a record number more than 800 alumni, faculty, staff, students and guests on July 22 and raised more than \$4,000 for student scholarships.
- **Bright Futures** hosted a youth development summit and brought together experts, community members and young adults on June 26 to discuss how grit, determination and hard work are making a difference for our communities' youths.
- A **Cyber Discovery** camp was hosted at EMU on June 22-27 to educate sophomore high school students and teachers about cyber security with an emphasis on math, engineering, science, and humanities. EMU is one of only five universities in the nation to offer the camp.

## Of Note

- **EMU Head Football Coach Chris Creighton** will be the keynote speaker at the **Washtenaw 100** annual dinner on October 21. The event helps raise money for families of police officers and firefighters killed in the line of duty.
- EMU's **tobacco free campus** began July 1 in order to support a healthy learning, living and work environment for all members of the campus community.

## Athletic Highlights

- For the Winter 2015 semester, **student-athletes excelled in the classroom in 2014-2015**. Winter 2015 the athletes had a 3.259 grade point average, the best in school history. More than 70 percent of EMU's student-athletes completed their coursework with a cumulative GPA of better than a 3.0.
- Gymnastics (Women): The 13 Eagles named Scholastic All-Americans by the National Association of Collegiate Gymnastics (NACGC/W) are: **Anna Willette, Bianca Jordaan, Carrina Lo Bello, Catie Conrad, Chantelle Loehner, Kendall Valentin, Kimberly Ebeyer, Kirsten Gendron, Natalie Gervais, Nikki Paterson, Paulina Miller, Rachel Slocum, and Sydney McEachern**.
- Golf (Men): **Michael Blair, Jared Multer and Brett White** on July 22 were named **Division I Cleveland Golf/Srixon All-America Scholars** by the Golf Coaches Association of America (GCAA).
- Golf (Men): The EMU men's golf team received the **Team Academic Award from Golf Coaches Association of American** (GCAA) on July 29. EMU is one of three teams from the Mid-American Conference to garner the recognition along with Ball State and Miami.
- Golf (Women): **Karyn Lee Ping, Kelsey Murphy, and Lois School** were named to the **Women's Golf Coaches Association Collegiate Golf All-American Scholars** list.
- Golf (Women): The team was ranked 19th nationally in the **Women's Golf Coaches Association's 2014-2015 All-Scholar Team GPA Awards**. The Eagles had a cumulative team GPA of 3.673 and was the only MAC teams in the rankings.
- Soccer (Women): Assistant Coach, Joe Malachino was named a member of the 2015 **Michigan Bucks Hall of Fame Class**. Malachino is the first Bucks player and coach to be inducted into the Bucks Hall of Fame.

- Swimming & Diving (Men): Junior **Alex Chan** was named a 2015 **Scholar All-American** by the College Swimming Coaches Association of America. **Chris Hodges, Dakoda Johnson, Krzysztof Gilski** and **Peter Rusen** garnered honorable mention status.
- Swimming & Diving (Women): **Alli Shereda, Alexis Mitcheltree, Carly Jackson, Lauren Dark** and **Monica Dorszewski** earned honorable mentions on the 2015 **Scholar All-American** list announced by the College Swimming Coaches Association of America (CSCAA).
- Swimming & Diving (Men and Women): Both men's and women's swimming and diving programs were named to the **College Swimming Coaches Association of America (CSCAA) NCAA Division I Scholar All-American Teams** for the 2015.
- Tennis (Women): The **Intercollegiate Tennis Association (ITA) Scholar-Athlete** award winners were **Daphne Friedrichs** and **Andrea Martinovska**. EMU was one of three Mid-American Conference schools to earn the **ITA All-Academic Team** award.
- Track & Field (Men): **Scott Bradley, Tyler Brown, Jeff Elam, Willy Fink, Solomon Ijah, Mitch Lenneman, Quinn Levering, Nick Raymond, Levi Selvig, Dylan Stites, Mason Waynes, Andrew Wentz, Keith Williams,** and **Matthew Williams** were named to the **Academic All-MAC** team.
- Track & Field (Men): **Jeff Elam, Willy Fink, Solomon Ijah, Levi Selvig, Mason Waynes, Matt Williams** and **Keith Williams** were named to **USTFCCCA All-Academic Team** list.
- Track & Field (Women): **Sofie Gallein, Jordann McDermitt, Natalie Uy, Victoria Voronko** and **Kate Wolanin** earned the **U.S. Track and Field and Cross Country Coaches Association (USTFCCCA) All-Academic** honors.
- Track & Field (Women): **Ellie Braidic, Maya Carter, Sarah Chauchard, Amy Frauhammer, Agata Klimovich, Taylor Knoll, Aaliyah McKinney, Janina Pollatz, Rebecca Quaintance, Natalie Uy, Victoria Voronko, Adrienne Waisner,** and **Kate Wolanin** earned **Academic All-MAC** honors.
- Volleyball (Women): The volleyball team earned their 11th straight **American Volleyball Coaches Association (AVCA) Academic Award** for the 2013-2014 school year.
- Throughout the 2014-15 academic year the **student athletes continued to give back**. Student-athletes from each of the 21 varsity programs volunteered to help out around the Ypsilanti community. By doing so, the student-athletes collectively participated in **5,386 volunteer hours**, which more than doubled the total from last year.

- The men's track & field and cross country teams participated in the **Bright Futures** program at Ypsilanti Community Middle School on October 6. The team captains spoke to the students about the importance of academics and character in conjunction with life and athletic success in their future.
- The women's track & field and cross country teams and the men's cross country team volunteered at the **Juvenile Diabetes Research Fund** walk on October 4 at Hudson Mills Metropark.
- Spearheaded by AAD for Student-Athlete Support Services Dr. Talea Drummer, the Athletics Department sponsored a school supplies drive to help give **Holmes Elementary School** in Ypsilanti the necessities for the upcoming 2015-16 academic year.
- Members of the Eastern football coaching staff took part in the **Mid-American Conference Youth Football Clinic** Tuesday evening, July 28, at Ford Field. Over 500 kids from around Detroit attended the event, running through drills led by coaches and student-athletes from all 13 MAC institutions.
- The Athletics Department announced on July 22 that they signed a multi-year agreement to develop a **Fan Relationship Management Center (FRMC)** on campus. Eastern becomes the third MAC school that The Aspire Group has worked with in 2015.
- Alumnus **Eric Alejandro** recently represented Puerto Rico on the international stage by racing in the 400m Intermediate Hurdles at the **2015 IAAF World Championships** in Beijing, China.
- Alumnus **Jim Bibbs** was recently elected by the **U.S. Track & Field and Cross Country Coaches Association (USTFCCCA)** to the **Coaches Hall of Fame** as part of the Class of 2015.

\* \* \*



### **Fall 2015 Presidential Scholars**

For the 2015-2016 academic year, 20 students were selected to receive the Presidential Scholarship at Eastern Michigan University. This scholarship is a four-year award that pays for 30 credit hours per year of in-state tuition, housing, food allowance and mandatory fees.

**Hannah Armstrong** of Port Huron, Michigan, plans to pursue a degree in Biochemistry. Her goal for the future is a career in Toxicology. While in high school Armstrong was involved in volleyball, basketball, track, soccer, archery, student government, NHS, Spirit Club, Ecology Club, youth group, Art Club, and Church volunteer opportunities.

**Kaley Austin** of Marysville, Ohio, plans to pursue a degree in Athletic Training. Her goal for the future is to work as an athletic trainer at either the collegiate or professional level, and she hopes to do research into the long-term effects of concussions. While in high school, Austin was involved in basketball cheerleading, volleyball, symphonic choir, women's select choir, show choir, peer collaboration, and student council.

**Joshua Colina** of St. Clair Shores, Michigan, plans to pursue a degree in Occupational Therapy. His goal for the future is to be an occupational therapist working with developmentally challenged children. While in high school Colina was involved in Student Diversity Leader, Swim Team, Film Club, Art Club.

**Mackensi Crenshaw** of Columbus, Ohio, plans to pursue a degree in Special Education. Her goal for the future is to earn a master's degree in Inclusive Education and create classrooms that are safe learning environments for all students. While in high school Crenshaw was involved in Westerville Special Olympics and Key Club International. She played for the basketball team and in the orchestra, volunteered in the Multiple Disabilities classroom at her high school, and worked as a mentor to students preparing to enter high school.

**Marisa Gilliam** of Monroe, Michigan, plans to pursue dual degrees in Biochemistry and Biological Anthropology. Her goal for the future is to be a Bioarchaeologist who will work on case studies from around the world. While in high school Gilliam was involved in International Studies, Dance Committee, Archaeology Club, and Theater.

**Olivia Grills** of Essexville, Michigan, plans to pursue a degree in Journalism with a minor in technical writing. Her future plans are to move to a big city and pursue a job that can further hone her skills in both areas of study. While in high school, Grills was involved in Marching band, Concert and Symphonic band, NHS, SLS, and tennis.

**Michael Hillegass** of Wadsworth, Ohio, plans to pursue a degree in Biology and Chemistry with intentions to pursue Pre-Dental. His goal for the future is to do research while on campus, study abroad to either Italy or Ecuador, get active in various clubs and organizations, and get accepted into dental school in the coming years. While in high school Hillegass was involved in cross country, track, HUDDLE, intramural sports, Science Club, Key Club, and National Honor Society.

**Nafiah Khan**, of Canton, Michigan, plans to pursue a degree in Health Care Administration. Her goal for the future is to become a Physician Assistant. While in high school, Khan was involved in National Honor Society, journalism, Spanish Club, and was a member of the Michigan Society for Respiratory Care.

**Rachel Kindred** of Ann Arbor, Michigan, plans to pursue a degree in History or Political Science, or possibly both. Her goal for the future is to perhaps work at a historical museum, for a cause at a political non-profit, or on a political campaign. While in high school, Kindred was involved in her school's choir and theatre programs, and had several leadership positions in the choral program.

**Mitchell Meyer** of Dearborn, Michigan, plans to pursue a degree in Biochemistry (Pre-Medicine). His goal for the future is to go on to medical school and graduate with a degree in Pathology or Epidemiology. While in high school Meyer was involved in sports, drama, theater, choir, and music. Along with his extracurricular activities, Meyer was a member of the National Honor Society, and volunteered with his chapter and school through his years at his high school.

**Júlia Miyahara** of Northville, Michigan, plans to pursue a degree that will be applicable in the non-profit sector. Her goal for the future is to work with organizations that provide water, food, and/or education in areas that are in need. While in high school, Miyahara was involved with Cavalcade, her school's literary magazine; art club; buildOn, an organization that builds schools in developing countries; and National Honor Society.

**Genevieve Moore** of Lakeview, Michigan, plans to pursue a degree in Apparel Textile Merchandising. Her goal for the future is to work in the fashion magazine industry. While in high school Moore was involved in National Honor Society, Class Council, Forensics, and Varsity Volleyball.

**Gracie Murphy** of Brighton, Michigan, plans to pursue a degree in Aviation Flight Technology. Her goal for the future is to captain private or charter jets. While in high school Murphy was involved in Fine Arts programs, the Civil Air Patrol, and equestrian vaulting.

**Lillian Richards** of West Bloomfield, Michigan, plans to pursue a degree in Environmental Science. Her goal for the future is to become an environmental consultant. While in high school Richards was involved in orchestra, National Honor Society, marching band, and winter drumline.

**Meredith Stout** of Medina, Ohio, plans to pursue a degree in Occupational Therapy. Her goal for the future is to work as an Occupational Therapist with children or victims of a physical or mental trauma. While in high school Stout was involved in choir, soccer, theater, music, and a number of extracurricular activities. She was a four-year Honor Roll student, and the 2015 Commencement Speaker.

**Hannah Van Winkle** of Middletown, Ohio plans to pursue a degree in Nursing. Her goal for the future is to be a specialized nurse practitioner in a children's hospital. While in high school Van Winkle was involved in many activities including marching band, concert band, jazz and steel drum bands, theatre, thespian troupe, National Honor Society, Big Brothers Big Sisters, Relay for Life, Senior Experience Internship, Buckeye Girls State, and more.

**Leah VanLandingham** of Taylor, Michigan, plans to pursue a degree in Environmental Science. Her goal for the future is to work with invasive species and help to solve the issue of invasive species in the Great Lakes. While in high school VanLandingham was involved in DECA, Drama Club, Plays and productions, Gay-Straight Alliance, Link Crew, Student Council, Class Government, FBLA, Ecology Club, National Honor Society, Teens Read Book Club, Writers Club, and volunteer work.

**Abbey Vermeulen** of Montague, Michigan, plans to pursue a degree in either political science or literature. Her goal for the future is to take her degree to the doctorate level. While in high school, Vermeulen was involved in French Club, Cross Country, National Honor Society, and led in her school's annual Cabaret Show.

**Jesse Wotring** of Clinton, Michigan, plans to pursue a degree in both biology and chemistry. His goal for the future is to be an orthopedic surgeon. While in high school Wotring was involved in volunteer work at St. Joseph Mercy Hospital and was a national competitor in the 2015 Chemistry Olympiad competition.

**Reem Yassine** of Northville, Michigan, plans to pursue a degree in International Affairs while also being on the pre-medicine track. Her goal for the future is to attend an osteopathic medical school. While in high school Yassine was involved in computer tutoring at her local library, Library Teen Corps, National Honor Society, Students Assisting Language Learners Club, Model UN, yearbook, German Club, and German Honor Society.