

2017

# Board of Regents Meeting Materials, April 21, 2017

Eastern Michigan University

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**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents**  
April Board Meeting

**Thursday, April 20**

4 PM – 4:45 PM	Athletic Affairs Committee	Room 201
4 PM – 4:45 PM	Education Policies Committee	Room 205

**Friday, April 21**

8:30 AM – 9:15 AM	Faculty Affairs Committee	Room 205
8:30 AM – 9:15 AM	Student Affairs Committee	Room 201
9:30 AM – 10:15 AM	Finance and Investment Committee	Room 201
10:30 AM	Regular Board Meeting	Room 201

**AGENDA**

Call to Order  
Roll Call Attendance  
Section 1 Proposed Minutes of the February 7, 2017 General Board Meeting

**CONSENT AGENDA**

Section 2 Staff Appointments  
Section 3 Staff Separations/Retirements  
Section 4 Emeritus Staff Recommendations  
Section 5 Academic Retirements/Separations

**REGULAR AGENDA**

Student Affairs Committee  
Section 6 Report and Minutes

Faculty Affairs Committee  
Section 7 Report and Minutes

Athletic Affairs Committee

Section 8 Report and Minutes

Educational Policies Committee

Section 9 Report and Minutes

Section 10 Appointments of Charter Schools Board Members

Section 11 2017-2018 Faculty Research and Creative Activity Fellowships

Section 12 2017-2018 Sabbatical Leave Awards

Section 13 New Academic Program: Data Science and Analytics Major (Bachelor of Science)

Section 14 Commencement Speakers and Honorary Degree Recipients

Finance and Investment Committee

Section 15 Report and Minutes

Section 16 OMB Federal Awards Supplement (June 30, 2016)

Section 17 WEMU Financial Statements as of June 30, 2016

Section 18 Refunding – Barclays 2015 Term Loan

Section 19 Marketing and Merchandising Services Agreement – Amazon Pickup Points, Inc.

Section 20 Easement to ACD.net

**NEW BUSINESS AND PRESENTATIONS**

Section 21 Comprehensive Fundraising Plan

Section 22 Resolution: 2017 MAC Champions - Women's Gymnastics Team

Section 23 Resolution: 2017 MAC Champions – Men's Swimming and Diving

Section 24 Resolution: 2017 EMU Distinguished Woman in Higher Education Award -  
Dr. Toni Stokes Jones

Section 25 President's Report

Section 26 Open Communications

Comments from the Chair

Adjournment





**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents Meeting**  
**February 7, 2017**

These are the proposed minutes of the February 7, 2017 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 Mike Hawks, Regent Eunice Jeffries, Regent Mike Morris, Regent Alex Simpson, Regent Mary Treder Lang and Regent James Webb.

Board members absent: None

There was a quorum.

**Section 1**

**PROPOSED MINUTES OF THE NOVEMBER 1, 2016 REGULAR BOARD MEETING**

Regent Crumm moved and Regent Beagen seconded that the proposed minutes for the November 1, 2016 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 Treder Lang and seconded by Regent Hawks that sections 2-10 be approved in their entirety as presented.

## **Section 2**

### **STAFF APPOINTMENTS**

Recommended that the Board of Regents approve 18 staff appointments for the reporting period October 2, 2016 to December 31, 2016: Velichka Mitrol, Jerry Brocks, David Carpenter, Scott Bevier, Joshua Moermond, Marion Chaloux, Kim Coffey, Joseph Sarchenko, Lisa Barry Maynard, Anastasia Mehaffey, Shaun Vasas, Ashleigh Spatt, Elizabeth Taylor, Lloyd Allen III, Travis Howell, Robert Corn, Leslie Talty and Bryce Sorrier.

## **Section 3**

### **STAFF SEPARATIONS/RETIREMENTS**

Recommended that the Board of Regents approve 30 separations and retirements for the reporting period of October 2, 2016 to December 31, 2016: Jacquelyn Frensley, Joy Ackroyd, Julie Ostrowski, Helene LaGrow, Katie Elverson, Kevin Troutman, Marsha Bolden, Talea Drummer, Angela Mierzwiak, DeVon Harris, Patricia Salo, Kimberly McIntosh, Russell Olwell, Paul Nucci, Kim Coffey, Ellen Collier, Nathanael Clendenin, Antoinette Taylor, Jason Ganiatsas, John Etsweiler, Tracy Rush-Byers, Susan Boyes, Cristine Hoffman, Geoffery Roberts, Ryan Grubb, Kalen DeBoer, Chris Foremen, Michael Tidwell, Angelina Fox and Courtney Gentile.

## **Section 4**

### **EMERITUS STAFF RECOMMENDATIONS**

Recommended that the Board of Regents grant Emeritus Staff Status to two (2) staff members: Marsha McDonald and Kathleen Graham.

## **Section 5**

### **FACULTY APPOINTMENTS**

Recommended that the Board of Regents approve one (1) new faculty appointment for the 2016-17 academic year: Noel Brock.

## **Section 6**

### **FACULTY TENURE APPOINTMENTS**

Recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2017 fall semester, for one (1) faculty member: Yu Zhang.

## **Section 7**

### **LECTURER APPOINTMENTS**

Recommended that the Board of Regents approve seven (7) new lecturer appointments for the 2016-2017 academic year at the rank, salary, and effective date shown: Nina Brennan, Brandon Bumstead, Jeremy Catarino, Jerard Delaney II, Alissa DeLong, Paul Kominsky and Tracy Nothnagel.

## **Section 8**

### **ACADEMIC RETIREMENTS/SEPARATIONS**

Recommended that the Board of Regents approve one (1) retirement (Jamil Baghdachi) and one (1) separation (Adnan Jaber) for the period of October 1, 2016 through December 31, 2016.

## **Section 9**

### **EMERITUS FACULTY RECOMMENDATIONS**

Recommended that the Board of Regents grant Emeritus Faculty Status to one (1) former faculty member: Margaret Crouch.

## **Section 10**

### **HONORARY EMERITUS STATUS FOR MERITORIOUS SERVICE RECOMMENDATION**

Recommended that the Board of Regents grant Honorary Emeritus Faculty Status for Meritorious Service to Dr. Linda Pritchard.

### **Motion Carried**

## **Section 11**

### **REPORT AND MINUTES – STUDENT AFFAIRS COMMITTEE**

Regent Beagen moved and Regent Crumm seconded that the Board of Regents approve the Student Affairs Committee Agenda for February 7, 2017 and that the Minutes of the November 1, 2016 meeting be received and placed on file.

### **Motion Carried**

**Section 12**

**REPORT AND MINUTES – FACULTY AFFAIRS COMMITTEE**

Regent Webb moved and Regent Simpson seconded that the Board of Regents approve the Faculty Affairs Committee Agenda for February 7, 2017 and that the Minutes of the November 1, 2016 meeting be received and placed on file.

**Motion Carried**

**Section 13**

**REPORT AND MINUTES – ATHLETIC AFFAIRS COMMITTEE**

Regent Hawks moved and Regent Simpson seconded that the Board of Regents approve the working Agenda for the February 7, 2017 meeting and the November 1, 2016 Minutes.

**Motion Carried**

**Section 14**

**REPORT AND MINUTES – EDUCATIONAL POLICIES COMMITTEE**

Regent Beagen moved and Regent Jeffries seconded that the Board of Regents approve the working Agenda for the February 7, 2017 meeting and the November 1, 2016 Minutes.

**Motion Carried**

**Section 15**

**ACADEMIC CALENDARS**

Regent Jeffries moved and Regent Hawks seconded that the Board of Regents approve the Academic Calendar for 2019-2020 and 2020-2021.

**Motion Carried**

## **Section 16**

### **CHARTER SCHOOLS BOARD MEMBER APPOINTMENTS**

Regent Beagen moved and Regent Hawks seconded that the Board of Regents re-appoint Catherine Jones to a three-year term to the Board of Directors of Ann Arbor Learning Community; re-appoint Marvin Jennings, Jr. and Tammy Smith to three-year terms to the Board of Directors of the Academy for Business and Technology; re-appoint Soloman Spann III to a three-year term to the Board of Directors of the Commonwealth Community Development Academy; and re-appoint Leatrice Eagleson to a three-year term to the Board of Directors of Hope Academy.

#### **Motion Carried**

## **Section 17**

### **2015-2016 CHARTER SCHOOLS ANNUAL REPORT AND UPDATE**

Regent Beagen moved and Regent Crumm seconded that the Board of Regents receive and place on file the 2015-2016 Charter Schools Annual Report.

#### **Motion Carried**

## **Section 18**

### **SUMMER 2017 RESEARCH AWARDS**

Regent Jeffries moved and Regent Hawks seconded that the Board of Regents accept and place on file the Report on the 2017 Summer Research Awards.

#### **Motion Carried**

**Section 19**

**NEW ACADEMIC PROGRAM: BACHELOR OF SCIENCE, MECHANICAL ENGINEERING**

Regent Beagen moved and Regent Jeffries seconded that the Board of Regents approve a New Academic Program: Bachelor of Science in Mechanical Engineering.

**Motion Carried**

**Section 20**

**NEW ACADEMIC PROGRAM: DOCTOR OF NURSING PRACTICE**

Regent Beagen moved and Regent Jeffries seconded that the Board of Regents approve a New Academic Program and Degree Type: Doctor of Nursing Practice.

**Motion Carried**

Chairman Morris asked the Board if there were any items in the Finance and Investment Committee section the Board members wished to vote on separately. Hearing none, it was moved by Regent Crumm and seconded by Regent Beagen that sections 21-25 be approved in their entirety as presented.

**Section 21**

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

Recommended that the Board of Regents receive and place on file the Minutes from the November 1, 2016 Finance and Investment Committee meeting and the Agenda for the February 7, 2017 meeting.

**Section 22**

**FY2018 ROOM AND BOARD, APARTMENT RATES**

Recommended that the Board of Regents approve an average increase of 3.0% for all University housing and increases between 2.0% and 4.0% for meal rates for FY2017-2018.

**Section 23**

**2015-2016 EMU FOUNDATION FINANCIAL REPORTS (JUNE 30, 2016)**

Recommended that the Board of Regents receive and place on file the Eastern Michigan University Foundation Consolidated Financial Report for the year ended June 30, 2016.

**Section 24**

**FY2018 CAPITAL BUDGET**

Recommended that the Board of Regents approve the Fiscal Year 2017-2018 University Capital Budget appropriation of \$13.76 million.

**Section 25**

**APPOINTMENT OF EXTERNAL AUDIT FIRM AND CONTRACT FOR SERVICES**

Recommended that the Board of Regents approve the one-year extension on the existing contract of services with Plante Moran, PLLC to provide external audit services to the University consistent with the parameters outlined.

**Motion Carried**

**NEW BUSINESS AND PRESENTATIONS**

**Section 26**

**RESOLUTION: BETH FITZSIMMONS, PH.D.**

Regent Crumm moved and Regent Beagen seconded that the Board of Regents approve the resolution recognizing Beth Fitzsimmons, Ph.D. for her years of service on the EMU Board of Regents.

**Motion Carried**

## **Section 27**

### **RESOLUTION: JAMES F. STAPLETON**

Regent Treder Lang moved and Regent Beagen seconded that the Board of Regents approve the resolution recognizing James Stapleton for his years of service on the EMU Board of Regents.

### **Motion Carried**

## **Section 28**

President's Report  
**EASTERN MICHIGAN UNIVERSITY**  
Board of Regents Meeting  
February 7, 2017

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

It is my distinct pleasure to welcome everyone to today's meeting. I would like to extend a warm greeting to our two newest members of the Board of Regents, Eunice Jeffries and Alexander Simpson. In the short time since their appointment by Governor Snyder, I have already shared positive interactions with both of them, and I know they will be great assets to this University in the years ahead. A welcome reception follows this meeting across the hall in room 205.

I extend my sincere thank you to departing Regents Beth Fitzsimmons and James Stapleton. They have been wonderful to work with and strong supporters of the University and our students, as you just heard in the resolutions that were presented.

I want to acknowledge and congratulate everyone involved in the University's 31<sup>st</sup> celebration of the life of Dr. Martin Luther King, Jr. It was another outstanding week of programming, highlighted by the MLK Day luncheon and keynote speech on January 16. We had record attendance across the board.

Please join me in recognizing the planning committee co-chairs for their outstanding work: Dar Mayweather, doctoral fellow, Leadership and Counseling; Nicole Johnson, senior admissions advisor; and, Tiran Burrell, graduate assistant, BrotherHOOD.

In addition, I would like to recognize our student emcees who did a wonderful job leading the luncheon, Desmine Robinson and Connstance Chege. Last but not least, I would like to acknowledge our award recipients:



- Professor Raul Leon – Humanitarian Award;
- Former Washtenaw County administrator Verna McDaniel – Humanitarian Award;
- Social work major Akintunde Oluwadare -- Evans-Strand Award; and,
- Psychology major Desmine Robinson -- MLK Student Humanitarian Scholarship Award.

Related to these matters, I am pleased to report that the new President’s Commission on Diversity and Inclusion has already started its work and its meetings. This esteemed group of scholars, students and administrators will have a positive impact on the University going forward.

As evidence of that, yesterday, the Commission issued a public statement, *The Path Forward*, in which it commends our actions related to the dismissal of sanctions against students who participated in the overnight demonstration last November at the Student Center. The statement referenced the decision as both “warranted and wise.” This reference is similar to the statement made last week by student leaders, namely Student Government President Tanasia Morton, EMU NAACP President Darius Anthony, and Black Student Union President Jaren Johnson.

Yesterday’s statement from the Commission on Diversity and Inclusion also lauded our message from last week and the “strong expression of support for the international members of the EMU community in the midst of the current national conversation on immigration” and called it “well placed and timely.”

Complete statements on these matters can be found on the University’s website and on EMU Today.

It is important we not forget the racist actions that led to much of the recent concerns. We remain steadfast in our determination to identify and apprehend those responsible for the racist vandalism that occurred this fall. I remain angered and also very much aware of the impact these incidents had on many of our students, faculty and staff. As I have stated previously, the vandals attacked our institution with messages of hate, likely because Eastern has embraced diversity and inclusiveness as cornerstone values. The \$10,000 reward remains in place -- I encourage anyone with information to contact EMU Police.

In other developments, several positive initiatives should be noted:

- A federal grant totaling more than \$2.6 million will enable Eastern to support and train 300 Michigan teachers in the critically needed area of helping students learn English as a foreign language – a key step in facilitating the continuing globalization of the state and its economy.
- Online programs in the College of Business and College of Education have been ranked among the nation’s best in the annual list of top online graduate school programs compiled by U.S. News and World Report.

- GI Jobs magazine once again named Eastern as one of the top “military friendly” schools in the nation for 2017. Eastern ranked fifth in the United States among universities with more than 10,000 students, the first time EMU has achieved a top 10 rating.
- A national education group awarded Eastern a top 10 ranking on its list of the 2017 LGBTQ-Friendly Online Schools.
- Alumnus Zach Wigal, a 2016 graduate, was named to Forbes magazine “30 Under 30” class for 2017 in the “Games” category. Wigal is the Founder of Gamers Outreach Foundation, a non-profit that raises funds to help children cope with long-term medical treatment by providing gaming equipment to hospitals. Wigal started an annual video game tournament in 2008, which last year drew nearly 2,000 participants and raised more than \$170,000. This year’s tournament is scheduled to take place in April at the Convocation Center.

In closing, I would like to acknowledge the outstanding performance by the Eastern Michigan University football team this year. With a 7-5 regular season record, the team was selected to play in the Popeyes Bahamas Bowl, the first bowl appearance for Eastern football since 1987. Coach Chris Creighton, some of his staff and student-athletes are with us today. I would like them to stand. Please join me in a round of applause for their successful season!

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

## Recognition

- **Wendy Dorman**, a graduate student and teaching assistant for Dr. Katherine Ryker, was awarded the **Outstanding Teachers Assistant Award from the National Association of Geoscience Teachers**. Dorman was one of only nine people selected for the award during the year.
- The EMU chapter of **Beta Alpha Psi**, a national accounting honors organization, has been recognized internationally as a **superior chapter for the 17th year in a row**. The chapter provides hundreds of hours of community service each semester, including filling out tax returns for low-income citizens in the Ypsilanti community.
- **Construction Management** students placed second among 27 universities in a national pre-construction competition that tested their knowledge of preconstruction services during an expansion and renovation project. The team consisted of **Andrew Bigaman, Michael Eiswerth, Brandon Francis, Spencer Grassi, Ryan Jones, and Nate Walsh**.

- Eastern Michigan University and the **Ann Arbor Hands-On Museum** are establishing a formal partnership to develop authentic, relevant, and engaging science, technology, engineering and mathematics (STEM) activities geared toward elementary-aged children and their families. The project is funded by the federal Institute of Museum and Library Services and The National Center for Science and Civic Engagement. EMU chemistry professor **Amy Flanagan Johnson** is leading the effort, along with **Sarah Fabian**, associate professor of library services, and STEM Librarian **Kelly Grossman**.
- EMU graduated its **largest class of doctorate degrees in school history** at the December 2016 commencement. 26 degrees were awarded in educational leadership, educational studies, technology and clinical psychology.
- Eastern received its second consecutive grant as part of **First Lady Sue Snyder’s sexual assault prevention on college campuses initiative**. EMU received \$51,186, the third largest award in the state, for its “EMU Men of Strength: Creating a Respectful Environment” project.

## Events

- The **Faculty Exhibition 2017** will feature the work of both the full-time and adjunct faculty members of Eastern’s School of Art and Design. The exhibit will run from January 16 – February 10 in the Student Center.
- Students in the **EMU EDGE Program** presented their **Photovoice** project in January. Students used their smartphones into a collective community lens to capture the rich history of Ypsilanti and learned how to tell stories of what the pictures meant to them.
- Six aviation students and four instructors flew south for the winter break, as part of the **Venture Learning Program**. The program introduces the students to various flight scenarios and challenges, such as instrument weather conditions, cross-country flight planning, mountainous terrain and flying at night.
- Eastern’s annual **Digital Divas** event was held on November 4. The day-long conference introduces more than 300 middle-school girls to careers in the science, technology, engineering and math (STEM) fields. The girls have hands-on opportunities in various campus buildings to design, build and experiment under the tutelage of EMU students and faculty.

## Of Note

- EMU President Smith announced the inaugural members of the **President's Commission on Diversity and Inclusion**. The members of the new 14-member Commission include: Ronald Wood, professor of Africology and African American Studies, who will chair the Commission and Devika Dibya Choudhuri, associate professor of Leadership and Counseling, who will serve as vice chair. Additional inaugural members include Sharon Abraham, Jessica "Decky" Alexander, Adam Baracka, Candace Dorsey, Melissa "Skeeter" Gentile, LaMarcus Howard, Christine "Kate" Mehuron, Amber Morseau, Greg Peoples, Eric Reed, Desmine Robinson, and Michael Tew.
- Eastern has partnered with vendor Academic Partnerships (AP) to launch several current **degree programs in online and accelerated formats**. Eastern will develop and deliver the courses, and AP will promote the programs and recruit students. The RN2BSN program will continue, and three other programs will be added – master's in educational leadership, master's in curriculum and instruction, and bachelor's of general studies.
- EMU has named its Military and Veterans Service Center after Lt. Col. Charles Kettles, an alumnus who this past summer received the military's highest distinction, The Medal of Honor. It is now called the **Lt. Col. Charles S. Kettles Military Veteran Services Resource Center**.
- On **Giving Tuesday**, after the Thanksgiving weekend, donors gave a record total of \$269,708 to support Eastern's students and programs.

## Athletics

- Cross Country (Men): **Nick Raymond** competed the **NCAA Championships** and earned All-American honors, the 15<sup>th</sup> Eagle in program history to earn the honor, and the first since 2006.
- Cross Country (Men): **John Knox** and **Nick Raymond** were named as MAC Distinguished Scholar Athletes.
- Cross Country (Men): **Colin Burdette, John Knox, Mitch Lenneman, Nick Raymond, David Saporito,** and **Austin Sargent** were named to the Academic All-MAC Team.
- Cross Country (Women): The women's cross country team finished ninth at the **NCAA Championships**. The only other season Eastern qualified for the championships was in 1996. The team also had their first All-American honoree since 1987, **Jordann McDermitt**, who was just the second Eagle to accomplish this feat in program history.

- Cross Country (Women): **Anna Aldrich, Alsu Bogdanova, Natalie Cizmas, Sofie Gallein, Jordann McDermitt,** and **Sydney Meyers** were named as MAC Distinguished Scholar Athletes.
- Cross Country (Women): **Anna Aldrich, Danielle Bentzley, Alsu Bogdanova, Rebekah Branham, Natalie Cizmas, Sofie Gallein, Jordann McDermitt, Claire Mesa, Sydney Meyers, Lauren Pottschmidt, Leah Wallace,** and **Jenna Wyns** were named to the Academic All-MAC Team.
- Football (Men): The Eagles played in the **Popeyes Bahama Bowl**, its second Division I bowl appearance in program history. Eastern's last appearance was in the California Bowl in 1987.
- Football (Men): **Pat O'Connor** was named to the All-MAC Conference First Team, and **Austin Barnes, Paul Fricano, Cole Gardner** were named Second Team. Third Team honors were garnered by **Sergio Bailey II, Jeremiah Harris, DaQuan Pace,** and **Andrew Wylie.**
- Football (Men): **Paul Fricano, Cole Gardner, Jeremiah Harris, Clay Holford, Jake Hurcombe, Brenden Renius,** and **Ike Spearman** were named MAC Distinguished Scholar Athletes.
- Football (Men): **Blake Banham, Jason Beck, Dan Buschman, Ian Eriksen, Paul Fricano, Cole Gardner, Juan Giraldo, Jeremiah Harris, Clay Holford, Brody Hoying, Jake Hurcombe, Bryce Kemp, Luke Maclean, DaQuan Pace, Rob Pavletich, Brenden Renius, Ike Spearman,** and **Breck Turner** were named to the MAC Football Academic All-MAC Team. The 18 Eagles on the list are the most in the MAC and the most in program history.
- Football (Men): **Cole Gardner** was invited to play in the Tropical Bowl, **Pat O'Connor** was invited to play in the NFLPA Collegiate Bowl all-star game, and **DaQuan Pace** will participate in the College Gridiron Showcase & Symposium.
- Football (Men): **Pat O'Connor** was named First Team Phil Steele Postseason All-MAC Team, and **Austin Barnes, Paul Fricano,** and **Cole Gardner** were named Second Team. **Jeremiah Harris, DaQuan Pace,** and **Andrew Wylie** were named Third Team. **Justin Moody** was named a Second Team All-American on special teams by Pro Football Focus.
- Football (Men): The EMU Eagles finished in a seven-way tie for the **most improved program** in the Football Bowl Subdivision in 2016.
- Soccer (Women): **Ellie Tillar** was named First Team All-MAC, **Kaylin Williams** was named Second Team All-MAC, and **Sabrina McNeill** was named to the MAC All-Freshman Team.

- Rowing (Women): **Baylee Kincaid** was invited to participate in the US Under 23 Identification Camp with U.S. National Rowing Team coaches and other top rowers in the country. She is the first rower in program history to receive an invitation.
- Soccer (Women): **Gabriella Mancini, Ellie Tillar, and Kaylin Williams** were named MAC Distinguished Scholar Athletes.
- Soccer (Women): **Stef Barcelos, Jennifer Bentley, Mia Colavito, Peyton Davis, Madison Hirsch, Gabriella Mancini, Michelle Rollins, Ellie Tillar, Chanel Vani, Alex Wilbanks, and Kaylin Williams** were named to the Academic All-MAC Team.
- Soccer (Women): **Ellie Tillar** was named to Top Drawer Soccer's MAC Top 20 team.
- Softball (Women): **Alyssa Feiler** of Brighton, Mich. signed a **ceremonial letter of commitment through a partnership with Team IMPACT**. Feiler, who was diagnosed with cerebral palsy at birth, will attend practices, games and events as a member of the team. Since its inception, Team IMPACT has matched more than 1,100 children and young adults with more than 450 colleges and universities across the country.
- Swimming & Diving (Men and Women): Both teams were named to the **College Swimming Coaches Association of America NCAA Division I Scholar All-American Teams** for the fall semester. The women's team had the second-highest GPA in the MAC with 3.55, and then men ranked third in the MAC with 3.22. Eastern was one of just 77 NCAA Division I institutions to have both teams earn the award.
- Volleyball (Women): **Devon Murray and Jordan Smith** were named MAC Distinguished Scholar Athletes.
- Volleyball (Women): **Alyssa LaFace, Devon Murray, Mallory Rajewski, and Jordan Smith** were named to the Academic All-MAC Team.
- The EMU Department of Athletics posted a program record in the classroom recording an 81 percent **Graduation Success Rate (GSR)**. Among the MAC schools, EMU was first in six sports – gymnastics, softball, swimming and diving (women), tennis, volleyball, and wrestling.
- 45 student-athletes received their **official letterman's jackets** from the E-Club Alumni Chapter, a group of former EMU varsity athletic letterwinners, on January 17.
- More than 60 student-athletes made 600 personal thank-you phone calls to donors and supporters of Eastern athletics during the **third annual Thank-a-Thon** on January 7.

- Head Football Coach **Chris Creighton** was voted as one of three finalists for the American Football Coaches Awards' Comeback Coach of the Year.
- More than 85 full-time coaches, staff and administrators participated in the **third consecutive "All In" internal staff donor campaign** and reached 100-percent giving participation to EMU programs during the fall.

## Section 29

### OPEN COMMUNICATIONS

Vice President/Secretary Reaume announced that eight (8) people requested to address the Board of Regents. Each speaker was given up to four (4) minutes to speak.

1. Tanasia Morton (Student Government) – Student Government and Student Body Update
2. David Wozniak – Empirical evidence of racism at EMU and results from a study showing racial discrimination by students and a racial gap in outcomes.
3. Jaren Johnson and Amanda Brezzell (Black Student Union) – Upcoming research that we are pursuing that will positively benefit EMU students. We are requesting the support of upper-level administration for our project.
4. John C. Stewart – Collaboration and mentoring between EMU College of Education and Plymouth Canton Public Schools. Thanks to Dean Michael Sayler for speaking to the Plymouth – Canton School Board on January 24, 2017.
5. Steven Kwasny – Unity Mural Project's year overview
6. Judith Kullberg (EMU-AAUP) – The Importance of Shared Governance
7. Jessica "Decky" Alexander (Engage EMU) – Engage @EMU is a University area designed to foster, and enhance collaboration between the University and Business and the Non-Profit community. To support this area we launched [www.emich.edu/engage](http://www.emich.edu/engage).
8. Patrick Barry, Jr. (Alumni Association) – Alumni Association Update

Chairman Morris reminded attendees that the next meeting is scheduled for Friday, April 21, 2017. He called for any further business to be brought before the Board. There being none, Regent Webb made a motion to adjourn. Regent Crumm seconded to adjourn the meeting.

**Motion Carried**

The meeting was adjourned at 2:37 p.m.

Respectfully submitted,

Vicki Reaume  
Vice President and Secretary to the Board of Regents



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

SECTION: 2

DATE:  
April 21, 2017

**RECOMMENDATION**

**STAFF APPOINTMENTS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve 20 staff appointments for the reporting period January 1, 2017 through March 15, 2017. This includes a Recommendation that the Board of Regents approve the appointment of Dr. Rhonda Longworth as Provost and Executive Vice President of Academic and Student Affairs effective April 21, 2017

**STAFF SUMMARY**

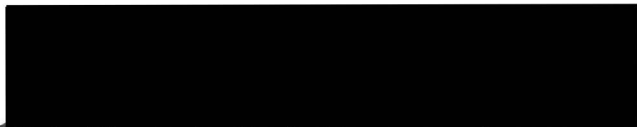
Of the 20 appointments, 11 (55 percent) are females, 9 (45 percent) are males. Demographics of the total group indicate 3 (15 percent) African Americans, 1 (5 percent) Asian, 2 (10 percent) Hispanic, and 14 (70 percent) Caucasians.

**FISCAL IMPLICATIONS**

The salaries are part of the University's 2016-2017 budget as approved by the Board of Regents.

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

*April 21, 2017*  
Date

**EASTERN MICHIGAN UNIVERSITY**  
**STAFF APPOINTMENTS**  
**For Activity Date Reporting Period**  
**January 1, 2017 through March 15, 2017**

Last Name	First Name	Job Title	E Class	Grade	Org Title	Current Hire Date	Annual Salary	Appt %	Ethnicity	Gender
Longworth	Rhonda	Provost & Executive Vice President	AP	MGIL 4	Academic and Student Affairs	4/21/2017 *	285,000.00	100	WH	F
Meadows	Luke	Asst Coach Football	AC	12	I A Mens Football	1/13/2017	95,000.00	100	WH	M
Nunez	Rojelio	Assistant Coach Football	AC	12	I A Mens Football	2/5/2017	75,000.00	100	HI	M
Moroz	Julie	HR Coordinator	AH	CDEA1	Employee Benefits	3/1/2017	36,500.00	100	WH	F
Laskowski	Jennifer	HR Coordinator	AH	CDEA1	HRIS	3/10/2017	38,000.00	100	WH	F
Shropshire	Christopher	Assc Dir of Charter Schools	AP	PF5P2	Charter Schools	1/13/2017	72,000.00	100	BL	M
Schiferl	Karen	Associate Athletics Dir - SASS	AP	MGIL1	I A Academic Adv	1/4/2017	78,000.00	100	WH	F
Vainner	Joseph	Assc Dir, Admissions	AP	MGIL1	Adm Internal Oper	1/23/2017	65,000.00	100	WH	M
Burdis	Erin	Assistant Registrar	AP	MGIL2	Office of the Registrar	1/3/2017	65,000.00	100	WH	F
Lukowski	Kristin	Manager COB Recruiting	AP	AVAM 2	COB Graduate Programs	2/24/2017	58,000.00	100	WH	F
Simmons	Jamaul	RESIDENTIAL MANAGER	AP		Housing Admin	1/2/2017	53,059.00	100	BL	M
Kean	Thomas	Officer Campus Police	CP	01	Public Safety	3/10/2017	46,859.62	100	WH	M
Halton	Alistair	Library Assistant III	CS	05	Library General	1/13/2017	37,000.79	100	WH	M
Galeas	Christine	Secretary II	CS	04	School of Nursing	1/30/2017	19,611.02	50	WH	F
Scannell	David	Parking Control Clerk	CS	04	Parking	1/3/2017	32,897.45	100	WH	M
Harris	Gregory	Custodian	FM	06*	Custodial Services	1/13/2017	26,998.40	100	BL	M
Boik	Callie	Coordinator, College Supports	PE	08	College Supports Program	2/24/2017	54,000.00	100	WH	F
Binkowski	Nicole	CHHS Academic Advisor	PT	07	Director University Advising	1/3/2017	45,681.00	100	WH	F
Lisi	Jacinda	Program Coordinator, Title III	PT	08	Arts and Sciences Dean	1/13/2017	25,604.80	50	WH	F
France	Harbant	Medical Billing Specialist	PT	04	Autism Collaborative Center	2/10/2017	40,000.00	100	AS	F
Calandrino	Ana	Program Asst, Trio SSS Program	PT	06	Stdy Chldrn and Family	1/13/2017	40,557.00	100	HI	F

\* Dr. Longworth's appointment is not new to the University, and as such is not included in the 20 appointments listed on the Recommendation. Date listed is Appointmet Effective Date.

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

SECTION:

DATE:  
April 21, 2017

**RECOMMENDATION**

**STAFF SEPARATIONS/RETIREMENTS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve 17 separations and retirements for the reporting period of January 1, 2017 through March 15, 2017.

**STAFF SUMMARY**

Of the 17 separations and retirements there are 8 (47 percent) females and 9 (53 percent) males. Demographics of the total group indicate 3 (18 percent) African Americans, 14 (82 percent) Caucasians.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

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

\_\_\_\_\_  
Date

**EASTERN MICHIGAN UNIVERSITY  
STAFF SEPARATIONS and RETIREMENTS  
For Termination Date Reporting Period  
January 1, 2017 through March 15, 2017**

Last Name	First Name	Job Title	E Class	Grade	Org Title	Current Hire Date	Termination Date	Ethnicity	Gender
Abbasse	Kevin	Mgr,Structural Trd&Life SafSys	AP	MGIL2	General Maint and Repr	6/28/2004	1/26/2017	WH	M
Bivins-Fink	Eliza	Site Coordinator	PT	07	Stdy Chldrn and Family	8/22/2014	1/11/2017	WH	F
Briggs	Alexander	Custodian/Houskeep, Group Lead	FM	10	Custodial Services	11/7/2011	2/9/2017	WH	M
Brooks	Thomas	Maint & Sprinkler Spec	FM	19	Grnds Walks Roadways	4/27/1998	1/9/2017	WH	M
Di Iacovo	Michael	Business & IT Support	PE	09	Physical Plant Business Operations	11/8/2010	1/3/2017	WH	M
Graham	Kathleen	Admin Secretary	CS	06	EP Administration	1/8/1996	1/6/2017	WH	F
Johnson	Kyle	Officer, Campus Police	CP	01*	Public Safety	9/15/2015	1/6/2017	WH	M
Kiley	Tashina	Refund & Billing Assoc SBS	PT	07	Student Business Services	8/30/2007	3/3/2017	WH	F
Matusik	Megan	Graduation Auditor/Evalu	CS	05	Office of the Registrar	8/18/2003	1/6/2017	WH	F
McVety	Amanda	Site Coordinator	PT	07	Stdy Chldrn and Family	8/27/2012	1/3/2017	WH	F
Mulka	Haley	Upward Bnd Acad Supp Prog Spec	PE	06	Upward Bound Program	5/20/2013	2/24/2017	WH	F
Post	Carol	Secretary II	CS	04	Political Science	6/30/1980	1/13/2017	WH	F
Romanowski	Mark	Financial Aid Process Spclst	CS	06	Financial Aid Office	9/10/2012	1/6/2017	WH	M
Simmons	Jamaul	Residential Manager	AP	MGIL1	Housing Admin	1/2/2017	2/24/2017	BL	M
Taylor	India	Admissions Processor	CS	05	Special Education	3/29/2010	3/15/2017	BL	F
Weatherspoon	John	HVAC Control Specialist	FM	23	HVAC Heating Ventilation AC	9/21/2009	1/20/2017	BL	M
Weidner	Will	College Tech Spec II	PE	09	DoIT Desktop and Classroom Tech	1/9/2015	1/20/2017	WH	M

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 4

DATE:

April 21, 2017

**RECOMMENDATION**

**EMERITUS STAFF STATUS**

**ACTION REQUESTED**

It is recommended that the Board of Regents grant Emeritus Staff Status to Three (3) staff members: Carol Post, Secretary II, Office of Political Science, who retired January 13, 2017, Michael Douglass, Trades Foreman, Physical Plant/Heating Plant, who retired June 1, 2016 and Vicki Diaz, Admissions Information Systems Clerk, Office of Admissions, who retired on April 13, 2017.

**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.



James M. Smith, Ph.D.  
President

3/31/17  
Date

**Carol Post** retired on January 13, 2017 **after** 37 years of service at EMU. Carol was a Secretary II in the Office of Political Science. She has been a dedicated, loyal employee and proud supporter of EMU. Carol has worked in many areas at the University. She always liked helping students and the department. Carol was a valuable and caring employee. We are pleased to award the Emeritus Staff Award to Carol Post.

**Michael Douglass** retired on June 1, 2016 **after** 28 years of service at EMU. Michael was a Trades Foreperson in the Physical Plant/ Heating Plant. He was the Boiler Operator and later the Manager of the Heating Operations. Michael was always willing to help with several projects outside his normal job duties. He always maintained a professional demeanor and handled difficult situations with tact and understanding. We are pleased to award the Emeritus Staff Award to Michael Douglass.

**Vicki Diaz** retired on April 13, 2017 **after** 17 years of service at EMU. Vicki was an Admissions Information Systems Clerk in the Office of Admissions. Vicki has worked in several offices at EMU. She has always been extremely helpful, efficient and very knowledgeable in all areas. She goes beyond to help all students with their problems. She very dedicated and committed to doing whatever it takes to get the job done. Vicki has been Women's Association Committee for the past 9 years as a valuable part and her contributions are well received. We are pleased to award the Emeritus Staff Award to Vicki Diaz.



EASTERN MICHIGAN UNIVERSITY  
EMERITUS STAFF STATUS RECOMMENDATION

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

Name of staff member: Cera Post  
Title upon retirement: CS-04 Sec. II dept. of Pol. Science

Date of hire at EMU: 6-30-80 Retirement date: 1-17-17

Number of years at EMU: 37 (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: [Redacted]

Home telephone: [Redacted] E-mail address: Cera.Post@emich.edu

Name of spouse: [Redacted]

Degree(s)/institutions/year:  Baccalaureate:     

Masters:     

Doctoral:     

Please attach 2 letters of support to this application

[Redacted area for letters of support]

President:      Date:     

Date Submitted to Board of Regents:     

After the Executive Council member signs, please forward this form and letters of support to: CFG, 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.



**LOCAL 1975**  
*Clerical/Secretarial*

**T.O.P.**  
**Technical Office Professional**

---

EASTERN MICHIGAN UNIVERSITY P.O. 980494 YPSILANTI, MICHIGAN 48198

To whom it may concern,

After 37 years of service to EMU, Carol Post has decided now is the time to retire. It is my pleasure to recommend her for Emeritus staff status.

During her time here at Eastern Michigan University, Carol has worked in the English department, staffing the main university switchboard, both in the basement of downing hall as well as the library IT department and most recently in political science. Throughout all of the years here, she has been a dedicated, loyal employee and proud supporter of all things EMU.

For the many years she spent being the first voice people hear when they call EMU and directing them to wherever they needed to go, always with a positive attitude and helpful demeanor, Carol certainly deserves this honor. She worked hard each day, never losing sight of our purpose as EMU employees, to serve our students.

Sincerely,



Michael Shumaker

President, UAW Local 1975



Dear Board of Regents Members,

January 18, 2017

Subject: Carol Post Emeritus Staff Recommendation

I am writing this letter to recommend Carol Post for Emeritus Staff status. Carol retired on January 13, 2017 after 37 years of service to Eastern Michigan University.

Carol worked for me during 2011-2016 in the Directory Assistance department within User Services. She did her job very well and cared deeply about transferring callers to the correct office or person. She was outgoing and got along well with her co-workers. She would bring in treats for our student employees and enjoyed interacting with them.

Carol loves this university. I highly recommend her for Staff Emeritus status based on her many years of service, support, and loyalty to EMU.

Sincerely,

A black rectangular redaction box covers the signature of the sender.

Andrea Tanner  
Director, User Services  
Division of Information Technology  
Eastern Michigan University  
atanner1@emich.edu



EASTERN MICHIGAN UNIVERSITY  
EMERITUS STAFF STATUS RECOMMENDATION

PHYSICAL PLANT/HEATING PLANT

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

Name of staff member: MICHAEL DOUGLASS

Title upon retirement: TRADES FOREMAN

Date of hire at EMU: 1/6/1989

Retirement date: 6/1/2016

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: [REDACTED]

Home telephone: [REDACTED]

E-mail address: MDOUGLASS@EMICH.EDU

Name of spouse: [REDACTED]

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

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

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

Please attach 2 letters of support to this application

[REDACTED]

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.

March 12, 2017

To Whom it May Concern,

It is with great pleasure that I recommend Michael Douglass for Emeritus Staff status. Mike was employed by Eastern Michigan University Physical Plant in the Heating Plant as a Boiler Operator and later as the Manager of the Heating Plant Operations. He retired in 2016.

I have known Michael Douglas for over 28 years. Mike has always been personable, approachable and a professional in his duties as a representative of Eastern Michigan University.

Mike has helped me with a number of projects that show his willingness to be involved with the EMU community outside of his job specifications.

Mike Douglas personified the hard-working ethic of many EMU staff and faculty that I have come to know in my 31 years of service as an EMU Police Officer.

I highly recommend Mike Douglas for Emeritus Staff status because of his years of hard-working and loyal service to the Eastern Michigan University Community.

Sincerely,

A large black rectangular redaction box covering the signature of Detective Charles Mosher.

Detective Charles Mosher

Eastern Michigan University Police Department

---

March 14, 2017

To Whom it May Concern,

I am delighted to recommend Michael Douglass for Emeritus staff status. During my tenure as President of Eastern, I got to learn a great deal about the challenges of heating and powering our University. Our aging physical plant presented many challenges and Mike is one of the unsung heroes behind the scenes that kept the boilers and heating plant going.

I remember one January which was bitterly cold and the Heating Plant team kept the campus warm through vigilant tending to their work around the clock. I have toured the heating plant a few times and made sure as I stepped down as President to take Interim President Schatzel over to tour the heating plant and to meet Mike Douglass and his colleagues. We needed a new co-generation system as the older system we were using was in desperate need of replacement. I am happy to see that the new co-generation system was funded and is a reality that will heat and power the campus for years to come in a sustainable manner.

Mike takes pride in his work and it shows. He is supportive of the Eastern community and is one of those people always willing to go the extra mile to make things better. I have always enjoyed seeing Mike on campus and he always has a smile for everyone.

Mike restores tractors in his spare time and I marvel at the extent of his collection as I grew up on a farm driving many tractors as a child.

Mike has made a difference at Eastern in his 28+ years of service and I recommend him highly for Emeritus staff status. It has been a pleasure to get to know Mike and his work for Eastern.

Sincerely,

A black rectangular redaction box covering the signature of Susan W. Martin.

Susan W. Martin, Ph.D.  
President Emeritus and Professor of Accounting



EASTERN MICHIGAN UNIVERSITY  
EMERITUS STAFF STATUS RECOMMENDATION

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

retiring/retired staff member:

Name of staff member: Vicki Diaz

Title upon retirement: Admissions Information Systems Clerk

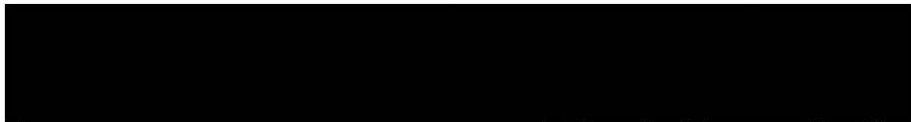
Date of hire at EMU: 04/10/2000

Retirement date: 04/13/2017

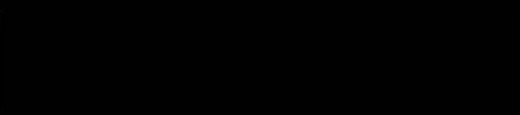
Number of years at EMU: 17 (Minimum of 15 years of service required)

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:

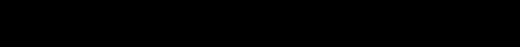


Home telephone:



E-mail address: vdiaz@emich.edu

Name of spouse:



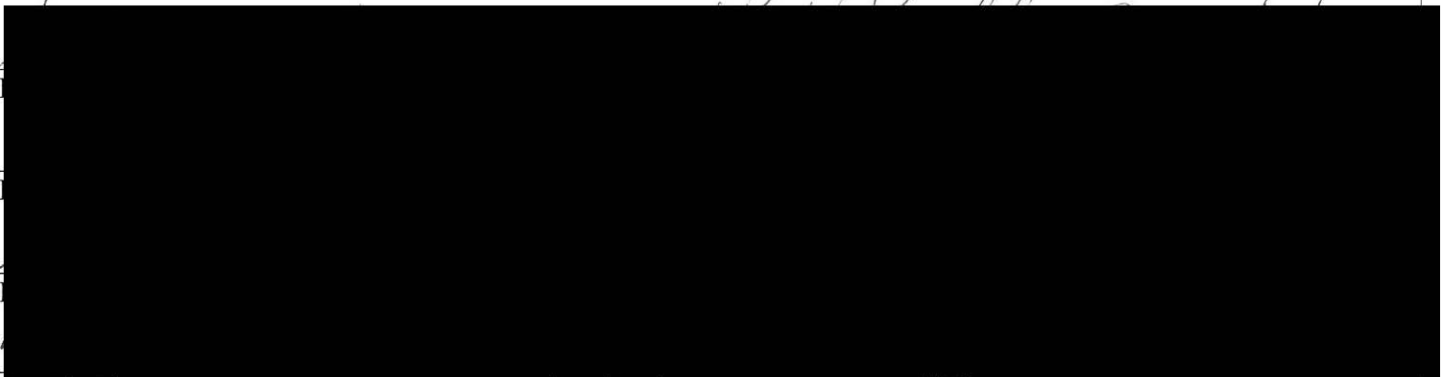
Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

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

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

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

*[Handwritten signature]*



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

February 17, 2017

TO: Eastern Michigan University Board of Regents

RE: Emeritus Status for Vicki Diaz

I have had the pleasure of working with Vicki Diaz during her tenure at Eastern Michigan University as both a resource first as an employee in the Holman Learning Center, then in the Office of Admissions, as well as a fellow committee member.

Vicki has always been committed to providing our students the best quality educational experience with her efficiency, knowledge, skills and compassion. She is someone you always knew you could call to solve a problem or to be pointed in the right direction, always with follow-up. Our university community has benefited greatly from her commitment and integrity to our mission and our students.

Over the past nine years I have had the gift of working with Vicki on the Eastern Michigan University Women's Association Committee with her role of member at large of our executive board in several capacities. As the scholarship chair I could always count on Vicki providing us with her valuable input, her fair and extensive review process of our applicants and her presence at our events. She always provided outstanding outreach to her colleagues during our annual scholarship fundraiser which through her efforts provided much needed funding. Her insight to our student's needs and the value of her contributions have been immeasurable.

I have also worked with Vicki as a member of Eastern Michigan University Women's Commission for nine years. Her contributions to this group as a representative of the clericals on campus were always valuable and contributed to the success of the Commission in many capacities, including the Commission's scholarship committee.



Rita Bullard  
Professor/Access Services Librarian  
Bruce T Halle Library  
Eastern Michigan University  
Ypsilanti MI 48197  
734 487 2561

February 16, 2017

To Whom It May Concern:

I have had the distinct pleasure of actively working with Vicki Diaz for the past 10 years in her role as a board member for the Eastern Michigan Women's Association. Vicki has been an outstanding member of the Women's Association for multiple years. She has actively participated as a member on our Scholarship Committee and was a robust supporter and fundraiser for our annual poinsettia sale.

The Association makes available four scholarships to our students - Women's Association Endowed, Faculty Wives Endowed, Merit and Graduate. The applications, processed during the winter semester, generally attracts 30-60 students. These applications must not only be evaluated, but be categorized and ranked within each type of scholarship within a tight timeframe. Vicki is exceptional in her processing of the applicants, always keeping the value of our students and their needs in the forefront of her evaluation. Her service for the Association over the past years has provided us with the analyses and integrity needed to make the best decisions possible for our students.

Vicki's efforts have been exceptional and noteworthy. She has also been a valuable member for our fundraising campaigns. She actively reached out to staff and divisions across campus to boost sales, which profits went directly into our scholarship funds. Knowing that I can always count upon her support, enthusiasm, and absolute dedication to the Association has made my role as President a joy.

Vicki is a gifted individual and passionate professional. Her eye for detail, positive attitude and her ability to work as a team player made her a valuable member to our institution. I know she has a bright future and we are grateful for providing the opportunity and the environment from which she could flourish and thrive during her time here at EMU. I have no hesitation recommending Vicki for any endeavor in which she is interested in pursuing.

If you have any further questions, please do not hesitate to contact me.



Susann deVries  
University Librarian (I)  
President, EMU Women's Association  
Eastern Michigan University  
Ypsilanti, MI 48176  
[sdevries@emich.edu](mailto:sdevries@emich.edu), 734-487-2475

VICKI DIAZ

CS06 - Admissions, Info.Systems.Clerk -- 113074-00  
Adm Internal Oper -- 131550

## View Addresses and Phones

Your active addresses are sorted by address type.

### Addresses and Phones

#### Campus Address - EMU Employees Phones

Current: Dec 07, 2008 - (No end date) Primary: 734-4874318

Admissions  
401 Pierce Hall  
Ypsilanti, Michigan 48197  
Washtenaw - MI

#### Permanent Mailing Address

#### Phones

Current:

Future:

## View E-mail Addresses

Your active e-mail addresses are sorted by address type.

### E-mail Addresses

#### EMU Email

vdiaz@emich.edu Preferred

#### Personal Email

RELEASE: 8.7

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Employee eResources



Human Resources provides the following services for Eastern Michigan University Employees:



## VICKI LYNN (STOLL) DIAZ

### EDUCATION

Eastern Michigan University	<i>International Cultural Competency Institute (2004)</i>
Washtenaw Community College	<i>Select Computer-Related Continuing Education Courses</i>
Michigan Technical Institute	<i>Diploma, Executive Secretary (1981)</i>
Grace Bible Christian Academy	<i>High School Diploma, College Preparatory (1980)</i>

### CAMPUS AFFILIATIONS/AWARDS

11/08-retirement	Committee Member, Women's Commission
01/08-retirement	Board Member/Member at Large, Women's Association
11/01-06/13	Chair, UAW1975 Election Committee
2001-2013	Fall Orientation: Facilitator, CloseUP Theatre Troupe & Meijer Mania
2001	Division of Enrollment Management Gold Medallion Customer Service Award
15 years	Fidelis Society, EMU Foundation

### EMU EMPLOYMENT HISTORY

#### OFFICE OF ADMISSIONS:

2015-2016 Admissions Department SSAC Coordinator (report writer)  
Chaired in Rotation, Office of Admissions Student Employment Committee  
Served on Division Interdepartment Customer Service Committee  
July 2009 – Present, *Admissions Information Systems Clerk / Data Tech Supervisor (CS06)*  
July 2008 – July 2009 – *Customer Service Specialist/Data Tech Supervisor (CS06)*  
September 2003 – July 2008 – *Customer Service Specialist (CS06)*

#### HOLMAN LEARNING CENTER:

October 2001 – September 2003 – *Office Supervisor (CS06)*  
April 2000 – September 2001 – *Senior Secretary (CS05)*



CERTIFICATE OF ACHIEVEMENT  
International Cultural Competence Institute

*This certificate is presented to*

*Vicki Diaz*


*In recognition of completing the 2004  
International Cultural Competence Institute*

“Creating cultural competence for our global future”

May 24<sup>th</sup>-28<sup>th</sup>, 2004

Eastern Michigan University

  
Margareta O’Connell, Director  
World College

  
Dibya Choudhuri, Chair  
2004 ICCI Planning Committee

November 14, 2014

Ms. Vicki Diaz  
Office of Admissions  
401 Pierce Hall  
Eastern Michigan University  
Ypsilanti, MI 48197

Dear Ms. Diaz:

I am pleased to continue your appointment as the CS representative to the Women's Commission. Your three-year term on the Commission will begin immediately and will continue through June 30, 2017.

You have been unanimously recommended to assist the Women's Commission and your active participation in University events and functions will prove beneficial to everyone. I look forward to your input and support during the term of your appointment.

If my office may be of assistance to you, please let us know.

Sincerely,

A solid black rectangular box redacting the signature of Susan W. Martin.

Susan W. Martin  
President

cc: Christopher LaRusso  
Kay Woodiel

August 2, 2011

Ms. Vicki Diaz  
Office of Admissions  
401 Pierce Hall  
Eastern Michigan University  
Ypsilanti, MI 48197

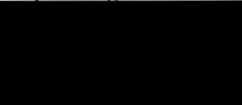
Dear Ms. Diaz:

I am pleased to continue your appointment as the CS representative to the Women's Commission. Your three-year term on the Commission will begin immediately and will continue through June 2014.

You have been unanimously recommended to assist the Women's Commission and your active participation in University events and functions will prove beneficial to everyone. I look forward to your input and support during the term of your appointment.

If my office may be of assistance to you, please let us know.

Sincerely,



Susan W. Martin  
President

SWM/hs

cc: Bernice Lindke  
Kathryn Orscheln



# EASTERN MICHIGAN UNIVERSITY

November 13, 2008

Ms. Vicki Diaz  
Customer Service Specialist  
Admissions Office  
Eastern Michigan University  
401 Pierce Hall  
Ypsilanti, MI 48197

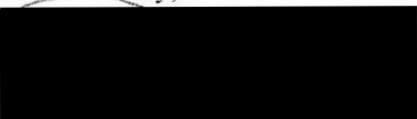
Dear Vicki:

I am pleased to appoint you as a clerical representative to the Women's Commission. Your three-year term on the Commission will begin immediately and will continue through June 2011.

You have been highly recommended to assist the Women's Commission. Your active participation in university functions and events will prove beneficial to all. I look forward to your input and support during the term of your appointment.

If my office may be of assistance to you, please let us know.

Sincerely,



Susan W. Martin  
President

SWM/gg

cc: Kathy Orscheln  
Joanne Hansen

*Certificate of Recognition*

**Vicki Diaz**

the Division of Enrollment Services

Presents the

**Customer Service Award**

For consistently going above and beyond the call of duty  
to assist callers or visitors

Oct 24 2001  
Date



Signature



EMU Foundation  
344 McKenny Hall  
850 W. Cross St.  
Ypsilanti, MI 48197

December 2016

Vicki Diaz  
Estilito Diaz  
954 Juneau Rd  
Ypsilanti, MI 48198-6324

Dear Vicki and Estilito:

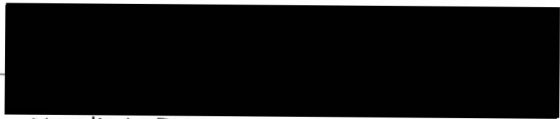
Congratulations on your continued membership in the Fidelis Society at Eastern Michigan University! The Fidelis Society was created to recognize donors who show their loyalty to the University through annual gifts. As a faithful donor who has given annual gifts for fifteen consecutive years, we gratefully recognize you as a member in this esteemed group.

Our students, faculty and staff thank you for your ongoing support of Eastern's students and the future of our University. Please accept the enclosed pin as a token of our appreciation.

**You are Fidelis.**

Should you have any questions or wish to receive additional information about Eastern Michigan University, please contact me at (734) 487-6692 or at [nladow@emich.edu](mailto:nladow@emich.edu).

All the best,

  
Natalie LaDow  
Director of Donor Relations

*Thank you!*

March 6, 2017

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

Subject: Vicki Diaz: Recommendation of Nomination for Emeritus Staff Status

Dear Members of the Board of Regents:


It is with great pleasure that I write you in support of Mrs. Vicki Diaz's nomination for Emeritus Staff status at Eastern Michigan University in recognition of her unending support of CloseUp Theatre Troupe and the First Four Orientation Program for incoming first year students. I have had the pleasure of knowing and working with Mrs. Diaz for the past 15 years here at EMU, and have been blown away by her dedication to the incoming first year students, as well as her long standing support of the critical social and health awareness work performed by CloseUp Theatre Troupe on the EMU campus.

During her 15-year involvement with our program, Mrs. Diaz has played an important role in helping students transition from the high school experience to their first university experiences as a facilitator for first year orientation programs. She has assisted students in their journey to process the challenging and diverse university environment with compassion, understanding and her unique ability to make each student feel at home in their experience. Additionally, she has played a significant role in the support of theatre troupe members and their efforts to affect social awareness on campus by attending countless performances and offering invaluable feedback regarding content and its relevance to the student experience.

Additionally, Mrs. Diaz has been a champion to student across this campus, working diligently to make sure that students received the recognition they deserved for their contributions to the university, either through awards or through scholarships. She often was the first person to offer to write letters of support or recognition for deserving students and it is my honor to offer that same support to recognize her dedication to others.

On behalf of the students of CloseUp Theatre troupe and the countless staff and students who have benefited from her tireless support, we highly recommend Vicki Diaz for Emeritus Staff status. Her love for the university and the students who call this place home has made a lasting impact on everyone she has encountered and we will be forever grateful for her hard work, dedication and unwavering support.

Sincerely



Gayle Hurn  
Adjunct Lecturer, Communication, Media, and Theatre Arts  
Former Director of CloseUp Theatre Troupe



February 16, 2017

To Whom It May Concern:

I have had the distinct pleasure of actively working with Vicki Diaz for the past 10 years in her role as a board member for the Eastern Michigan Women's Association. Vicki has been an outstanding member of the Women's Association for multiple years. She has actively participated as a member on our Scholarship Committee and was a robust supporter and fundraiser for our annual poinsettia sale.

The Association makes available four scholarships to our students - Women's Association Endowed, Faculty Wives Endowed, Merit and Graduate. The applications, processed during the winter semester, generally attracts 30-60 students. These applications must not only be evaluated, but be categorized and ranked within each type of scholarship within a tight timeframe. Vicki is exceptional in her processing of the applicants, always keeping the value of our students and their needs in the forefront of her evaluation. Her service for the Association over the past years has provided us with the analyses and integrity needed to make the best decisions possible for our students.

Vicki's efforts have been exceptional and noteworthy. She has also been a valuable member for our fundraising campaigns. She actively reached out to staff and divisions across campus to boost sales, which profits went directly into our scholarship funds. Knowing that I can always count upon her support, enthusiasm, and absolute dedication to the Association has made my role as President a joy.

Vicki is a gifted individual and passionate professional. Her eye for detail, positive attitude and her ability to work as a team player made her a valuable member to our institution. I know she has a bright future and we are grateful for providing the opportunity and the environment from which she could flourish and thrive during her time here at EMU. I have no hesitation recommending Vicki for Emeritus Staff Status.

If you have any further questions, please do not hesitate to contact me.



Susann de Vries  
University Librarian (I)  
President, EMU Women's Association  
Eastern Michigan University  
Ypsilanti, MI 48176  
[sdevries@emich.edu](mailto:sdevries@emich.edu), 734-487-2475



**LOCAL 1975**  
*Clerical/Secretarial*

**T.O.P.**  
**Technical Office Professional**

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EASTERN MICHIGAN UNIVERSITY P.O. 980494 YPSILANTI, MICHIGAN 48198

To whom it may concern,

It is my absolute pleasure to recommend Vicki Diaz for Emeritus Staff status

Vicki and I have both been involved with UAW Local 1975 and Eastern Michigan University for many years.

I thoroughly enjoyed my time working with Vicki, and have come to know her as a truly valuable asset in all capacities I have worked with her. She is honest, dependable, and incredibly hard working.

Vicki served as the chair of the UAW 1975 election committee from 2001 through 2013 and was an incredible asset to both myself as well as the entire organization. Her knowledge of election rules and regulations, as well as her dedication to making both the union and EMU a better place to work made her a valuable person to members, staff and especially students.

Along with her undeniable talent, Vicki has always been an absolute joy to work with. She is a true team player, and always manages to foster positive discussions and bring the best out of other members and employees.

Through the years I have known her, she has never lost sight of the fact that our purpose at EMU is first and foremost to our students. She has served as the UAW Local 1975 representative on the Women's Commission for several years. Through this, she has worked very hard to make sure many students were able to receive scholarships and continue to further their education.

Please feel free to contact me should you like to discuss Vicki's qualifications and experience further. I would be happy to expand on my recommendation.

Best wishes,



Michael Shumaker  
President, UAW Local 1975

SECTION: 5

DATE:

April 21, 2017

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

**RECOMMENDATION**

**ACADEMIC RETIREMENTS / SEPARATIONS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve one (1) retirement and two (2) separations for the period of January 1, 2017 through February 28, 2017.

**STAFF SUMMARY**


Of the three (3) retirements and separations, all are Caucasian female.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

3-30-17  
Date

ACADEMIC RETIREMENTS / SEPARATIONS (JANUARY 1, 2017 - FEBRUARY 28, 2017)

NAME	E CLASS	CURR HIRE DT	TERM DATE	JOB TITLE	DEPARTMENT	GENDER	ETHNICITY	TERM REASON
Crouch, Margaret .	FA	9/2/87	01/03/2017	Professor	History & Philosophy	F	WH	Retirement
Karwas, Marcia R	LE	9/1/09	01/01/2017	Lecturer III	School Health Promo Human Perform	F	WH	Personal
Sasser, Sheila L	FA	7/3/06	02/17/2017	Associate Professor	Marketing	F	WH	Deceased

SECTION: 6
DATE: April 21, 2017

**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 April 21, 2017 and the Minutes of February 7, 2017 be received and placed on file.

**STAFF SUMMARY**

The April 21, 2017 agenda for the Student Affairs Committee includes a presentation about the 2017 MLK Day of Service and Alternative Spring Break trip, an update on 2016-17 Student Leader Group priorities, an update on 2016-17 Student Government priorities, and a presentation about the EMU Student Intervention Team.

In addition, several announcements will be made.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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



University Executive Officer

3/30/17  
Date

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

April 21, 2017  
8:30-9:15 a.m.

Room 201  
Welch Hall

Agenda

- |   |                                  |
|---|----------------------------------|
| 1. Approval of agenda and February 7, 2017 minutes      | Regent Beagen                    |
| 2. 2017 MLK Day of Service and Alternative Spring Break | Becca Timmermans                 |
| 4. Student Leader Group Update on 2016-2017 Priorities  | Sam Jones Darling                |
| 5. Student Government Update on 2016-2017 Priorities    | Tanasia Morton &<br>Joshua Starr |
| 6. Student Intervention Team                            | Ellen Gold &<br>Julia Heck       |
| 7. Announcements  |                                  |

Eastern Michigan University  
Board of Regents  
**Student Affairs Committee**  
Minutes of February 7, 2017

**MEMBERS PRESENT**

Regents: Dennis Beagen, Eunice Jeffries

Administration: Ellen Gold, Lucas Langdon, Calvin Phillips

Students: Elina Angastinioti, Sam Jones-Darling, Matthew Leddy, Tanasia Morton

**GUESTS**

Administration: Regent Crumm, Julia Heck, Chiara Hensley, Leigh Greden, Caroline Horste, Lisa Lauterbach, Walter Kraft, Regent Treder Lang, Stacey McMullen, Christopher Shropshire, Jeanette Zalba

Students: Laretta Minor, Joshua Starr, Leah VanLandingham

Regent Beagen convened the meeting at 10:30 am. The minutes from November 1, 2016 were approved.

**MOST CARE Project: EMU Men of Strength Creating a Respectful Environment**

Ellen Gold, Assistant Vice President for Student Well Being, shared information about the MOST CARE Project. This project will be funded by the \$51,186 Sexual Assault Prevention Grant that Eastern Michigan University received from the State of Michigan for 2016-17. Project Objectives include providing male students with a safe, supportive space to connect with male peers; promoting an understanding of the ways in which traditional masculinity contributes to sexual assault and other forms of men's violence against women; exposing male students to healthier, non-violent models of manhood; and building the capacity for our male students to become peer leaders and allies with women.

The MOST CARE project will have many components. An awareness campaign, a peer education program, educational workshops, active bystander training, campus-wide events with national experts and a campus MOST student organization are planned. Some of the groups on campus that will be targeted for participation include student athletes, Greek affiliated students, student veterans, ROTC participants, Brotherhood participants and international students.

Sam Jones Darling asked about progress on filling the Women's Resource Center position. Ellen replied that the request to post the position has been submitted and is under review. Regent Beagen asked how long ago it was submitted and Ellen stated that it had been about 3.5 weeks. Regent

Beagen said that “we will look into it.” Regent Jeffries commented that she is involved with the AA490 Steering Committee, which is focused on processing rape kits. If EMU has success with the MOST CARE program, it will be a very good thing.

### **Student Dining Advisory Board**

Lauretta Minor, Student Dining Advisory Board member and Housing and Residence Life graduate assistant, shared a presentation about the Student Dining Advisory Board. This board is comprised of students representing various areas on campus, EMU Student Affairs staff, the Vice President of Business Operations/Student Services and two Chartwells employees. The committee is intended to allow key student leaders to provide input about venues, menu options, meal plan options, and marketing. Three meetings were held during the fall semester. Three meetings are planned for the winter semester.

Over 500 student workers were hired for the fall semester, renovation is planned for several dining spaces, the Dining Commons now has weekend hours, a dedicated station is planned for people with special dietary needs, Dining is working with the Food Recovery Network, the Growing Hope Farm Stand was on campus weekly from October to early December, food is being purchased from local vendors, some recipes have been reworked based on student feedback, and avenues for composting waste are being explored. Some opportunities include increasing the variety of vegetarian food options available in convenience stores, extending food vendor hours in the Student Center on the weekend, improving the wait time to pay in the Eateries during late night hours, and encouraging feedback about dining concerns.

Several changes have been implemented based on feedback from the Student Dining Advisory Board. Chick-fil-A and a full service Starbucks will open on campus during 2017.

### **Student Leader Group Areas of Inquiry**

Tanasia Morton, Student Leader Group member, shared a presentation about Student Leader Group. Student Leader Group had a meeting with Melody Werner, Title IX Coordinator, to discuss her role, sexual assault on campus, prevention measures and resources available, and the reporting process and guidelines. Scott Storrar, Bilal Sarsour and Dieter Otto met with the Student Leader Group and answered questions about the campus master plan for buildings and projects, how students can report areas in need of repair and cleaning, the plan for Jones/Goddard and the long term plan for parking/traffic. Mike Valdes and Jim Carroll talked with the Student Leader Group about the responsibilities of the Chief Financial Officer, the University Budget Committee, how funding decisions are made, and whether there is a plan to replace outdated laboratory equipment. Members of the Student Leader Group urged Mike and Jim to better communicate the reasons for cost increases to students.

Michael Tew, Interim Director of Undergraduate Studies, will be meeting with the Student Leader Group in the future to talk about academic concerns. Other topics that Student Leader Group plans to pursue in the include what is being done, or could be done, to address mental health issues, as well as hunger and homelessness; what is the protocol for determining what, how and when to communicate to the university community; and is it possible to add a student representative to the Board of Regents and Board committees.



### **Student Government Updates on 2016**

Tanasia Morton, Student Government President, and Joshua Starr, Student Government Vice-President, shared a presentation about accomplishments and plans for 2016-17. Key accomplishments include: up to \$10 of unused student printing allocation will now roll over to the next semester, Student Government provided funding to extend Halle Computer Lab hours, sustainability efforts on campus have been increased, Student Government has donated money for two Ypsilanti Community Schools projects, money has been donated to Growing Hope, a vigil in collaboration with the City of Ypsilanti was held after the vandalism incidents on campus, funding has been provided for Leadershape and Alternative Spring Break trips, numerous 2016 election events were held, and several events were planned for Mental Health Awareness Week (Black Mental Health Matters, Mental Fitness: Living Life on the Offense, Send Silence Packing.) In addition, Tanasia has attended many meetings related to the Black Student 10 Point Plan.

Student Government passed a resolution to implement a student fee to renovate the Rec/IM building. This fee would likely be \$30-35 per student/semester. Students could opt out of the fee.

Regent Beagen asked for detail about the Eric Hipple discussion during Mental Health Awareness Week. Lisa Lauterbach replied that it was paid for with grant money. Eric Hipple talked to students about how his son became depressed and took his life. After the suicide, Eric sought help. His daughter, who is an EMU social work student, attended and helped to tell their story.

### **Announcements**

- Elina Angastinioti announced that Colors in Harmony will be held on March 11, 2017.
- Sam Jones Darling announced that the LGBT Resource Center will be hosting a conversation about Chick-fil-A at 3:00pm today in the Student Center Kiva Room.
- Regent Beagen thanked Ellen Gold and Student Affairs for the work done on the Sexual Assault Prevention grants.

Respectfully submitted,

Michele Rich  
Student Affairs Committee Recording Secretary

# VISION Volunteer Center

## MLK Day of Service and Alternative Break Report 2017



About VISION

MLK Day of Service

Alternative Breaks

Program



VISION student staff volunteering at the Giving Garden

## Our Mission

VISION Volunteer Center aims to provide students with the opportunity to engage with communities through holistic service opportunities, mutually beneficial community partnerships, and immersion programs that coincide with and enhance students' academic and personal goals. VISION also aims to provide community based and active citizenship education, while fostering an inclusive space that helps students lead productive, socially conscious lives.

VISION Volunteer Center's mission aligns with the mission, vision, and themes of Eastern Michigan University and the university Strategic Plan.

## VISION- Our Work

### Mentoring and Friendship

- Best Buddies
- Pen Pals

### Ongoing Service

- **One-Day Events**
- Learning Beyond the Classroom

### Environmental Sustainability

- Giving Garden
- GREEN

### Immersion Programs

- Leadership
- **Alternative Breaks**



VISION student staff and volunteers at the Parkridge Festival as a part of VISION staff training



# MLK Day of Service 2017

- Part of MLK Celebration
- Structure
  - Work with various community partners who host volunteers
  - Participants placed at random
  - Student Led
    - Planned by VISION student employee
    - Student Site Leaders at each service site
- Hopes
  - Community engagement "on ramp"
  - Honor MLK's legacy by giving back
  - Benefit to community partners

Life's most persistent and urgent question is

## "WHAT ARE YOU DOING FOR OTHERS?"

### MLK DAY OF SERVICE

Jan. 13 | 9a.m - 12:30 p.m. | The Honors College Auditorium

- Participate in a morning of volunteerism hosted by the VISION Volunteer Center
- Service sites assigned at random, so dress for the weather
- Open to enrolled EMU students and 25 EMU faculty/staff
- Hours must turn in a signed liability waiver, available in SC 346, prior to Jan. 13

Apply (students): [true.mu/2qHMOz](http://true.mu/2qHMOz)

Apply (faculty/staff): [true.mu/2hrpe8m](http://true.mu/2hrpe8m)

The Honors College Auditorium  
511 W Forest Ave, Ypsilanti

# MLK Day of Service 2017

Number of Community Partners	11 Partners
Number of Participants	98 Participants
Number of Service Hours per Participant	3 Hours
Total Service Hours	294 Hours



MLK Day of Service student volunteers painting at Growing Hope

MLK Day of Service student and staff volunteers at Ypsi Meals on Wheels



## MLK Day of Service 2017

### Community Partners:

- Food Gatherers+
- Growing Hope+
- Ypsilanti Meals on Wheels\*\*
- Ypsilanti Food Coop+
- Natural Area Preservation\*\*
- Recycle Ann Arbor\*\*
- Corner Health Center
- EMU Children's Institute\*\*
- Leslie Science & Nature Center+
- Friends in Deed\*\*
- Habitat for Humanity ReStore\*\*

\*MLK 2016 Community partner  
+MLK 2015 Community partner



MLK Day of Service student volunteers at Food Gatherers

## MLK Day of Service 2017- Highlights

- President Smith
- Opened to faculty and staff
- 23 Student Site Leaders
  - Leadership role
  - Practice for our ASB Site Leaders
- \$500 Grant from Michigan Community Service Commission
- Student Story



MLK Day of Service student volunteers at the EMU Children's Institute



## Alternative Breaks (AB) Program

Vision- Creating a campus of active citizens.

Mission- Raise awareness and educate students about social issues by sending them on a quality Alternative Break that will inspire them to reach out and become a leader and/or helper in their own community.

History- Began here at EMU in 1991. Were a founding chapter of Break Away- national Alternative Breaks organization.



ASB volunteers at a community partner site in Washington DC

## AB Program- The Numbers

	Number of Trips	Number of Student Participants	Number of Education/ Immersion Hours	Number of Service Hours
Alternative Spring Break	10	72	1,104 Hours	1,873 Hours
International Alternative Break to Haiti	1	6	232 Hours	177 Hours
<b>Total</b>	<b>11 Trips</b>	<b>78 Participants</b>	<b>1,336 Hours</b>	<b>2,050 Hours</b>

## Alternative Spring Break 2017- Trips

### Food Security and Environmental Wellness

- Restoration, Prevention, and Preservation of the Hiwassee River Watershed- Murphy, NC
- Food for the Champs: Providing Resources for Growth Through Food Justice- Cleveland, OH\*
- An Asset-Based Approach to Food Justice in Virginia's New River Valley Communities- Pulaski, VA
- Bridging the Gap from Farm to Table: Community Networks to Create Food Access in Worcester County, MA- Worcester County, MA

### Health of Individuals and Communities

- Addressing Health needs in the LGBTQ+ Community- Boston, MA
- Committing to Healthier Communities through Restorative Housing- Pittsburgh, PA\*
- I got 99 Problems and Women's Issues Are One- Chicago, IL

### Housing and Homelessness

- Creating an Inclusive Community for Those Experiencing Homelessness- Atlanta, GA
- Homelessness in the Capitol- Washington DC
- Laying the Foundation: Helping to Construct the Reality of Affordable Housing- Guin, AL\*

## AB Program- 2017 Highlights

### Highlights

- Partnerships
  - Best Buddies
  - SisterHOOD and BrotherHOOD Initiatives
  - LEADership Minor
- AB Leadership Team
- Site Leader Retreat in Ypsilanti
- Reorientation- First Fridays



ASB volunteers at a community partner site in Worcester County, MA

## AB Program- What We Hear From Students- ASB 2017

Mission- Raise awareness and educate students about social issues by sending them on a quality Alternative Break that will inspire them to reach out and become a leader and/or helper in their own community.

- a. Awareness and education about social issues
- b. Quality Alternative Breaks
- c. Inspire to become a leader and/or helper in own community

### Students Tell Us

- a. Informed- 90%, 92.5%, and 97.5%
- b. 34/38 would like to participate again
- c. Engaged after trip- 97.5%

## AB Program- What We Hear From Students- ASB 2017

"This is one of the most amazing experiences I've ever had."

"It was a meaningful and informative experience that I will never forget."

"People would tell us that it was great that we are using our spring break to volunteer. So I feel that it had a positive effect on them because it proved the fact that some college students do care about issues that affect the world."

"I LOVED IT SO MUCH! THANK YOU FOR EVERYTHING!"

"I would like to see how I can help my community as well."



## AB Program- What We Hear From Students- Haiti 2016

Growth in

- Ability to make connections- service and things like career path, etc.
- Cultivating relationships across difference

“Serving communities shouldn’t be looked at as helping people but rather learning and respecting them in a way that supports them through helping themselves.”



AIB participants in Haiti

## AB Program- What We Hear From Our Community Partners- ASB 2017

“I could not have asked for a better group of volunteers! They were genuinely interested and dedicated to helping us accomplish our goals, and I am very appreciative of each and every one of you. Thanks so much! I definitely am hopeful that we can continue this partnership in the future.”

“The EMU group was respectful, dedicated, and hardworking. They were also cheerful and smiling and never complained. A real pleasure to work with and I am very appreciative of EMU!”

“Honestly, I working this group brings me a lot of smiles. Their eagerness to participate and learn was very enriching and I hope they got a lot out of this experience as much as I did. I wish these students all the best in their endeavors and I cannot thank them enough for their time here. Please provide a thank you to both (Site Leaders) for leading the group.”

# Thank you!

For more information contact  
Becca Timmermans  
[rtimmer1@emich.edu](mailto:rtimmer1@emich.edu)

Student Leader Group

# 2016-2017 Summary

## 2016-2017 Student Leader Group Focus

- Met in summer to identify key issues impacting students
- Generated questions about those issues
- Clustered questions by theme and invited relevant experts
- Engaged in conversation with experts to answer SLG's questions and make suggestions



## Topics Reviewed at February Meeting:

- Title IX with Melody Werner
- Physical Campus with Dieter Otto, Scott Storrar, & Bilal Sarsour
- Financial Transparency & Communication: Mike Valdez & Jim Carroll

## Topics Addressed Since:

- Academic Planning with Michael Tew
- Mental Health with Lisa Lauterbach
- Hunger & Homelessness with Haley Moraniec

## Academic Planning

### Questions generated by SLG members:

- How can students plan in advance for required major courses so that graduation is not delayed?
- Is there a way in the registration system to alert students for course conflicts?
- How are new majors/programs decided upon?
- Is an Engineering program in EMU's future?
- Is it possible to have a cultural competency requirement in the Gen Ed?

# Mental Health

## Questions generated by SLG members:

- What are some myths around mental health?
- What are the utilization numbers for CAPS, and the waitlist stats?
- Were additional counselors hired this year, and did it improve things enough?
- What happens to students unable to get an appointment?
- Is the the counseling staff diverse?
- What is being done to support students who are dealing with racial trauma/issues?
- Are the counseling staff trained around racial issues?
- How are counselors hired/selected?
- What workshops/group counseling opportunities are available to students?

# Hunger & Homelessness

## Questions generated by SLG members:

- What has the usage been of the pantry?
- How is Swoop's kept stocked?
- Are there healthy options available?
- What involvement, if any, has Chartwells/Dining Services had with Swoop's?
- What support for homeless students is available on campus?
- Do we know an accurate account of homeless students are at EMU?
- How are homeless students identified if they don't reach out for assistance?
- Are there academic accommodations made for homeless students?
- Is there a policy/procedure for assisting homeless students with shelter when temperature or whether becomes dangerous?

Questions?



# Student Intervention Team Winter 2017 Update



**Presented By:**

Ellen Gold, Assistant Vice President for Student Well-Being  
Julia Heck, Associate Director, Office of the Ombuds

About  
SIT



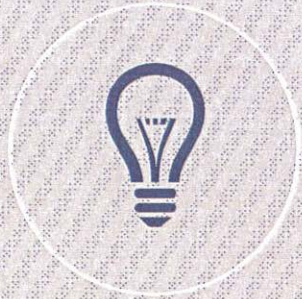
SIT  
Process



SIT  
Data







## About SIT



**The Student Intervention Team (SIT) addresses reports of student behavior in order to recommend proactive and non-punitive approaches aimed at helping students achieve success.**





# Functions of SIT

The SIT, in the performance of its mission:

Balance Needs



Initiate Appropriate Intervention

Structured Positive Process



Coordinates Response & Follow-Up

Manage Cases



Centralized Communication & Action

# Team Membership

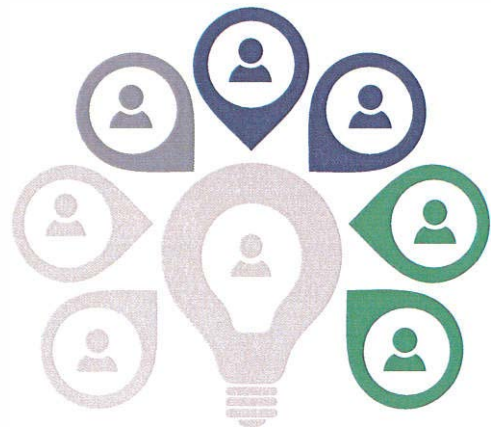
Represents a cross section of campus professionals who can address a broad range of student needs.

**SIT Chair:**

Ellen Gold, Assistant Vice President for Student Well-Being

**SIT Membership:**

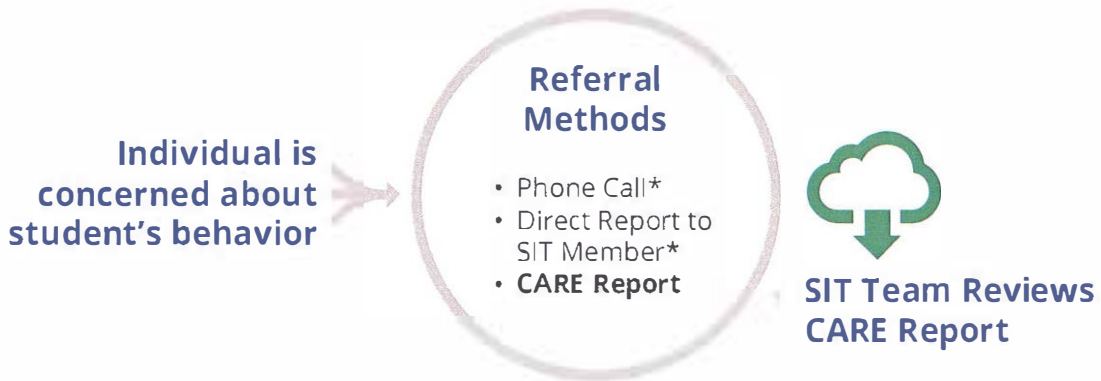
- Counseling and Psychological Services
- Department of Public Safety
- Disability Resource Center
- Legal Affairs
- Housing and Residence Life
- Office of the Ombuds
- Office of Student Conduct, Community Standards, & Wellness
- Office of the Provost





## Process for Referrals to SIT

SIT serves as a central place to report behaviors of concern. Any person who is concerned with a student's behavior can make a referral to SIT.



\*These referral methods are directed to also submit a CARE Report.

# CARE Report

## Online CARE Report

Report of an expression of concern (in the form of your work) that may affect the safety of the patient and the other members of the team.

### CareNetwork Report

- Academic Performance
- Disciplinary Record
- Professionalism
- Quality of Care
- Success of treatments
- Medical

[https://emich-advocate.symphonicity.com/care\\_report/index.php](https://emich-advocate.symphonicity.com/care_report/index.php)

# CARE Report Management

CARE Reports are reviewed at regularly scheduled meetings or, if necessary, at special meetings.

The resolution of an expression of concern is always best governed by a course of action that balances the best interest of the student with those of the University community.



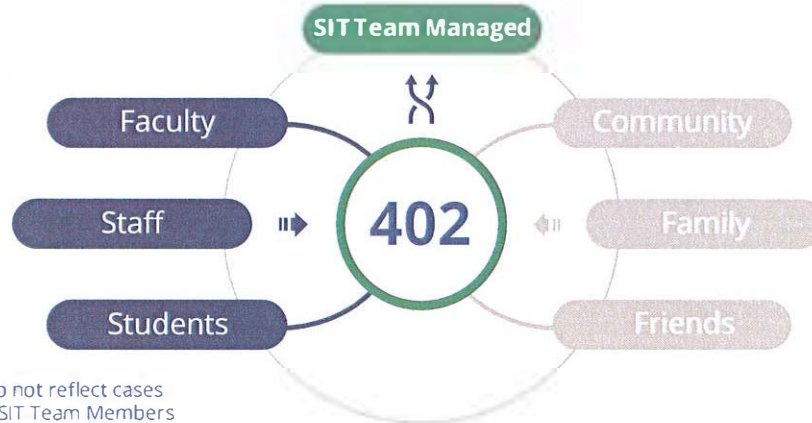
# SIT Review Process



SIT Data



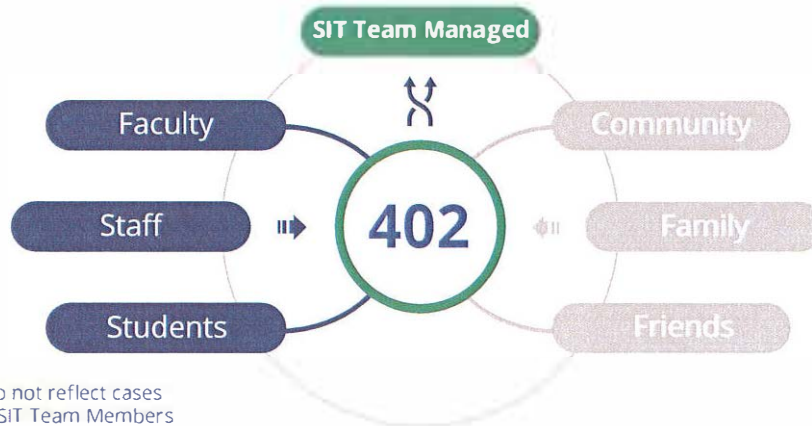
## Number of Reports: Fall 2016 – Winter 2017



\*These numbers do not reflect cases brought forward by SIT Team Members

2016				2017			
September	October	November	December	January	February	March	April
73	85	68	43	26	36	55	16

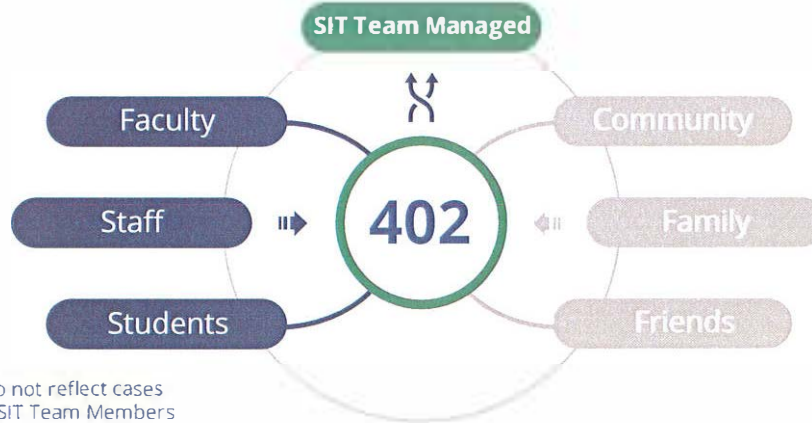
## Reporter Category: Fall 2016 – Winter 2017



\*These numbers do not reflect cases brought forward by SIT Team Members

Resident Advisor	Staff	Faculty	Other	Total
133	107	111	51	402

## Report Category: Fall 2016 – Winter 2017



\*These numbers do not reflect cases brought forward by SIT Team Members

Academic Performance	Distressed Behavior	General Mental/Emotional Health	Medical	Self Harm	Suicidal Thoughts/Statements	Title IX	Total
88	106	84	27	7	83	7	402

## Common Interventions

A system of proactive interventions in order to reduce disruption and facilitate a safe, respectful, and productive learning, living, and work environment.

The resolution of an expression of concern is always best governed by a course of action that balances the best interest of the student with those of the University community.





**QUESTIONS TIME!**  
Have a question? Ask NOW!

SECTION: 7
DATE: April 21, 2017

**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 the April 21, 2017 and the Minutes of the February 7, 2017 meeting be received and placed on file.

**STAFF SUMMARY**

The topic for the April 21, 2017 Faculty Affairs Committee meeting is "Faculty Support for Students"

**FISCAL IMPLICATIONS**

There is no fiscal impact.

**ADMINISTRATIVE RECOMMENDATION**

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



University Executive Officer

3-30-17  
Date



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

April 21, 2017  
8:30 – 9:15 a.m.  
205 Welch Hall

**AGENDA**

**Section 7**      **Agenda and Minutes** (*Regent Webb*)

**Discussion Topic: “Faculty Support for Students”**

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS

**FACULTY AFFAIRS COMMITTEE MINUTES**

February 7, 2017  
10:30 – 11:15 a.m.  
205 Welch Hall

**Attendees** (seated at tables): R. Baird, D. Barton, J. Carroll, D. Clearwater, A. Dow, J. Kullberg, R. Longworth, M. McVey, M. Rahman, Regent Simpson (Vice Chair) and Regent Webb (Chair).

**Guests** (as signed in): C. Amidei, K. Banerj, B. Goldman, E. Gunel, R. Jasso, E. B. Katsambouris, K. Kucera, R. Martusewicz, K. Raybaud, C. Ruhl-Smith, President Smith, W. Tornquist, D. Turner, P. Walsh, R. Woody, and Tsu-Yin Wu.

*Regent Webb* opened the meeting at 10:30 a.m. by introducing Regent Simpson, one of two new Regents appointed to EMU's Board of Regents.

**Report and Minutes (Section 12)**

*Regent Webb* requested that the Faculty Affairs Committee Agenda for February 7, 2017 and the Minutes of the November 1, 2016 meeting be received and placed on file.


**Discussion Topics –**

Center for Global Engagement: Strategic Planning Committee Update

Dr. Michael McVey presented an update on the work of the Strategic Planning Committee of the Center for Global Engagement. The plan addresses how students, faculty, and staff can be involved in the global endeavor, inside and beyond the classroom. Areas addressed include research, travel, collaborative partnerships, fundraising, and infusing the curriculum with global and multicultural perspectives.

Regent Webb thanked all and adjourned the meeting at 11:20 a.m.

Respectfully submitted,

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

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 8
DATE: April 21, 2017

**RECOMMENDATION**

**ATHLETIC AFFAIRS COMMITTEE**

**ACTION REQUESTED**

It is requested that the Board of Regents receive and place on file the working agenda for the April 20, 2017 meeting and February 7, 2017 minutes.

**STAFF SUMMARY**

- Approval of Tuesday, February 7, 2017 Minutes
- New Eagles
- Facility Updates
- Community Service-Connection to our Community
- Student-Athlete Advisory Committee
- Football
- Basketball Updates-Associate Head Coach, Assistant Coach-TBD
- Development Updates-Dan McLean
- Budget News
- Spring Sports Update
- Vice President and Director of Athletics Search Update
- Highlight Team-Women's Gymnastics-Sarah Brown-Head Coach

**FISCAL IMPLICATIONS**

To be determined

**ADMINISTRATIVE RECOMMENDATION**

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

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

\_\_\_\_\_  
Date

3/31/17

# BOARD OF REGENTS

## ATHLETIC AFFAIRS COMMITTEE

April 20, 2017  
201 Welch Hall  
4:00 p.m.

### AGENDA

- A. New Eagles
  - a. Football Tight Ends/Special Teams Coordinator-Jay Nuncz
  - b. Assistant Director of Student-Athlete Support Services-TBD
- B. Facility Updates
  - a. Bowl Logos in Stadium
  - b. Lighting project in Ryneerson Stadium
  - c. Visiting Locker Room
  - d. Westside Stadium Bathrooms
  - e. Tunnel Project
- C. Community Service-Connection to our Community
  - a. EMU Autism Collaborative Center partnership
  - b. Ypsilanti Rotary-Coach Creighton presentation
  - c. YPSI Proud Service event-May 20<sup>th</sup>
- D. Student-Athlete Advisory Committee
  - a. Ypsi Awards-April 17
- E. Football Updates
  - a. Season ticket seasons/premium seats sales to date
  - b. Fall 2017 schedule-Fly with the Eagles trips/Army (October 14, 2017)
- F. Basketball Updates
  - a. Associate Head Coach, Assistant Coach-TBD
- G. Development Updates-Dan McLean
  - a. FY17-Update
  - b. The Oak Society-major gift society-35 members so far
  - c. E Club Hall of Fame project
- H. Budget Review-Mike Malach
  - a. Popeyes Bahamas Bowl financial report
  - b. FY17 Revenue report
- I. Spring Sports Update
- J. Department Updates
  - a. Vice President and Director of Athletics Search update
- K. Highlight Department-Sarah Brown-Head Coach-Women's Gymnastics

**Eastern Michigan University  
Board of Regents  
ATHLETIC AFFAIRS COMMITTEE  
Minutes of February 7, 2017**

**Members:**

Regents: Michael Hawks, Mike Morris, Alex Simpson, James Webb, Mary Treder Lang, Michelle Crumm  
Athletics: Heather Lyke, Athletics Director/Vice President

Regent Mike Hawks called the Athletic Affairs Committee meeting to order at 9:30a.m.

**Updated Staff News:**

Athletics had two Assistant Football Coaches, Ryan Grubb and Kalen DeBoer, depart for other positions. Aaron Keen was promoted to Offensive Coordinator. We hired Luke Meadows from Garden City, Kansas to coach the Offensive Line. We also hired Karen Schiferl as the Associate Athletics Director for Student-Athletes Support Services. Before coming to Eastern Michigan University, Karen worked as the Associate Athletic Director for Academic Services/SWA at Chicago State University and spent nine years at the University of Mississippi as the Senior Associate Athletic Director for Academic Support.

**Facility Updates:**

Parts of the torn Bowen Track were repaired this past month to get ready for the MAC Men's and Women's Indoor Track Championships that Eastern is hosting on February 24 and 25.

**Academic News:**

Fall semester was a record breaking one from an academic standpoint. The student-athletes achieved the highest term and cumulative GPA in the department history. They earned a 3.28 GPA after fall semester and had a 3.26 cumulative GPA. 46 student-athletes earned a perfect 4.0 this semester. There will be a 4.0 Luncheon on January 27 celebrating those 46 students. 73% of our student-athletes have earned over a 3.0 GPA. 17 of our 21 teams have over a 3.0 cumulative GPA (football just missed with a 2.965 cumulative GPA). Baseball, football, men's golf, women's rowing and women's soccer set team records for the highest term of cumulative GPA.

**Student-Athlete Advisory Council:**

The student-athletes hosted their annual Jock Jamz (student-athlete talent show) and raised \$1,100 and donated those proceeds to Ypsilanti City Schools. The Letter Jacket and Coin Ceremony was held on January 17 at the Men's Basketball Game. The Ypsi Awards will be on April 17.

**Football Year in Review:**

Ticket sales are up 44% compared to last year thanks to our partnership with The Aspire Group who manages our ticket sales department. The Athletics Department has also sold 15 of the 16 new Eagles Pride Loge Suites, which are the 4-person outdoor suites on the 50-yard line. The average actual attendance was up 26%, which was the highest since 2010. 308 more students attended per game compared to last year.

### **2016 Popeyes Bahamas Bowl:**

There were 1.3 million viewers and the exposure value to the University based on television, news, print, online and social media was determined to be over \$6 million dollars. We totaled \$2,250 in merchandise sales (we sold everything we brought). There was a solid group of alumni, fans and supporters who traveled to the Bahamas. The Pep Rally was held in the main lobby of the Atlantis Resort and over 400 people were in attendance. We sold 194 tickets totaling \$9,700 revenue. The announced game attendance was 13,422. The football team participated in three community service projects: emergency hostel, RanFurly House and a children's football clinic.

### **Aspire Survey Findings:**

The Aspire Group is a third party that the Department of Athletics uses to manage all of its ticket and event operations. Aspire conducted a survey of our football fans to evaluate the game day experience and identify ways to improve. Day and time of games and weather are some of the most important factors in fans attending games since fans seem to fit EMU football games into their schedule rather than adjusting their schedule. Fans have expressed that they want flexibility in their purchasing experience-more flex packages and food and beverage included in their ticket. It will be beneficial to drive fans to purchase tickets in advance of the game so it helps improved their experience with both cost savings and wait time on the day of the game. Enhancements to the EMU Athletics ticketing website would make it easier to navigate and improve the purchasing experience for fans. Season ticket holders felt valued by EMU Athletics because of positive customer service experiences and communication from EMU Athletics. While season ticket holders feel that football tickets are fairly priced, additional benefits and further loyalty appreciate can increase feelings of value and improve their overall experience. 79% of fans who attended games are satisfied with the game day experience. Areas that were highly rated were: customer service, marching band and branding. The areas that were rated poorly were: merchandise, video board, comfort of seats, concessions and restrooms. We will work to identify ways to improve these areas for next season.

### **Basketball Updates:**

118 season tickets were sold for Men's Basketball this season. An increase from the 88 season tickets in 2014. In 2014, we sold no floor seats and in 2016 we sold 19. 38 season tickets and 7 floor seats were sold for Women's Basketball. The Champions Club is a new area for members to enjoy pregame and halftime appetizers and drinks. Currently, there are 102 members.

### **Development Updates:**

In regards, to fundraising, for this fiscal year, the Athletics Department is in the midst of the highest fundraising year to date. The Athletics Department also just concluded their 3<sup>rd</sup> annual staff All-In Campaign where everyone makes a contribution to the Athletics Department. For the third consecutive year we have had 100% participation. The student-athletes participated recently in a "thank-a-thon" where they made phone calls to their donors acknowledging their gifts and thanking them for their donations. Upcoming events for February are the Baseball Lead Off Dinner of February 11 and the Track & Field Alumni Gathering on February 25.

### **Budget News:**

Christian Spears began by reviewing FY17 Revenues and highlighted some key points. These figures were collected as of January 12, 2017. Our Grant in aid is \$852,086 almost to the approved budget of \$900,000. Licensing was at \$36,249. Pepsi is at \$280,000. The Bowl game revenue was not added to this report, but will be a substantial amount of revenue for the Athletics Department.

**Winter Sports-Update:**

We are in the midst of all the winter sport season and have some teams competing extremely well. Men's Basketball currently is in 7<sup>th</sup> place. Women's Basketball has the #1 recruiting class in the MAC. Gymnastics is currently in 29<sup>th</sup> place in the country and 7<sup>th</sup> in the country on the bars. Swimming lost their 1<sup>st</sup> conference dual since 1997 and MAC Championships are on March 1-3. Wrestling beat Kent State on February 5. It was EMU's first win over KSU since 1974. We will be hosting the MAC Men's and Women's Indoor Track and Field Championships on February 24 and 25 where both teams will be in strong contention for a MAC Championship.

**Highlight Department-Media Relations-Greg Steiner-Associate Athletics Director:**

Lastly, Greg Steiner, our Associate Athletics Director of Media Relations presented an overview of the Media Relations department, staff, scope of responsibilities (including website, video, television, radio, social media, official stats and written articles). In the past year, the website users were up 12%, unique users were up 13% and page views increased by 16%. Regarding social media and our EMU Athletics twitter account, there has been a 30% increase since July 2016. Finally, our Media Relations department manages our ESPN3 productions and uses 20-30 students from Communications, Media, Theatre and Arts to help produce these shows. This year we will produce 35 live broadcasts of basketball, volleyball, gymnastics and wrestling and they are seen in over 99 million homes.

Meeting was adjourned at 10:17am

Respectfully submitted,

A solid black rectangular box redacting the signature of Lori Barron.

Lori Barron  
Administrative Secretary

Board of Regents Meeting  
*Athletic Affairs*  
April 20, 2017

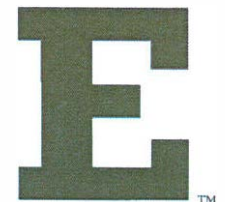




# Department of Athletics – Staff news

## **New Eagles:**

- Football Tight Ends/Special Teams Coordinator – Jay Nunez
- Assistant Director for Student-Athlete Support Services - TBD



# Facility Updates

## **Projects:**

- Bowl Logos in Stadium
- Lighting project in Rynearson stadium
- Visiting Locker Room
- Westside Stadium Bathrooms
- Tunnel Project



# Community News

## **Community Service – Connection to our Community:**

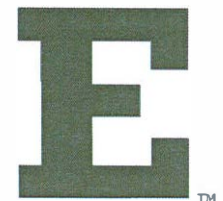
- EMU Autism Collaborative Center partnership
- Ypsilanti Rotary – Coach Creighton presentation
- YPSI Proud Service event – May 20<sup>th</sup>



# Student-Athlete Advisory Council

## **Student-Athlete Updates:**

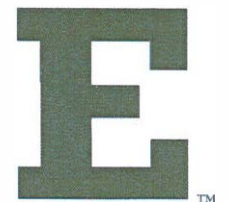
- Ypsi Awards – April 17
- Student Government Collaboration (Delegate Seat)



# Football Updates

## Football:

- Season ticket sales/Premium Seats sales to date
- Fall 2017 schedule – Fly with the Eagles trips/Army (October 14, 2017)



# Basketball Updates

## **Basketball Search:**

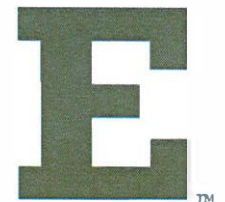
- Associate Head Coach
- Assistant Coach



# Development Updates

## Development Updates – Dan McLean

- FY17 – Update
- The Oak Society – major gift society – 35 members to date
- E Club Hall of Fame project

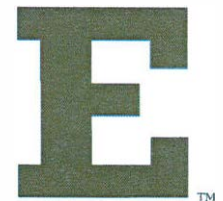




# Budget Review

## **Budget news – Mike Malach**

- Popeyes Bahamas Bowl Financial report
- FY17 Revenue report



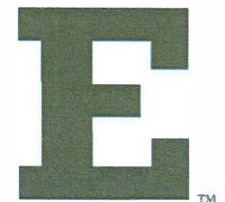
### FY17 Intercollegiate Athletics Revenues

<u>Org#</u>	<u>Acct Code</u>	<u>Organization Description</u>	<u>Approved FY17 Budget</u>	<u>YTD Actual Rev</u>	<u>YTD Projections</u>	<u>YTD Totals</u>	<u>Variance</u>
103700	232	Rentals	80,000	54,658	25,342	80,000	-
103700	308	IMG Royalties	60,000	4,828	60,172	65,000	5,000
103700	366	Pouring Rights	200,000	-	280,000	280,000	80,000
103700	306	Licensing	75,000	55,795	19,205	75,000	-
103700	624	Misc. revenue	-	12,957	-	12,957	12,957
104425	376	FB ticket sales	450,000	143,599	306,401	450,000	-
103700	382	FB Program Sales	5,000	3,742	-	3,742	(1,258)
104425	392	FB Game Guarantees	1,450,000	1,450,000	-	1,450,000	-
104425	418	Non Gift fundraiser	-	15,071	-	15,071	15,071
		ESPN/FB Playoff	1,300,000	-	1,775,000	1,775,000	475,000
103700	256	Parking	25,000	21,835	-	21,835	(3,165)
104325	376	MBB ticket sales	65,000	38,708	5,000	43,708	(21,292)
104325	392	MBB Game Guarantees	250,000	100,000	150,000	250,000	-
104800	376	WBB ticket sales	5,000	10,301	-	10,301	5,301
103700	384	Other sport receipts (GYM/MWR)	7,500	2,353	1,000	3,353	(4,147)
105250	376	VB ticket sales	-	5,201	-	5,201	5,201
103700	624	Concessions/ABC	-	-	-	-	-
103700	142	Merchandise	-	-	-	-	-
103700	624	Misc. revenue	-	12,558	-	12,558	12,558
103700	390	NCAA Grant-in-aid	900,000	852,086	-	852,086	(47,914)
103700	390	NCAA Sports Sponsorship	268,443	353,894	-	353,894	85,451
103700	390	NCAA Academic Enhancement	75,000	-	75,000	75,000	-
103700	390	NCAA Supplement revenue dist.	75,000	-	-	-	(75,000)
103700	392	NCAA BB Tournament	150,000	129,408	135,000	264,408	114,408
		<b>REVENUE TOTALS</b>	<b>5,440,943</b>	<b>3,266,994</b>	<b>2,832,120</b>	<b>6,099,114</b>	<b>658,171</b>

as of 2/28/17

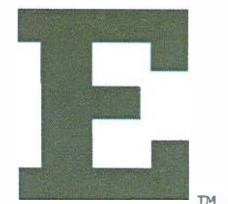
# Spring Sports – Underway

- Baseball
- Softball
- Gymnastics
- Track and Field
- Men's Golf
- Women's Golf
- Women's Tennis
- Rowing



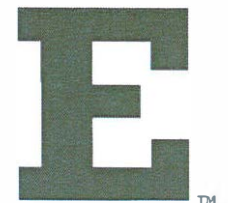
# Department Updates

- Vice President and Director of Athletics Search



# Highlight Team

- Highlight Team – Sarah Brown – Head Coach, Women's Gymnastics



**GO EAGLES!**  
**#ChampionsBuiltHere**



**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 April 20, 2017 and the Minutes of the February 7, 2017 meeting be received and placed on file.

**SUMMARY**

The primary items for the April 20, 2017 Educational Policies Committee meeting include:

Agenda and Minutes; Academic Retirements/Separations; Appointments of Charter Schools Board Members; 2017-2018 Faculty Research Fellowship Awards; 2017-2018 Sabbatical Awards; New Academic Program: Bachelor of Science in Data Science and Analytics; Commencement Speaker and Honorary Degree Recipient.

**FISCAL IMPLICATIONS**

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

**ADMINISTRATIVE RECOMMENDATION**

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



University Executive Officer

4/5/2017  
Date



**EASTERN MICHIGAN UNIVERSITY**

**Board of Regents**

**Educational Policies Committee**

April 20, 2017

4:00 – 4:45 p.m.

205 Welch Hall

AGENDA

- 4:00**      **Section 9:**      Agenda and Minutes (*Regent Beagen, Chair*)
- 4:03**      **Section 5:**      Academic Retirements/Separations (*David Woike*)
- Section 10:**      Appointments of Charter Schools Board Members (*Malverne Winborne*)
- Section 11:**      2017-2018 Faculty Research and Creative Activity Fellowships  
   (*David Woike*)
- Section 12:**      2017-2018 Sabbatical Leave Awards (*David Woike*)
- Section 13:**      New Academic Program: Bachelor of Science in Data Science and Analytics  
   (*Rhonda Longworth*)
- Section 14:**      Commencement Speaker and Honorary Degree Recipient  
   (*Rhonda Longworth*)

**Discussion Items:**

- 4:25**      Full Report and Update on Degree Completion and Retention Plan  
   (*Rhonda Longworth and Michael Tew*)

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS

**EDUCATIONAL POLICIES COMMITTEE MINUTES**

February 7, 2017  
9:30 – 10:15 a.m.  
205 Welch Hall

**Attendees:** (seated at tables) Regent Beagen (Chair), J. Carroll, D. Clearwater, A. Dow, Regent Jeffries (Vice Chair), R. Longworth, M. Tew, W. Tornquist, M. Winborne and D. Woike.

**Guests:** (as signed in) S. Bumpus, S. Chawla, L. Comben, C. Emal, L. Greden, E. Gunel, J. Heck, C. Hensley, W. Hogan, J. Hunsberger, K. Kucera, W. Kraft, L. London, C. McFarland, M. Marion, M. Marz, M. Nair, C. Phillips, M. Qatu, M. Rich, M. Saylor, C. Shropshire, President Smith and R. Woody.

*Regent Beagen* convened the meeting at 9:30 a.m. by introducing Regent Jeffries, one of two new Regents appointed to EMU's Board of Regents.

**Report and Minutes (Section 14)**

*Regent Beagen* requested that the Educational Policies Committee Agenda for February 7, 2017 and Minutes of the November 1, 2016 meeting be received and placed on file.

**Faculty Appointments (Section 5)**

*Dr. David Woike, Assistant Vice President for Academic Affairs* recommended that the Board of Regents approve one (1) new faculty appointment for the 2016-2017 academic year at the rank, salary, and effective date.

**STAFF SUMMARY**

The new faculty member is male.

**Faculty Tenure Appointments (Section 6)**

*Dr. David Woike*, recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2017 fall semester, for one (1) faculty member.

**STAFF SUMMARY**

The probationary faculty member is recommended for tenure, effective at the beginning of the 2017 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 member meets the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in their respective department evaluation document.

### **Lecturer Appointment (Section 7)**

*Dr. David Woike*, recommended that the Board of Regents approve seven (7) new lecturer appointments for the 2016-2017 academic year at the rank, salary, and effective date.

#### **STAFF SUMMARY**

Demographics show that four (4) of the lecturers are male and three (3) are female.

### **Academic Retirement/Separations (Section 8)**

*Dr. David Woike*, recommended that the Board of Regents approve one (1) retirement and one (1) separation for the period of October 1, 2016 through December 31, 2016.

#### **STAFF SUMMARY**

Of the two (2) retirements and separations, both are male. Demographics show that one (50%) is Caucasian, and one (50%) is Asian.

### **Emeritus Faculty Recommendation (Section 9)**

*Dr. Rhonda Longworth, Interim Provost and Executive Vice President, Academic and Student Affairs* recommended that the Board of Regents grant Emeritus Faculty Status to one (1) former faculty member: Margaret Crouch, Department of History and Philosophy from 1987 to 2017, who retired January 2017 after 29 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 nomination for this individual has received the support of the department head or school director, the dean of the college, and the Provost and Executive Vice President.

### **Honorary Emeritus Status (Section 10)**

*Dr. Rhonda Longworth* recommended that the Board of Regents grant Honorary Emeritus Status for Meritorious Service to Dr. Linda Pritchard, who served EMU for fourteen years, and provided exceptional leadership in her roles as faculty member, Head of the Women and Gender Studies Department and Dean of the College of Arts and Sciences. During this time, she provided outstanding leadership on a number of initiatives including establishing the Women and Gender Studies Department, raising \$25,000 for two WGST endowed scholarships, and establishing the Women in Philanthropy program.

#### **STAFF SUMMARY**

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

beyond the normal expectations, (d) clear evidence of exceptional institutional leadership, advancement of the University or extraordinary service to students.

Dr. Pritchard has been employed at EMU for 14 years, and has demonstrated exemplary service to the students and faculty in the College of Arts & Sciences and the university as a whole, as evidenced by her outstanding record of achievements.

### **Academic Calendars for 2019/20 and 2020/21 (Section 15)**

*Dr. Rhonda Longworth*, recommended that the Board of Regents approve the Academic Calendar for 2019-2020 and 2020-2021.

#### **STAFF SUMMARY**

An Academic Calendar Committee--comprising representatives from Faculty Senate, the Colleges and Department/Schools, Academic Advising, Financial Aid, Student Business Services, the Physical Plant and Housing--works with the Provost's Office and the Registrar to develop the University Calendar.

### **Charter Schools Board Member Appointments (Section 16)**

*Dr. Malverne Winborne, Director of Charter Schools*, recommended that the Board of Regents re-appoint Catherine Jones to a three year term to the Board of Directors of Ann Arbor Learning Community; re-appoint Marvin Jennings Jr. and Tammy Smith to three year terms to the Board of Directors of the Academy for Business and Technology; re-appoint Soloman Spann III to a three year term to the Board of Directors of the Commonwealth Community Development Academy; and re-appoint Leatrice Eagleson to a three year term to the Board of Directors of Hope Academy.

#### **STAFF SUMMARY**

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

### **2015-16 Charter Schools Annual Report and Update (Section 17)**

*Dr. Malverne Winborne* recommended the 2015-16 Charter Schools Annual Report be received and placed on file.

#### **STAFF SUMMARY**

During the 2015-16 school year, eleven charter schools operated under the auspices of the Board of Regents of Eastern Michigan University. These schools enrolled approximately 3,460 students. As the fiscal agent for the schools, Eastern Michigan University's accounting office processed approximately \$24.26 million of state aid funding to the schools. The Charter Schools Office paid approximately \$152,000 in indirect costs to the University's General Fund.

The Annual Report includes a discussion of the history of the Charter Schools Office at Eastern Michigan University as well as a state and national perspective. Complete descriptions of each school, their mission statements, their performance indicators, vital statistics and a financial report are contained in the Annual Report.

### **Summer 2017 Research Awards (Section 18)**

*Dr. Wade Tornquist, Interim Associate VP for Graduate Studies and Research*, recommended that the Board of Regents accept and place on file the Report on the 2017 Summer Research Awards.

**STAFF SUMMARY**

The Summer Research/Creative Activity Award (SRA) is intended to encourage and support the research, creative, artistic, and scholarly endeavors of full-time tenured or tenure-track EMU faculty during the summer months (May-August) by providing stipends of \$12,000 for outstanding proposals in lieu of summer teaching assignments. Faculty may apply in teams. Each team member is allowed to request a full award, but each benefiting member must submit a full electronic application.

**New Major: Bachelor of Science, Mechanical Engineering (Section 19)**

*Dr. Rhonda Longworth*, recommended that the Board of Regents approve a New Major: *Bachelor of Science, Mechanical Engineering*.

*Dr. Mohomad Qatu*, Dean of the College of Technology, gave a presentation outlining the College goals for the new major. The data suggests that there is a need for mechanical engineers in SE Michigan therefore there are many job opportunities available for our graduates. Currently enrolled in the pre-engineering program are 10-15 students (that we will retain because of this new major) who normally would have transferred to other Universities to complete their degree, this new major will enable us to attract and retain top notch students and faculty, stabilizing our enrollment and give long term stability to the COT. Provost Longworth thanked Dean Qatu for his efforts.

**SUMMARY**

The Bachelor of Science in Mechanical Engineering (ME) program at Eastern Michigan University (EMU) is dedicated to preparing students for productive careers in Mechanical Engineering with an emphasis on design and materials. Students will take courses that involve engineering materials, solid mechanics, thermodynamics, fluid mechanics, heat transfer, and manufacturing processes to evaluate and synthesize mechanical and thermal systems. Laboratory experiments and the use of computer aided engineering tools will be integrated into the program. Students will also study engineering design theories and will acquire numerous engineering design experiences. The mechanical engineering curriculum will culminate with a capstone design project experience. The capstone design project experience will require students to draw from their previously acquired knowledge in mathematics and the engineering sciences to solve engineering design problems supplied by external customers. Students that complete EMU's Mechanical Engineering program will be prepared to help solve tomorrow's engineering problems.

**New Academic Program: Doctor of Nursing Practice (Section 20)**

*Dr. Rhonda Longworth*, recommended that the Board of Regents approve a New Academic Program and Degree Type: *Doctor of Nursing Practice*.

*Dr. Murali Nair*, Dean of the College of Health and Human Services and *Dr. Sherry Bumpus*, Associate Professor, Associate Director for Graduate Studies and Director of the Adult-Gerontology Primary care Nurse Practitioner Program gave a presentation outlining the new program. This is the advanced nursing degree that is the next natural step currently in the nursing field. Establishing this program will enable us to retain our current students and attract working professionals. Provost Longworth thanked both Dean Nair and Dr. Bumpus for their efforts.

**SUMMARY**

The Doctor of Nursing Practice (DNP) program prepares advanced practice nurses with the knowledge, skills and attributes necessary for accountable and comprehensive nursing practice. With the increasing

scope of clinical scholarship in nursing and the growth of scientific knowledge, doctoral level education is highly recommended for advanced nursing practice in the clinical setting. The DNP curriculum includes content which enables the student to conduct complex diagnostic and treatment modalities, employ sophisticated informatics and decision-making technology, and integrate in-depth knowledge of bi-physical, Psychosocial, behavioral, and organizational sciences. The DNP program will accentuate student development as an expert clinician with an emphasis on leadership and education (at both the organizational and academic level), service and skills that will translate in improved health care.

**Discussion Items:**

*Dr. Michael Tew* provided an update on the Degree Completion and Retention Plan Report. The April report will include more comprehensive metrics/graphics and will detail key ongoing retention and completion projects.

*Dr. Rhonda Longworth* provided an overview of university and program accreditations. We currently have 163 accredited programs. The Higher Learning Commission (HLC) re-accreditation cycle is this year for the University. We will have a site visit in October. We've already conducted a mock site visit which included inviting two reviewers to campus to review our application for re-accreditation and to assist us in preparing for our site visit.

Regent Beagen thanked those in attendance, and adjourned the meeting at 10:20 a.m.

Respectfully submitted,



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

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 10

DATE:

April 21, 2017

**RECOMMENDATION**

**APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS**

**ACTION REQUESTED**

It is recommended that the Board of Regents appoint Kenneth Dettloff, Rolanda Williams and Shawn Yates to three year terms to the Board of Directors of Detroit Public Safety Academy; and re-appoint Jasmine Henry to a three year term 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.

**Detroit Public Safety Academy**

Kenneth Dettloff has been a corrections officer at the Michigan Department of Correction-G. Robert Cotton Correctional Facility in Jackson, Michigan since 1997. He earned a Bachelor of Science Degree in Education from Eastern Michigan University in Ypsilanti, Michigan and an Associate Degree in Criminal Justice from Washtenaw Community College in Ypsilanti, Michigan. He also taught American History and Government to Adults in Hartland and Huron Valley Schools in Michigan in 1980's. This is a new appointment.

Rolanda Williams was employed as a sales representative at Value Plus in Detroit, Michigan in 2016. She earned a Pharmacy Technician Certification at Kaplan University in Detroit, Michigan. She is a parent of a student at Detroit Public Safety Academy. This is a new appointment.

Shawn Yates has been a Senior Police Officer, Field Training Officer and Detective at Highland Park Police Department in Highland Park, Michigan since 2012. He graduated from Macomb Police Academy in Mt. Pleasant, Michigan. He earned an Associates in Liberal Arts in General Studies from Wayne County Community College in Detroit, Michigan. He passed the Michigan State Barber Board from Michigan Barber College in Detroit, Michigan. This is a new appointment.



**Joseph F. Pollack Academic Center of Excellence**

Jasmine Henry has been a market relations project consultant at Blue Care Network of Michigan in Southfield, Michigan since 2007. She earned a Masters of Arts in Social Justice from Marygrove College, in Detroit, Michigan and a Bachelor of Arts in Sociology from Michigan State University in East Lansing, Michigan. She has served on the Board of Directors for the Dr. Joseph F. Pollack Academic Center of Excellence since 2009. This is a re-appointment.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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



University Executive Officer

3-30-17

Date

# Kenneth G. Dettloff



## **PROFILE**

Over the past 30 years, I have been involved in the area of law enforcement in position such as Reserve Police Officer in a small town to working Security in various settings ranging from schools to hospital and road patrol to becoming a Correction Officer for the State of Michigan. I have also had experience in the educational setting as a long term substitute teacher and as an Adult Education Teacher. These experiences give me an unique perspective on the role of education and law enforcement.

## **EXPERIENCE**

Correction Officer, Michigan Department of Corrections, 1997 to the present

Over the past 19 years, i have worked as a Correction Officer for the Michigan Department of Corrections at three different correctional facilities in Southeastern Michigan. My role has changed over the years from yard officer to housing unit officer. As a housing unit officer, I have run various groups to help cut the recidivism rate for inmates. Over the past few years, I have run substance abuse groups to cognitive thinking groups and anger management groups as well as doing my security duties. I have also participated in various committees such as the Racial Diversity to Warden's Epic Committee to improve the facility and help staff to do a more effective job and promote better safety and security methods.

### **Long Term Substitute Teacher, Livingston Intermediate Schoo District — 1998-1999**

I was the Social Studies Teacher for the alternative high school of the Livingston Intermediate School system. I worked with at risk students who could not learn in a traditional high school setting and help them earn their high school diploma. I taught American Government, Sociology, and World History and Introduction to Criminal Justice.

### **Reserve Police Officer, Pinckney Police Department — 1991-92**

For one year, I worked as a volunteer Reserve Police Officer assisting in crowd control as well as foot and road patrol duties.

### **Adult Education Teacher, Hartland and Huron Valley Schools - 1980's**

During this time period, I taught American History and Government to Adults who were returning to school to earn their high school diplomas.

## **EDUCATION**

Bachelor of Science Degree in Education,, Eastern Michigan University August, 1982. Majors in History and Political Science

Associate Degree in Criminal Justice, Washtenaw Community College, 1992

## ROLANDA WILLIAMS



### SKILLS & ABILITIES

- Recognized for excellent leadership skills
- Demonstrates aptitude for developing new skills and able to multi-task effectively
- Organized, detail orientated, able to work in high pressure environments
- Strong communication skills and customer service
- Proficiency in computer operations and data entry
- Sound judgement, seeking professional assistance when needed

### EXPERIENCE | Sales Rep Value Plus 07/2010-01/2016

- Cash handling, daily audit of receipts
- Suggestive selling and merchandising
- Assist with hiring and training of new employees

### Telemarketing ACS 02/2007-03/2007

- Phone solicitation for charitable contributions

### Cashier/ Sales Associate EB Apparel- Kids For Less 08/2005-12/2006

- Cash handling, daily audit of receipts
- Suggestive selling and merchandising
- Maintain stock room

- Facilitating new employee training

### Assistant Manager Dunham's Sports 08/2001-03/2004

- Assist in supervision of sales floor and employees
- Cash handling, daily audit of receipts
- Coordinate merchandise for sales promotions
- Assist with hiring and training of new employees

Rolanda Williams 3139702411 williamsrolanda@yahoo.com

EDUCATION | Kaplan University 2008-2009 Pharmacy Technician Certification

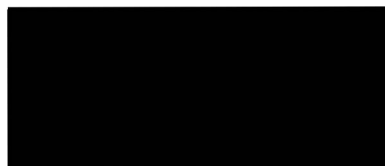
University of Detroit Mercy 2001-2002

Renaissance High School 1997-2001 Graduate

REFERENCES | Available upon request

# Shawn D. Yates

To obtain a position in a professional law enforcement environment



## EXPERIENCE

### **Highland Park Police Department, Highland Park, MI**

***Senior Police Officer, Field Training Officer, Detective***

**PRESENT - 2012**

Patrol specified district on foot and with patrol vehicle  
Check for any law violations and watch for suspicious activity  
Serve warrants and write citations  
Respond to radio calls and investigate complaints

### **Detroit Public Schools, Detroit, MI**

***School Police Officer***

**2015**

Responded to school calls  
Patrolled assigned school areas  
Protected and maintained the safety and security of students and faculty

### **Hills Barber & Styling Salon, Detroit, MI**

***Master Barber***

**2012 - 2002**

Perform traditional barber services per customer requests  
Maintain good customer contact

### **National City Bank, Royal Oak, MI**

***Reconciler/Customer Service Representative***

**2002-1992**

Accurately balanced client accounts  
Corrected area bank branch errors  
Effectively communicated with customers

### **Foot Locker, Harper Woods, MI/ Southfield, MI**

***Assistant Manager/Sales Associate***

**1992- 1990**

Supervised and trained new employees  
Improved overall customer service  
Balanced daily books and made bank deposits  
Assisted customers with purchases

## SKILLS

Certified Evidence Technician  
Certified LEIN Operator  
Certified in Recovering Contraband in Vehicles

## AWARDS

Highland Park Police Officer of the Year, 2016  
Operator of the Month Accolades, National City Bank, 1994 - 1992  
Perfect Attendance, National City Bank, 2001- 1994

## EDUCATION

**Macomb Police Academy, Mt. Pleasant, MI**  
Graduation date: May 25, 2011 - Passed MCOLES State Test  
**2011**

**Wayne County Community College, Detroit, MI**  
*Associates of General Studies*  
Major: Liberal Arts Degree  
**2005- 2000**

**Michigan Barber College, Detroit, MI**  
Michigan State Barber Board  
-Passed 1995

References available upon request

# Jasmine S. Henry

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## EDUCATION / LICENSURE

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### **Bachelor of Arts, Sociology**

Michigan State University, East Lansing, MI

August 2005

### **Master's of Arts, Social Justice**

Marygrove College, Detroit, MI

May 2014

**Certified** – Michigan Accident and Health Producer  
Department of Insurance and Financial Services

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## CORE KNOWLEDGE & SKILL AREAS

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Problem Solving Skills  
Verbal & Written Communication Skills  
Relationship Building

Strategic Planning  
Analytical & Quantitative Skills  
Strategic Research & Analysis

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## **P**ROFESSIONAL EXPERIENCE

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### **Market Relations Project Consultant**

*Blue Care Network of Michigan, Southfield, MI*

February 2014-current

Act as a sales liaison for Blue Cross Blue Shield of Michigan Sales, providing them with problem resolution and acting as a Blue Care Network of Michigan subject matter expert. Act as a business lead for product development leading large and self-funded product initiatives. Collaborate with the Blue Cross Blue Shield of Michigan Sales team to educate account managers on new Blue Care Network of Michigan products as well as self-funded options. Establish working relationships with Sales team and agents to help foster new opportunities for Blue Care Network of Michigan.

- ✓ Led the project team for the Michigan State University Student Health Plan which netted over 10,000 members
- ✓ Implemented automated process for self-funded group setup
- ✓ Revamped Blue Care Network Service Company self funded presentations and all supporting documents used by external sales force

### **Field Service Representative**

*Blue Care Network of Michigan, Southfield, MI*

September 2011-January 2014

Analyze, investigate, resolve and respond to sensitive/complex issues. Provide hands on support for managing agents, agents, employer group's decision makers, third party administrators and BCBSM sales staff on all service encounters related to claims, benefits, membership and billing, rating and underwriting inquiries. Act as subject matter expert during open enrollments, health and benefit fairs, and employee meetings at group locations and agent meetings. Responsible for accurate benefit

interpretation, providing explanation in the adjudication of claims and conduct HMO administrative presentations. Develop strategies to identify and recognize group requirements and gain trust from agents, managing agents, third party administrators, group decision makers, human resource staff, union personnel and other group administrators.

- ✓ Served as a subject matter expert on the Member Digital Experience workgroup and within the department to update specific policies and procedures
- ✓ Consistently acknowledged by leadership & customers for providing excellent customer service and professionalism

**Customer Service Representative II**

*Blue Care Network of Michigan, Southfield, MI*

June 2007-August 2011

Investigate, process, resolve, and respond to provider and member inquiries received via telephone regarding claims, benefits, eligibility, materials, forms, and PCP changes. Educate new and existing members and beneficiaries concerning policies, procedures, and benefits through daily telephone inquiries. Record pertinent facts regarding inquiries and update appropriate files. Contract employee from July 2006-June 2007.

- ✓ Routinely meet or exceed departmental servicing goals
- ✓ Training & experienced in multiple BCN product lines including Commercial, Medicare Advantage, Bluecaid, Healthy Blue Living, and Blue Elect Plus
- ✓ Served as a subject matter expert and provided valuable input in developing policies, procedures, and training materials for the BCN Advantage product

**Child & Family Worker, Foster Care**

*Orchards Children's Services, Southfield, MI*

September 2005-June 2006

Assessed and diagnosed the functioning of youth entering the foster care system and their biological family. Created and implemented treatment goals with youth and their family. Identified community resources and coordinated delivery of services to meet goals of treatment plan. Evaluated progress of family as related to treatment goals on a quarterly basis and reported findings to the court. Provided support, assistance, and consultation to the foster families.

- ✓ Demonstrated ability to work with multiple external partners to ensure progress related to the treatment plan

**RELEVANT EXPERIENCE**

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**Board of Directors - Treasurer**

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

March 2011-current

**Vice President**

PACE Parent Advisory Committee (PPAC)

December 2009-February 2011

**PPAC Representative, Strategic Planning Committee**

PACE Academy

February 2010-December 2010

**Executive Board Member**

Student Parents On a Mission (SPOM), Michigan State University

September 2003-May 2005



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

**REPORT**

**REPORT: 2017-18 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS**

**ACTION REQUESTED**

It is recommended that the Board of Regents accept and place on file the Report on the 2017-18 Faculty Research and Creative Activity Fellowships awards.

**STAFF SUMMARY**

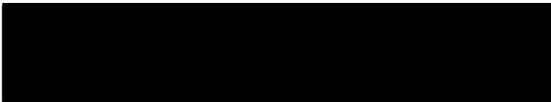
Faculty Research and Creative Activity Fellowships are competitive awards given to faculty who submit meritorious research or special study proposals. The fellowships award up to 100 percent release time from teaching to help build a foundation for a faculty member's future research or creative activities and as a 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 included with Board materials. Fifty-five faculty will be supported.

**FISCAL IMPLICATIONS**

None. The cost of the fellowships will be absorbed in the faculty salary budget.

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

3-30-17  
Date

**EASTERN MICHIGAN UNIVERSITY**  
DIVISION OF ACADEMIC & STUDENT AFFAIRS

**2017-18 FACULTY RESEARCH AND CREATIVE ACTIVITY  
FELLOWSHIPS**

1. Ruth Ann Armitage (Chemistry). "Radiocarbon Dating of African Rock Art: Validation Study of Plasma-Chemical Oxidation."
2. Leslie Atzmon (Fine Arts). "Design and Science: Catalyzing Collaborations."
3. Cassandra Barragan (Social Work). "Update of Longitudinal Data set to Explore the Buffering Effect of Non-Medical Interventions and the Role of Social Support on Reactive and Proactive Health Care Interventions of Older Adults."
4. Kimberly L. Barrett (Sociology, Anthropology & Criminology). "Examining the Social Control of Environmental Crime."
5. Logan Bearden (English Language and Literature). "Transformative Writing Programs: Coding Phase."
6. Audrey Bernard (Special Education). "Not Like Me: A Phenomenological Exploration of the Experiences of Students of Color in Pursuit of a Speech-language Pathology Degree."
7. Meriam Caboral-Stevens (Nursing). "The Effects of Collaborative Testing on ATI Practice and Predictor Examinations of Graduating Baccalaureate Nursing Students: Data Analysis and Dissemination."
8. Sanjib Chowdhury (Management). "Does engagement in entrepreneurship negatively impact individual wellness? Does social support reduce this negative effect?"
9. D. Crystal Coles (Social Work). "Understanding the Impact of Systemic Transitions in Child Welfare Through the Lens of Child Welfare Personnel."
10. Heather Dagnan (Communication, Media, and Theater Arts). "Cultural Constructions of Death, Dying, and Grief in U.S. Films."
11. Abdullah Dwan (Economics). "Analyzing the Linkages of Inflation, Inflation Expectation, and Policy Effectiveness."
12. Ratan Dheer (Management). " Understanding the role of multiple cultural identities and culturally diverse network ties in the identification and exploitation of

entrepreneurial opportunities by immigrants."

13. Michael D. Doan (History and Philosophy). "Two Papers on Epistemic Injustice and Emergency Management."
14. Jessica Elton (Communication, Media, and Theater Arts). "Cultural Constructions of Death, Dying, and Grief in U.S. Films."
15. Cory Emal (Chemistry). "Determination of the Impact of Brewing Methods on Xanthohumol Levels."
16. Megan Endres (Management). "Rethinking Ambiguity Tolerance and Individual Potential: Is it a Trait or State?"
17. Tricia Foster (Health Sciences). "Exploring Links Between Young Children's Self-Regulation Skills and Pretend Play Skills."
18. Sam Fullerton (Marketing). "An Investigation of Green Consumption Behaviors and Consumers' Attitudes towards Green Marketing Initiatives."
19. Emily Grman (Biology). "Do missing plant mutualists limit prairie diversity and restoration success?"
20. Hedeel Guy Evans (Chemistry). "Blocking amyloid  $\beta$  aggregation by an Alzheimer's Survival Peptide."
21. Margaret Hanes (Biology). "Describing new plant species from the rainforests of Madagascar."
22. Ana Claudia Harten (Special Education). "Referral Process of ELL Students to Speech Therapy Services: An Investigation of Interprofessional Collaboration between Classroom and ELL Teachers."
23. Beth Henschen (Political Science). "Institutional Agenda Setting in Regulatory Agencies: A Comparative Analysis of the Petition Process."
24. Jenni Hoffman (Nursing). "Evaluating the Effectiveness of an Online Educational Intervention on Knowledge of Sexually Transmitted Infections Among Female College Students."
25. Sema Kalaian (Technology and Professional Services Management). "Effectiveness of Online Computer-supported Collaborative Learning (CSCL) Environments."
26. Kevin Karpiak (Sociology, Anthropology, and Criminology). "The Anthropoliteia #BlackLivesMatter Project."
27. Andrii Kashliev (Computer Science). "A software tool for converting traditional small-scale databases into big data databases."

28. Roxanne Katus (Mathematics). "Plasmasphere Expansion and Decay Rates bases on Solar Wind Driving."
29. Matthew Kirkpatrick (English Language and Literature). "Service Area and Other Stories."
30. Steven Krause (English Language and Literature). "Completion of 'MOOCs in Context' Manuscript."
31. Lidia Lee (Special Education). "Improving K-12 Classroom Acoustics with Speaker Placements."
32. Dustin London (Fine Arts). "Hybrid Landscapes: Painting Digital Space."
33. Ethan Lowenstein (Teacher Education). "Place-Based Teacher Education: A Model Whose Time Has Come."
34. Christina Marsack (Social Work). "Exploration of the Experiences of Caregivers of Individuals with Intellectual Disabilities and Dementia."
35. John McCurdy, (History and Philosophy). "LGBTQ Revolutionaries."
36. Rodney McCurdy (Health Sciences). "Medical Staff Perceptions of a Climate for Value in Michigan Hospitals."
37. Salar Mesdaghinia (Management). "Employee Spirituality and Standing Up for Business Ethics."
38. Megan Moore (Sociology, Anthropology, and Criminology). "A Forensic Anthropology Analysis of the Tomb of Casimir Pulaski, American Revolutionary War Hero: A Question of Gender."
39. John Palladino (Special Education). "Determining the Relationship between High School Special Education Students' Math Confidence and Math Teachers' Instructional Design and Beliefs about Teaching."
40. Alankrita Pandey (Management). "When Managers Break Organizational Promises: How the Divergence of Support by Supervisors for High Performance Work Systems Affects Employees' Perceptions at Work."
41. Keon Pettitway (Communication, Media, and Theater Arts). "'The World House': Martin Luther King, Jr.'s Global Citizenry as Rhetorical Enactments During Independence and Liberation Movements in Africa and Asia."
42. Steven Ramold (History and Philosophy). "Discipline in Dixie: Military Justice in the Confederate Army."

43. Michael Reedy (Fine Arts). "OUR INNERMOST SELVES: The Reclamation of Anatomy in Contemporary Art."
44. Chris Reilly (Fine Arts). "Exhibition at EMU's Ford Gallery."
45. Renuka Roche (Health Sciences). "Force and accuracy during tracing and copying tasks in children with Developmental Coordination Disorder."
46. Jodonnis Rodriguez (Accounting and Finance). "Do Institutional Investors Avoid Women?"
47. Rachel Schroder (Sociology, Anthropology, and Criminology). "Rising Against the 'Enemies of the Church': The Dynamics of Russian Religious Resurgence and the Making of Its Punitive Normative Regime."
48. Eric Schulz (Management). "Student Loan Repayments versus Retirement Savings: What is a Young Worker to Do?"
49. Hannah Seidel (Biology). "Measuring gene expression in active versus dormant stem cells."
50. Cara Shillington (Biology). "Tarantula Personalities and Handedness: Collaborative Projects."
51. Brian Spolans (Fine Arts). "Fantasy (Still) Life."
52. John Staunton (English Language and Literature). "Teaching the Literature Survey Course: New Approaches for College Faculty."
53. Pamela Stewart (Fine Arts). "Imagining Christ, Performing the Passion: Visual Culture and Confraternal Devotion in Renaissance Milan."
54. Annette Wannamaker (English Language and Literature). "Cultural Capital and Book Deserts: The Influence of Place, Class, Access, and Market Segmentation on Children's Literature."
55. Tsu-Yin Wu, (Nursing). "Improving the Outcomes of Breast Cancer in China: Physicians' Beliefs, Recommendations and Practices for Breast Cancer Screening."

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

**REPORT**

**REPORT: 2017-18 SABBATICAL LEAVE AWARDS**

**ACTION REQUESTED**

It is recommended that the Board of Regents accept and place on file the Report on 2017-2018 Sabbatical Leaves.

**STAFF SUMMARY**

Sabbatical leaves (one semester at full pay or two semesters at half pay) are granted for special study, research, writing and/or other projects which enrich the activities 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 and approved. The University Research and Sabbatical Leave Committee reviews the sabbatical leave proposals and makes recommendations to the Provost and Vice President. A list of the approved projects is included with Board materials.


In 2017-2018, five (5) two-semester and seventeen (17) one-semester leaves will be awarded.

**FISCAL IMPLICATIONS**

The salary cost of sabbatical leaves will be absorbed in the 2017-2018 faculty salary budget. Additional research support costs for two semester sabbatical leaves will be absorbed in the 2017-2018 budget.

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

3-30-17  
Date

EASTERN MICHIGAN UNIVERSITY  
DIVISION OF ACADEMIC & STUDENT AFFAIRS

**2017-2018 SABBATICAL LEAVE AWARDS**

**ONE SEMESTER**

**Paul Chao**, Marketing. “Examining the effects of anti-smoking messages and implicit vs. explicit country-of-origin label on persuasion.”

**Daniel Clemans**, Biology. “Identification and characterization of cellular interactions between human gut microbes in biofilm communities.”

**Abdullah Dewan**, Economics. “Linkages of Inflation, Inflation Expectation, and Policy Effectiveness.”

**Megan Endres**, Management. “Rethinking Ambiguity Tolerance and Individual Potential: Is it a Trait or State?”

**Ali Eydgahi**, Engineering Technology. “Research and Curricula Development in Robotics and Autonomous Systems.”

**Xianghong Feng**, Sociology, Anthropology and Criminology. “‘Small’ as a Solution?: Community Participation and Poverty Reduction in Ethnic Tourism in Rural China.”

**Heather Janisse**, Psychology. “Effectiveness of a Parent Focused Obesity Intervention for Low-Income African American Preschool Children.”

**Melissa Jones**, English Language and Literature. “Early Modern Pornographies: For Her Pleasure.”

**Kevin Karpiak**, Sociology, Anthropology and Criminology. “The Anthropoliteia #BlackLivesMatter Project.”

**Jeannette Kindred**, Communication Media and Theater Arts. “Academic Service Learning: Assessing Community Impact.”

**Volker Krause**, Political Science. “Guardians of Japan: Elite Perceptions of Japan’s National Security.”

**MeeAe Nam**, Music and Dance. “Analytical Study of Vocal Curriculum in South Korean Universities: A Recruiting and Internationalization Tool for Schools of Music in the United States.”



**Gregory Plagens**, Political Science. “Merit Pay in the Public Sector: A Conceptual History and Operational Classification.”

**Michael Reedy**, Art and Design. “OUR INNERMOST SELVES: The Reclamation of Anatomy in Contemporary Art.”

**Denise Reiling**, Sociology, Anthropology and Criminology. “Development of New Specialty Area: Sociology of Grief.”

**Lynne Shetron**, Health Sciences. “Clostridium difficile characteristics and clinical outcomes.”

**Patricia Zimmer**, Communication Media and Theater Arts. “The Power of the Circle: Arena Staging and Theatre for Young Audiences.”

## **TWO SEMESTER**

**Dan Bonenberger**, Geography and Geology. “Placing Virtual Heritage: Geography, Preservation, & Immersive 3D Modeling of Heritage.”

**Elizabeth Currans**, Women’s and Gender Studies. “Edge Spaces: Blurring Natural/Urban Boundaries.”

**Rob Halpern**, English Language and Literature. “My Augustine: Untimely Meditations on the Politics of Mourning.”

**Kevin Karpiak**, Sociology, Anthropology and Criminology. “Police Perceptions of Police/Citizen Interaction in France After “Charlie Hebdo,” Le Batalcan, & Nice and Their Correlates.”

**Maria Ruggiero**, Art and Design. “Ambiguous Spaces: navigating paradox and relative truths.”

**RESEARCH SPOTLIGHT: JAMES H. BRICKLEY ENDOWMENT FOR FACULTY PROFESSIONAL DEVELOPMENT AND INNOVATION****Relevance**

As part of our ongoing series to keep the Regents informed of research activities not necessarily related to Board actions, we provide this introduction to a new award, the James H. Brickley Endowment for Faculty Professional Development and Innovation, established in the fall of 2016. Winners for 2017 have recently been identified, and information on them and their winning projects is found on the following pages. We expect that as a result of the awards provided, we will be able to come back to you in future meetings to report on subsequent accomplishments by these faculty, whether it be in innovative curriculum development, receiving internal or external grant awards, or patents, or other recognition for their scholarship. In this manner we hope to portray a continuum of faculty activities and accomplishments.

**Background**

In the fall of 2016, Anthony and Lois Evans generously established the James H. Brickley Endowment for Faculty Professional Development and Innovation. Lois Evans is a retired mathematics teacher. Tony Evans served in many administrative positions at EMU from 1975 to 1982, including Executive Vice President, Interim President, and Provost and Vice President for Academic Affairs. Tony worked with former President James H. Brickley (1974-1978), for whom the endowment is named.

The purpose of the fund is to "facilitate faculty professional development and innovation through a broad range of activities, including but not limited to, things such as (1) reassigned time from teaching for scholarly, creative, and innovative endeavor; (2) conference presentations; (3) travel; (4) hiring of research assistants; (5) purchase of special equipment or supplies for teaching, scholarly, research, creative, or innovative activities; (6) development of a grant proposal for external funding; and (7) similar or related academic activities.

The initial endowment gift is \$50,000. A \$10,000 gift was also received to create an associated expendable account from which the winter 2017 awards were made. The endowment funds are awarded through the Office of the Associate Provost/Associate Vice President for Graduate Studies and Research.

We are very grateful to Tony and Lois Evans, and for the efforts of colleagues in the EMU Foundation, for bringing this project to fruition.

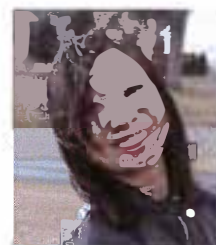
## James H. Brickley Endowment for Faculty Professional Development and Innovation

### 2017 Award Winners

**Brittany Albaugh (Department of Chemistry). “Generation and Biochemical Characterization of a UHRF2 loop mutant.” \$1,000.**

Brittany Albaugh will use her award to fund a second-year graduate student who will be continuing to do required lab work in summer 2017. The project will look at UHRF1 and UHRF2 proteins at a molecular level, producing information useful for eventually developing mechanism-based drugs that target these cancer development proteins.

<http://www.emich.edu/chemistry/faculty/facultypages/balbaugh.php>



**Meryl Brodsky (University Library). “Funding to travel to IASSIST conference.” \$1,000.**

Meryl Brodsky will attend IASSIST (International Association for Social Science Information Services and Technology) Conference, an organization of professionals working with information technology and data services to support research and teaching in the social sciences. Attending the IASSIST conference will provide Brodsky with data literacy instruction examples and ideas, and enable her to develop a support network of like-minded colleagues as she plans to roll out a data literacy instruction program as part of the Library’s Information Literacy instruction.

<http://www.emich.edu/library/about/directory/staffinfo.php?sid=lib202>



**Anne Casper (Department of Biology). “Authentic research in a first-year lab class.” \$1,000.**

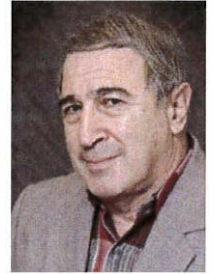
Anne Casper plans to enhance course learning for students in the “Small World Initiative” (SWI) Introductory Biology I lab with the purchase of equipment to digitally photo-document microscopy specimens. The goal of SWI is to crowd-source the discovery of new antibiotics from soil-dwelling microbes and to immerse first-year students in exciting, hands-on research. Courses such as SWI have been shown to improve persistence and retention of students majoring in the sciences. <http://www.emich.edu/biology/faculty/casper.php>

*“The Bickley Award is allowing me to travel to the IASSIST conference and give my first academic conference presentation.”—Meryl Brodsky*

**George Cassar (Department of History & Philosophy). "Reluctant Partner: The Complete Story of the French Participation in the Dardanelles Campaign." \$500.**

George Cassar will continue filling the research gap on the French involvement in the ill-fated Dardanelles Campaign of 1915. With many French documents formerly inaccessible, Cassar will return to Paris to uncover information relevant to his research that is newly available. Cassar will return to Eastern to integrate his work into his fourteenth book, "Reluctant Partner: The Complete Story of the French involvement in the Dardanelles Campaign," to be released in 2018.

<https://www.emich.edu/historyphilosophy/faculty/cassar.php>



**Ashley Falzetti (Department of Women's & Gender Studies). "Audio Recordings of Myaamia for Awikiitaawi Book Completion." \$1,131.**

Ashley Falzetti will produce the first workbook published to teach Myaamia, the Indigenous language of the Miami Nation of Indiana. Her funds will go towards audio equipment to assist in recording the book, an aspect that will fundamentally change the quality of work given that Myaamia is a primarily spoken language, as opposed to written. <https://www.emich.edu/wgstudies/faculty/falzetti/untitled.php>

**Jesse Kauffman (Department of History & Philosophy). "Blood-Dimmed Tide: Central Europe's Long Great War." \$500.**

Jesse Kauffman will travel to Stanford University to access original sources from German, Polish, Russian and Austrian diaries, memoirs, newspapers, and documents to assist in the writing of his work, "Blood-Dimmed Tide," a narrative overview of the First World War in central Europe. Kauffman uses his research and publications to influence his course development at EMU and assist in the creation of a new graduate program, History of War and Society.

<https://www.emich.edu/historyphilosophy/faculty/kauffman.php>



**Anthony Koschmann (Department of Marketing). "Competition and Market Growth: A New Interpretation of Classical Economics." \$1,000.**

Anthony Koschmann will purchase access to databases to use towards academic research on economic theory. Koschmann hopes to make a rigorous, empirical contribution to economic theory that will lead to journal publication and prestige for EMU.

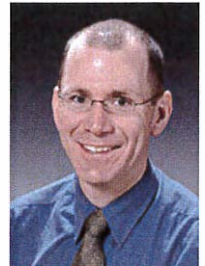
<https://www.emich.edu/cob/faculty/marketing/koschmann.php>

*"The Brickley Award is supporting my professional development by enabling me to travel to the source material I need to write my book."—Jesse Kauffman*

**John Palladino (Department of Special Education). “Creating and Modeling an Administrator & Special Education Teacher Collaborative Decision-Making Model Across Preservice Programs.” \$1080.**

John Palladino will create a program where aspiring special education teachers and administrators will collaborate on interventions/plans for Michigan special education students. With a current gap in literature surrounding teacher-administrator collaborate preservice programs, Palladino hopes the project will inform external grant applications in the future. Palladino’s award will fund a graduate student worker who will double as a research and teaching assistant in this rigorous project.

<http://www.emich.edu/coe/departments/special-education/faculty/palladino-john.php>



**Joel Schoenhals (School of Music & Dance). “Recording Bach on the Arno.” \$1,000.**

Joel Schoenhals will record two CDs featuring the complete keyboard Partitas of Johann Sebastian Bach (1685-1750) on the Arno 284 piano for publication on *Fleur de Son Classics*. It will be the first recording ever made on the historic Arno 284, an instrument that is poised to change the way pianos are designed. This project will add a unique recording to the piano discography, continue to build Schoenhals’s reputation as a leading performer and recording artist, and strengthen

his appeal as a teacher for outstanding prospective undergraduate and graduate students.

<http://www.emich.edu/musicdance/faculty/facultypages/jschoenhals.php>

**Richard Stahler-Sholk (Department of Political Science). “Indigenous Autonomy Movements and Participatory Democracy in Mexico.” \$1,000.**

Richard Stahler-Sholk will travel on two trips to broaden his research and publications on indigenous autonomy processes and to study the new national and regional impact of the Zapatista movement in Chiapas. He will attend the Latin American Studies Association Conference in Lima, Peru and attend the meeting of the editors for *Latin American Perspectives* on which he serves. He will also travel to Mexico City to meet with his co-authors and publishers in a revised edition of their 2011 book on the Zapatista Movement.

<https://www.emich.edu/polisci/instructors/sholk.php>



*“As a newer faculty member, the Brickley Award will allow me to initiate a novel research project on a cancer related protein and promote the training of a graduate student in a future biomedical career.”—Brittany Albaugh*





**He Tang (School of Engineering Technology). “Developing a New Technique of Discrete Event Simulation for Non-Manufacturing Operations.” \$1,000.**

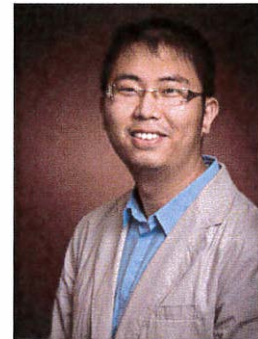
He Tang will use his award to support a Graduate Assistant to work on research related to Discrete Event Simulation. The project, started in August 2016, will continue on to focus on new improvement programs and outcomes for non-manufacturing operations (for example: efficiently routing customers through a cafeteria).

[http://www.emich.edu/cot/faculty/faculty\\_profiles/herman\\_tang.php](http://www.emich.edu/cot/faculty/faculty_profiles/herman_tang.php)

**Xining Yang (Department of Geography & Geology). “Human-Geospatial Data Interaction: Leveraging Virtual Reality to Extend Teaching and Learning in GIST.” \$1,000.**

In the era of big data, Eastern Michigan University is poised to lead the development of human- data interaction for enhanced undergraduate student learning. Xining Yang will use funds to integrate virtual reality with the teaching and learning of geovisualization by acquiring geospatial data, and building and experiencing virtual environments with students.

<https://www.emich.edu/geo/faculty/facultypages/yang.php>



**Andrea Zakrajsek (School of Health Sciences). “Determining the Needs of Family Caregivers during Older Adult Care Transitions: A Longitudinal Approach.” \$1,000.**

Andrea Zakrajsek will fund a statistical consultant to analyze longitudinal data collected to address the needs of family caregivers’ during older adult care transitions. As part of Zakrajsek’s project, she will train an interdisciplinary team of graduate students to develop research dissemination skills that will be applicable to their future practice.

<https://www.emich.edu/chhs/hs/ot/faculty/zakrajsek.php>



*“The Brickley Award is providing me with the opportunity to significantly enhance the quality of my book manuscript with audio recordings that illustrate my*

arguments. *It is an excellent resource at this stage of my career!*"—Ashley Falzetti



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

**RECOMMENDATION**

**NEW ACADEMIC PROGRAM**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve a New Academic Program: *Data Science and Analytics Major (Bachelor of Science)*.

**SUMMARY**

Analyzing large data sets—so-called big data—has become an essential basis of both science and business, underpinning new waves of productivity growth, innovation, and consumer behavior analytics. To remain competitive and maximize efficiencies in the coming decade companies need to invest in big data technologies. Equally important will be the investment in data scientists' proficiency in advanced statistics and machine learning. Nobody doubts that companies will continue to ramp up hiring, recruitment, and training of data scientists. But there seems to be a growing alarm that we won't have enough data scientists to go around.

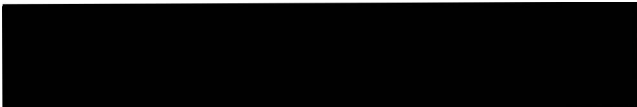
The *Data Science and Analytics Major* is an interdisciplinary program designed to provide broad knowledge and the technical competency required to manage and analyze the ever-growing body of data in the industry, government, science, and nonprofit organizations. Graduates will be able to organize, aggregate and analyze rapidly generated data from diverse sources. Such skills are already in high demand in such diverse disciplines as econometrics, bioinformatics, remote sensor networks, and health care analytics. Demand for highly qualified data scientists in these fields will only grow in the future, providing opportunities for our graduates to contribute to scientific research, and engage with the community at the local and global level. The program is both practical and theoretical, providing students the skills to contribute immediately upon graduation and the ability to assimilate emerging technologies as they develop.

**FISCAL IMPLICATIONS**

Program costs will be absorbed by the current Academic Affairs budget.

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

3-30-17  
Date

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EASTERN MICHIGAN UNIVERSITY  
DIVISION OF ACADEMIC AND STUDENT AFFAIRS  
INTEROFFICE MEMORANDUM

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**TO:** Chris Shell, Registrar  
Augustine Ikeji, Department Head, Computer Science  
Debra Ingram, Department Head, Mathematics  
David Chou, Department Head, Computer Information Systems

**FROM:** Michael Tew, Interim Director, Undergraduate Studies

**SUBJECT:** **Data Science and Analytics Major (New Program)**

**DATE:** February 15, 2017

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The attached proposal from the Computer Science Department, Mathematics Department, Computer Information Systems Department, College of Arts and Sciences, and the College of Business for a new undergraduate program in **Data Science and Analytics Major**, is approved.

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

If you have any questions, please contact Evan Finley, Course and Program Development Associate (487-8954, [efinley2@emich.edu](mailto:efinley2@emich.edu)).

cc: Rhonda Longworth, Interim Provost  
Winifred Martin, Executive Assistant, Provost Office  
Anne L. Balazs, Interim Dean, College of Business  
Toni Jones, Interim Associate Dean, College of Business  
Kathleen Stacey, Interim Dean, College of Arts and Sciences  
Kate Mehuron, Associate Dean, College of Arts and Sciences  
Faculty Senate  
Calvin McFarland, Director, University Advising and Career Development  
Pat Cygnar, Director, Community College Relations  
Colleen Kibin, Assistant Director, Community College Relations  
Sarah Kersey Otto, Director, Career Development & Outreach  
Extended Programs  
John Feldkamp, Assistant Director, Honors College  
Ramona Milligan, Coordinator, Registration  
Carol Evans, Transfer Equivalency Coordinator, Records & Registration  
Erin Burdis, Assistant Registrar  
Karen Schiferl, Director, Student-Athlete Support Services  
Mary Butkovich, Halle Library  
Ann Richards, Assistant Director, Admissions Processing  
Bin Ning, Assistant Vice President and Executive Director, IRIM  
Andrew Ross, Mathematics Department  
Steven Mrdalj, Computer Information Systems  
William Sverdik, Computer Science  
Original, Course and Program Development

## Data Science and Analytics | BS

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### New Program | *effective date TBD*

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

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As you pursue a **Bachelor of Science in Data Science and Analytics**, you will learn the interdisciplinary mix of data handling, analysis, and business skills you need to help manage and use the ever-growing body of data available in industry, government, science, and nonprofit organizations.

### Learn

As a DSA major, you will gain expertise in computer science/programming, statistics, and business analysis. You will be able to organize, aggregate, store, and use rapidly generated data from diverse sources—data sets so large they need to be stored and processed in a distributed manner rather than on just one computer. You will learn algorithms to discover knowledge and make decisions from extremely high-dimensional data sets. Concentration options include Data Science Theory, Web Analytics, or Advanced Data Analysis.

### Opportunities

Students who graduate from the DSA program will be able to enter a career immediately if they choose, or continue on to advanced degrees. Opportunities include any sector of business or industry, research institutions, regulatory agencies, nonprofit organizations, and consulting firms.

As they study, students have the opportunity to participate in department seminars in the Mathematics, Computer Science, and Computer Information Systems departments. Students will also participate in a capstone course with a large, real-world project, and are encouraged to present their work at the Undergraduate Symposium and professional conferences.

## Program Information

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**Data Science and Analytics Program**, College of Arts & Sciences

TBD Ph.D. | Program Administrator

Program Office | TBD | 734.487.XXXX | [XXXXX@emich.edu](mailto:XXXXX@emich.edu)

## Advisor Information

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Andrew Ross, Ph.D. | *Mathematics* | 515 Pray-Harrold | 734.487.1444 | [andrew.ross@emich.edu](mailto:andrew.ross@emich.edu)

Yaman Roumani, Ph.D. | *Computer Information Systems* | 412 Owen | 734.487.2454 | [yaman.roumani@emich.edu](mailto:yaman.roumani@emich.edu)

William Sverdlik, Ph.D. | *Computer Science* | 512E Pray-Harrold | 734.487.7081 | [wsverdlik@emich.edu](mailto:wsverdlik@emich.edu)

## General Education Requirements:

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For specific General Education requirements, click [here](#) (or print a [General Education Worksheet](#))

## Major Requirements: 70-74 hours

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### Required Courses: 58-59 hours

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- [COSC 146 - Applied Programming and Scripting](#) 3 hrs
- [COSC 111 - Introduction to Programming](#) 3 hrs
- [COSC 112 - Introduction to Programming Online Lab](#) 1 hr
- [COSC 211 - Programming Data Structures](#) 3 hrs
- [COSC 212 - Programming Data Structures Online Lab](#) 1 hr
- [COSC 311 - Algorithms and Data Structures](#) 4 hrs
- [COSC 472 - Big Data I](#) 4 hrs
- [COSC 481W - Software Engineering and Senior Project | GEWI](#) 4 hrs
- [IS 385 - Data Warehousing](#) 3 hrs
- [IS 410 - Data Mining](#) 3 hrs
- [MATH 120 - Calculus I | GEOR](#) 4 hrs
- [MATH 121 - Calculus II](#) 4 hrs
- [MATH 122 - Elementary Linear Algebra](#) 3 hrs
- *One course from the following*
- [DS 265 - Business Statistics I](#) 3 hrs
- [STAT 360 - Statistical Methods](#) 3 hrs
- *One course from the following*
- [DS 465 - Applied Linear Statistical Models](#) 3 hrs
- [STAT 461 - Linear Regression Analysis](#) 3 hrs
- *One course from the following*
- [COSC 231 - Internet-based Computing](#) 3 hrs
- [IS 247 - Introduction to Web Application Development](#) 3 hrs
- *One course from the following*
- [IA 212 - Open Systems Platform and Network Administration](#) 3 hrs
- [IS 416 - System Software Administration](#) 3 hrs

*One course from the following*

- [COB 200L4 - Introduction to Business I GELB](#) 3 hrs
- [IS 350 - Enterprise Resource Planning and Architecture](#) 3 hrs

*One course from the following*

- [COSC 471 - Database Principles](#) 4 hrs
- [IS 380 - Data and Information Management](#) 3 hrs

<sup>1</sup>[IS 215](#) prerequisite will be waived for students in this major.

## Concentration Courses: 12-15 hours

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*Select one of the following concentrations*

### **Theory Concentration: 13-15 hours**

*Choose four courses from the following*

- [COSC 221 - Computer Organization I](#) 3 hrs
- [COSC 423 - Computer Operating Systems](#) 4 hrs
- [COSC 439 - Computing Network Principles](#) 4 hrs
- [MATH 223 - Multivariable Calculus](#) 4 hrs
- [MATH 419W - Introduction to Stochastic Mathematical Modeling | GEWI](#) 3 hrs
- [STAT 370 - Probability and Statistics I](#) 3 hrs

### **Web Analytics Concentration: 12 hours**

- [IS 310 - Social Media for Business](#) 3 hrs
- [IS 405 - Web Content Mining](#) 3 hrs
- [IS 422 - Social Media Network Analysis](#) 3 hrs
- [MKTG 339 - Google Analytics and Landing Page Optimization](#) 3 hrs

### **Advanced Data Analysis Concentration: 12-13 hours**

*Choose four courses from the following*

- [COSC 462 - Introduction to Information Retrieval](#) 3 hrs
- [COSC 473 - Big Data II](#) 4 hrs
- [MATH 419W - Introduction to Stochastic Mathematical Modeling | GEWI](#) 3 hrs
- [STAT 462 - Design and Analysis of Experiments](#) 3 hrs
- [STAT 468 - Introduction to Biostatistics](#) 3 hrs
- [STAT 474W - Applied Statistics | GEWI](#) 3 hrs

## Minor Requirement:

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*This major does not require a minor.*

## Program Total:

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

## Critical Graduation Information

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The following are minimum requirements for all bachelor's degrees awarded by Eastern Michigan University. Some majors and minors require more than the minimum in one or more of the areas below; students are urged to consult the on-line catalog for the requirements of their particular programs.

- Earn a minimum total of 124 credits at the *100-level and above*. Courses with numbers below 100 will not be counted toward this degree requirement. At most 8 credit hours of physical education (PEGN) activity courses will be counted toward this requirement.
- Meet the requirements of the General Education program (see [information below](#)).
- Complete a Writing Intensive (GEWI) Course in your major.
- Earn a minimum of 60 credits from a four-year college or university; courses taken at community colleges cannot be used to meet this requirement. (Some formal program-to-program articulation agreements modify this requirement. See specific agreements for details.)
- Earn a minimum of 30 credits from courses taken at EMU.
- Complete 10 of the last 30 hours for the degree from courses taken at EMU.
- Have a minimum of 30 *unique* credit hours in their major and 20 *unique* credit hours in their minor for a total of at least 50 unique credit hours between them. Some majors that require 50 or more hours themselves do not require a minor; students should check requirements of the selected major in the undergraduate catalog to see if a minor is required.
- Earn no more than 60 credit hours in one subject area (prefix). Credits in excess of the 60 maximum will not be counted toward the minimum of 124 credits required for a bachelor's degree.
- Earn the minimum number of credits in 300-level and above courses in each major and minor as specified below - these credits must be earned in distinct courses; that is, no course can be used to fulfill this requirement in more than one major or minor.
  - Earn a minimum of 6 credits in 300-level or higher courses at EMU in each minor
  - Earn a minimum of 9 credits in 300-level or higher courses at EMU in each major that requires a minor.
  - Earn a minimum of 15 credits in 300-level or higher courses at EMU in each major that does not require a minor
- Transfer credit will be awarded for courses taken at colleges and universities that are accredited by one of the recognized regional accrediting bodies only if the courses are college-level (equated to 100-level or above at EMU) and the student earned a "C" (or 2.0 on a 4 point scale) or better. Transfer credit may be awarded on a case-by-case basis for college-level courses in which a "C" (2.0) or better was earned at institutions outside the U.S. or at non-accredited U.S. institutions; the internal review of such courses is conducted by individual departments/schools within EMU, and additional documentation may be required. *Please note:* EMU awards only credits for transferred courses; grades are not used in the calculation of an EMU GPA.
- Earn a minimum cumulative GPA of 2.0 in courses taken at EMU in order to graduate. In addition, a minimum cumulative GPA of 2.0 must be reached in each major and minor. Only courses taken at EMU and those applied to a student's major or minor will be used in the calculation of their major and minor cumulative GPAs. (Note: some

programs may require a higher GPA - check with your program advisor.)

**General Education Requirements** EMU's General Education Program requires students to choose from a menu of approved courses in several different areas; do not assume that other courses in the same department or with similar names will fulfill these requirements. A detailed description of General Education requirements is available in the [General Education](#) section of the catalog.

Students who transferred to EMU may have modified general education requirements based on Michigan Transfer Agreement (MTA) or articulation agreements; consult your academic advisor for additional information.

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**EASTERN MICHIGAN UNIVERSITY  
DIVISION OF ACADEMIC AFFAIRS  
COLLEGE OF ARTS AND SCIENCES**

**OUTLINE FOR SUBMITTING PROPOSALS FOR NEW INTERDISCIPLINARY DEGREE  
PROGRAMS**

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

PROPOSED INTERDISCIPLINARY PROGRAM NAME: DATA SCIENCE AND ANALYTICS (DSA)

DEGREE: Bachelor REQUESTED START DATE: Fall 2016

PROGRAMS/DEPARTMENT(S)/SCHOOL(S): Computer Science

PROGRAMS/DEPARTMENT(S)/SCHOOL(S): Mathematics

PROGRAMS/DEPARTMENT(S)/SCHOOL(S): Computer Information Systems

PROGRAMS/DEPARTMENT(S)/SCHOOL(S): \_\_\_\_\_

COLLEGE(S): ARTS & SCIENCES

COLLEGE(S): BUSINESS

CONTACT PERSON: Andrew Ross, Mathematics Dept. CONTACT PHONE: 734-487-1658

CONTACT EMAIL: [ANDREW.ROSS@EMICH.EDU](mailto:ANDREW.ROSS@EMICH.EDU)

ALSO: **STEVAN MRDALJ (CIS) 734-487-2671** [SMRDALJ@EMICH.EDU](mailto:SMRDALJ@EMICH.EDU) ,

**WILLIAM SVERDLIK (COMP.SCI.) 734-487-7081** [WSVERDLIK@EMICH.EDU](mailto:WSVERDLIK@EMICH.EDU)

## **I. Description:**

### **A. Goals, Objectives, Student Learning Outcomes**

The Data Science and Analytics (DSA) program is an interdisciplinary program designed to provide broad knowledge and the technical competency required to manage and analyze the ever-growing body of data in industry, government, science, and nonprofit organizations.

The program is interdisciplinary and the development of the program involved several departments in two different colleges. Other departments are allowed to request affiliation with the DSA program, since our market research indicates that this field is truly interdisciplinary. This program will be governed according to the Program Input Document supplied in Appendix A.

Graduates of our program will be able to organize, aggregate and analyze rapidly generated data from diverse sources. Such skills are already in high demand in such diverse disciplines as econometrics, bioinformatics, remote sensor networks, and health care analytics. Demand for highly qualified data scientists in these fields will only grow in the future, providing opportunities for our graduates to contribute to scientific research, and engage within the community at the local and global level.

Our program is both practical and theoretical, providing students the skills to contribute immediately upon graduation and the ability to assimilate emerging technologies as they develop. Graduates of our program must be life-long learners; this is consistent with the goals of our current constituent departments within the program. This is consistent with the stated vision and mission statement of the College of Arts and Sciences.

1.1.1. Promote and create Interdisciplinary, interactive learning events and courses 1.1.2. Create incentives for faculty to engage in interdisciplinary work”

The program is aligned with the EMU Strategic Plan; for example, the program includes a capstone project course that is part of “*Objective 1.1*: Document, review and continue to expand field experiences (internships, practicum, co-op activities),”

All DSA students need to complete the common core requirements which are designed to provide the foundational theory and skills required for Data Science and Analytics. Students can tailor their curriculum by following one of three concentrations to gain a deeper understanding of a data science issue depending on their interest. Currently, concentrations in **Data Science Theory**, **Web Analytics** and **Advanced Data Analysis** are available, but more can be developed in the future. The program is consistent with university strategic direction in that it provides practical experience in the form of a capstone experience that enhances learning and helps address community needs through internships or research.

The main source of employment for graduates of the DSA program would be companies in any sector of industry, research institutions, regulatory agencies, nonprofit organizations, and consulting firms. Although many of the jobs available to students who complete the DSA program are entry-level, experience and graduate work can allow students to advance to management positions.

Upon graduating from the DSA program, students will have achieved the following learning outcomes:

- SLO A: Apply business concepts and methods to define and structure problems.
- SLO B: Apply statistics concepts and methods to design studies and analyze data.
- SLO C: Apply computer science concepts and methods to organize data.
- SLO D: Disseminate their work to technical and nontechnical people.
- SLO E: Learn new needed skills on their own as lifelong learners.

## B. Program

# Data Science and Analytics Program Structure

## General Education Requirements: approx. 41 hours

For specific requirements refer to the [General Education Program](#) .

## Major Requirements: 67 or 68 hours

### Required Courses: 55 hours

- MATH 120 - Calculus I (GEQR) 4 hrs
- MATH 121 - Calculus II 4 hrs
- MATH 122 - Elementary Linear Algebra 3 hrs
  
- COSC 146 - Applied Programming 3 hrs
- COSC 111 - Introduction to Programming 3 hrs
- COSC 112 - Introduction to Programming Online Lab 1 hr
- COSC 211 - Programming Data Structures 3 hrs
- COSC 212 - Programming Data Structures Online Lab 1 hr
- COSC 311 - Algorithms and Data Structures 3 hrs
- COSC 472 - Introduction to Big Data 3 hrs
- COSC 481W - Software Engineering and Senior Project (GEWI) 3 hrs
  
- IS 385 Data Warehousing, 3 hrs (new course)
- IS 410 – Data Mining 3 hrs (title change)

- MATH 360 - Statistical Methods 3 hrs

One course from the following:

- MATH 461 - Linear Regression Analysis 3 hrs
- DS 465 - Applied Linear Statistical Models 3 hrs

One course from the following:

- COSC 231 - Internet-based Computing 3 hrs
- IS 247 - Introduction to Web Application Development 3 hrs (\*)

One course from the following:

- IA 212 - Open Systems Platform and Network Administration
- IS 416 - System Software Administration (\*)

One course from the following:

- COB 200L4 - Introduction to Business (GELB) 3 hrs
- IS 350 - Enterprise Resource Planning and Architecture 3 hrs (\*)

One course from the following:

- IS 380 – Data and Information Management 3 hrs (\*) (New title effective Winter 2106)
- COSC 471 - Database Principles 3 hrs

\* these IS courses would have the IS 215 prerequisite waived for DSA majors

## Concentration Courses: 12 or 13 hours

Select one of the following concentrations

### Concentration A (Theory) Courses (12-13 hours)

Choose four courses from the following:

- MATH 223 - Multivariable Calculus 4 hrs
- STAT 370 - Probability and Statistics I 3 hrs
- MATH 419W - Introduction to Stochastic Mathematical Modeling (GEWI) 3 hrs
- COSC 221 - Computer Organization I 3 hrs
- COSC 423 - Computer Operating Systems 3 hrs
- COSC 439 - Computing Network Principles 3 hrs

### Concentration B (Web Analytics) Courses (12 hours)

- IS 310 - Social Media for Business 3 hrs
- IS 339 - Google Analytics and Landing Page Optimization 3 hrs
- IS 405 Web Content Mining, 3 hrs (new course)
- IS 422 Social Media Network Analysis, 3 hrs (new course)

### Concentration C (Advanced Data Analysis) Courses (12 hours)

Choose four courses from the following:

- COSC 462 Introduction to Information Retrieval, 3 hrs
- COSC 473 Big Data II, 3 hrs
- STAT 462 - Design and Analysis of Experiments 3 hrs
- STAT 474W Applied Statistics (GEWI) 3 hrs
- STAT 468 Introduction to Biostatistics 3 hrs
- MATH 419W - Introduction to Stochastic Mathematical Modeling (GEWI) 3 hrs

## Minor Requirements:

This program does not require a minor.

## Program Total:

Students must earn a minimum total of 124 credits at the 100-level or above; 67 to 68 of those are due to this program.

All new course proposals appear in a separate electronic folder along with this proposal.

A sample typical program of study that a student could follow in completing the DSA program is given in Table 1. For the pairs of courses where the student chooses one of the pair, we only list the first one of the pair (which usually has a lower course number, e.g. DS 265 versus Math 360). The “Advanced Data Analysis” concentration is used as an example; the student only needs to choose 4 of the 6 courses in the concentration, but this example shows that it is even possible to take all 6 of them if the student is inclined.

Prefix'	Number'	Title'	Credits'	Semester'
COB'	200L'	Introduction'to'Business'	3'	1'
COOSC	146'	Applied'Programming'	3'	1'
MATH'	120'	Calculus'I'(also'satisfies'GenEd'QR)'	4'	1'
COOSC	111/112'	Intro'to'Programming'	4'	2'
MATH'	121'	Calculus'II'	4'	2'
MATH'	122'	Elementary'Linear'Algebra'	3'	2'
COOSC	231'	Internet'Based'Computing'	3'	3'
COOSC	211/212'	Programming'Data'Structures'	4'	3'
IA'	212'	Open'Systems'Platform'and'Network'Administration'	3'	3'
COOSC	311'	Algorithms'and'Data'Structures'	3'	4'
DS	265'	Business'Statistics'I'	3'	4'
COOSC	472'	Big'Data'	3'	5'
IS	380'	Data'and'Information'Management*'	3'	5'
MATH'	461'	Linear'Regression'Analysis'	3'	5'
IS	385'	Data'Warehousing''	3'	6'
IS	410'	Data'Mining*'	3'	6'
MATH'	419W'	Introduction'to'Stochastic'Mathematical'Modelling'	3'	6'
COOSC	479'	Information'Retrieval'and'Recommender'Systems'	3'	7'
COOSC	4xx'	Big'Data'II'	3'	7'
MATH'	462'	Design'and'Analysis'of'Experiments'	3'	7'
COOSC	481W'	Software'Engineering'and'Senior'Project'	3'	8'
MATH'	468'	Introduction'to'Biostatistics'	3'	8'
MATH'	474W'	Applied'Statistics'	3'	8'

\* new title effective Winter 2016

### C. Admission

No special admission requirements beyond those required for admission to the University

### D. Projections

Given the justification presented in section II it is reasonable to expect an annual enrollment of 20 to 30 students once it is fully developed. If a more coordinated marketing effort is developed and implemented, the initial

## II. Justification/Rationale

Analyzing large data sets—so called big data—has become a key basis of both science and business, underpinning new waves of productivity growth, innovation, and consumer behavior analytics. To remain competitive and maximize efficiencies in the coming decade, companies need to invest in big data technologies. Equally important will be the investment in data scientists' proficiency in advanced statistics and machine learning. Nobody doubts that companies will continue to ramp up hiring, recruitment and training of data scientists. But there seems to be a growing alarm that we won't have enough data scientists to go around.

Tom Davenport and D.J. Patil's Harvard Business Review article, "Data Scientist: The Sexiest Job of the 21st Century," (<https://hbr.org/2012/10/data-scientist-the-sexiest-job-of-the-21st-century/ar/1>) offers a detailed look at the role of the data scientist and the requisite skills for the position. They define data scientists as skilled workers who combine data, analytic, statistic and computer science capabilities, and who can clearly define requirements and communicate effectively with line-of-business executives and corporate management. While this new breed is a critical ingredient in the wave of Big Data initiatives, they declared that finding them is incredibly challenging and the shortage of data scientist is becoming a serious constraint in many industry sectors. Tom Davenport, author of the highly acclaimed best seller *Competing on Analytics: The New Science of Winning*, asserts "There is a storm approaching on the Big Data talent front and there is no reliable source of talent in this emerging, fast-growing category. It would seem to be a wise move to begin building such talent as well as buying it".

Paul Barth and Randy Bean in their Harvard Business Review article "There's No Panacea for the Big Data Talent Gap" (<https://hbr.org/2012/11/the-big-data-talent-gap-no-pan>) surveyed senior Fortune 500 and federal agency business and technology leaders to discover the level of serious interest surrounding Big Data. The survey of C-suite and executive function heads with responsibility for Big Data initiatives revealed that 85% of the organizations surveyed had funded Big Data initiatives or were in the planning stage. The interest and commitment is real. What is less certain is how these same organizations plan to support these initiatives from a business and talent perspective. Their survey indicates there will be plenty of competition for their talents. The following are responses on the two questions on how challenging it is to source analytical skills.

### How challenging is it to source analytical skills in general?



### How challenging is it to source data scientists?



Similarly, the NewVantage Partners (the premier consultancy focused on guiding business and technology executives in the creation of strategic solutions that harness the power of their data) surveyed (<http://newvantagc.com/wp-content/uploads/2012/11/NVP-Press-Release-Big-Data-Talent-Survey-111312.pdf>) perspectives from Fortune 1000 C-Suite executives and Federal government leaders on:

- The current state of Big Data and analytics talent and capabilities across their organizations
- The talent gap that they are trying to fill – a critical combination of scientific background, computational and analytics skills
- How their organizations are recruiting and developing talent for Big Data initiatives
- The growing need for IT and business leaders who understand how to optimize Big Data Opportunities

Randy Bean, co-founder and managing partner of NewVantage Partners, states in this report "Simply put, Big Data talent is

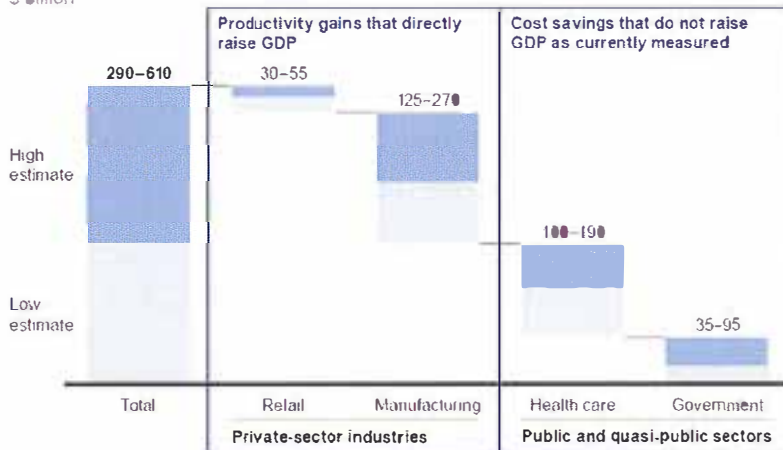


- 37% of respondents ranked their current analytics capabilities as less than adequate
- 70% of respondents are hiring or plan to hire Data Scientists in the near future – with 60% stating that it is very difficult to find and hire these individuals
- 91% of respondents are hiring new people from outside their organization to fill the talent gap while 69% are training their existing analytics professionals
- 51% stated that it is challenging to find IT professionals with strong data management skills and familiarity with new technologies that apply to Big Data
- 50% reported that it is very difficult to find and hire business leaders and managers who can identify and optimize business opportunities in Big Data.
- Only 2% reported that they have had no challenges

The McKinsey Global Institute (MGI) estimates 40,000 exabytes of data being collected by 2020 — up from 2700 exabytes in 2012. As a result, the opportunity for data scientists and organizations that move early in the space is apparent. MGI also published a report ([http://www.mckinsey.com/features/big\\_data](http://www.mckinsey.com/features/big_data)) that by 2018 the United States will experience a shortage of 190,000 skilled data scientists, and 1.5 million managers and analysts capable of reaping actionable insights from the big data deluge. This research also examines the state of digital data and documents the significant value that can potentially be unlocked. This trend receives additional support in subsequent report “Game changers: Five opportunities for US growth and renewal”, ([http://www.mckinsey.com/insights/americas/us\\_game\\_changers](http://www.mckinsey.com/insights/americas/us_game_changers)) by predicting incredible potential GDP growth driven by Big Data Analytics displayed in the following figure.

**Big data analytics can raise US GDP by up to \$325 billion in retail and manufacturing, and create up to \$285 billion in cost savings in health care and government**

Projected annual productivity gains and cost savings by 2020  
\$ billion



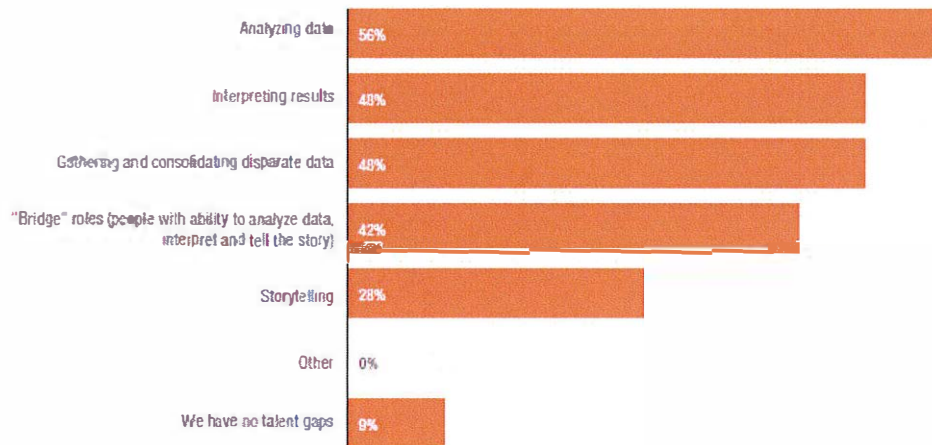
SOURCE: McKinsey Global Institute analysis

MGI cites the Obama administration’s Big Data Research and Development Initiative as one promising response to this economic challenge, and predicts that “The adoption of big data tools in the federal government may provide additional momentum in academia, the biomedical research community, and the private sector.”

The value of data science skills, and resulting demand for skilled practitioners, is a well-known challenge within the emerging big data analytics industry. The online employment and career site Dice reports on the demand for big data skills is expanding across the United States and in diverse industries. It calls this trend that refers to as "big data sprawl." According to this report (<http://www.eweek.com/it-management/slideshows/10-tips-to-taking-the-stingand-penaltiesout-of-a-software-license-audit.html>), the number of big data jobs on the site has shown a triple-digit surge year-over-year. The largest percentages of big data jobs on Dice are in Silicon Valley, New York and Washington, D.C./Baltimore. "Big data" has become a household word, and many well-known companies are seeking big data talent, the Dice report said. The types of companies looking for IT pros with big data skills include consulting firms, defense contractors, e-learning businesses, financial firms, online dating sites and more.

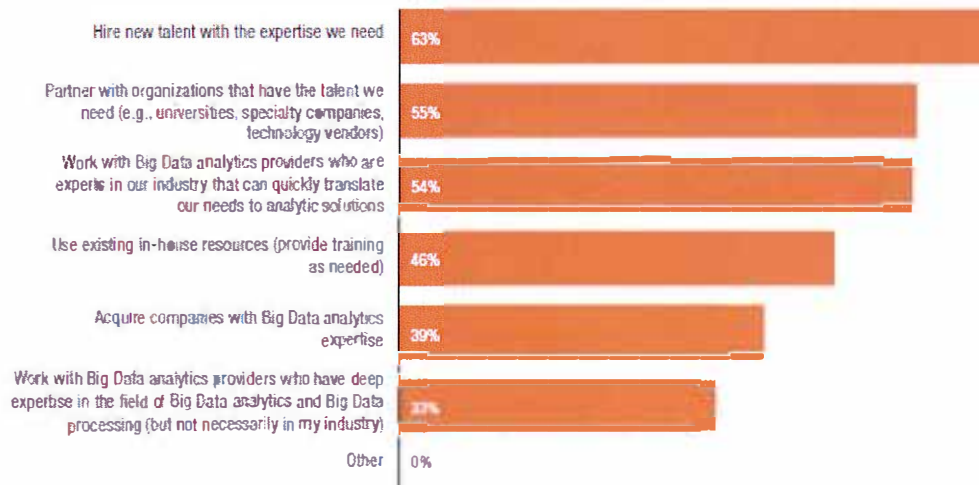
Executives surveyed by Accenture (one of the world’s leading professional services companies) are aware of their own big data talent shortage and understand the critical nature of sourcing and developing the talent needed to close the big data talent gap (<https://www.accenture.com/us-en/insight-industrial-internet-competitive-landscape-industries.aspx>). About half of those surveyed note that they have talent gaps in several critical areas including analyzing data, interpreting results and gathering and consolidating disparate data as indicated in the following figure.

In which of the following areas do you have gaps in your talent? (Multiple responses)



Hiring talent with the expertise needed is the most obvious remedy to the talent gap issue, named by 63 percent of survey respondents. Yet the fact is that there won't be enough experienced talent. Indeed, shortages in the number of data scientists are projected, as well as the number of managers capable of using Big Data analyses to make good decisions.

Which of the following will your company pursue to ensure you have the talent needed to fulfill your Big Data analytics strategy?



The results of two surveys about data scientists were released this week, covering both the supply and demand sides of this emerging new profession:

The MIT Sloan Management Review and SAS 2015 annual survey (<http://sloanreview.mit.edu/projects/analytics-talent-dividend>) reports on the challenges of recruiting, training, and integrating data scientists. This survey of 2,719 business executives, managers and analytics professionals worldwide presents the specific challenges of acquiring and benefiting from this still-scarce talent pool of “the sexiest job of the 21<sup>st</sup> Century.” Four in ten (43%) companies report their lack of appropriate analytical skills as a key challenge but only one in five organizations has changed its approach to attracting and retaining analytics talent. As a result of the scarcity of data scientists, 63 percent of the companies surveyed are providing formal or on-the-job training in-house. These companies are also doing more to train existing managers to become more analytical (49%) and train their new data scientists to better understand their business (34%). Still, half of the survey respondents cited turning analytical insights into business actions as one of their top analytics challenges.

1. **Data crunching.** The era of big data is just getting started, with many firms eager to tap vast new databases to gather more info on their customers, their competitors, and even themselves. The challenge isn't just crunching numbers; it's making sense of them, and gaining useful insights that can be translated into a business edge. Marketing and market research are two growing fields where the use of data is exploding.

Finding the right Big Data talent and skilled resources finding and retaining Big Data talent will become even tougher as competition for this limited talent pool intensifies over time. Perhaps the best indicator of the need for these skills is the number of data science programs springing up around the country.

## Job Trends

On August 5<sup>th</sup>, 2015, we queried the job posting site indeed.com to show the trends in four key words: “data science”, “big data”, Hadoop (a key big-data software package), and “analytics”; the graphs show strong trends:

<http://www.indeed.com/jobtrends?q=%22data+science%22&l=&relative=1>



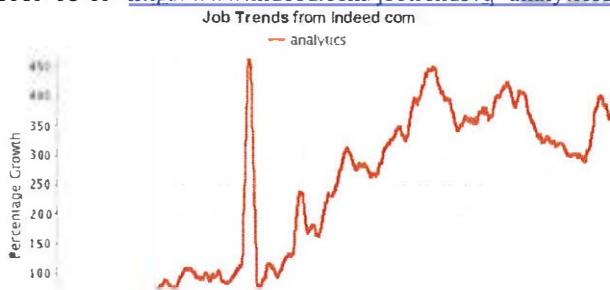
<http://www.indeed.com/jobtrends?q=hadoop&l=&relative=1>



<http://www.indeed.com/jobtrends?q=%22big+data%22&l=&relative=1>



2015-08-05 <http://www.indeed.com/jobtrends?q=analytics&l=&relative=1>





## Survey of Undergraduate Degrees in Data Science

It is difficult to exhaustively determine comparable degrees in Data Science, as the term “Data Science” is not standard. Alternate degree names include “Data Mining” (Central Michigan University), “Analytics”(North Carolina State University), “Business Analytics”, (Arizona State University, Bentley University, Drexel University), Data Analytics Engineering (George Mason University), Predictive Analytics” (DePaul University). Both Western Michigan University and the University of Michigan have introduced programs entitled “Data Science”. Often, but not always, the inclusion of the term “analytics” in the program name implies participation of a business college. Many of the aforementioned programs are for certificates or masters degrees.

We note that Washtenaw Community College now offers a certificate in “Applied Data Science” (see <http://www.wccnet.edu/academics/programs/view/program/CTADS/>).

A careful review of many of the existing programs reveals a common practice: create new degrees by combining existing courses from several different departments. Frequently, no new courses (and hence, no new technologies) are introduced. EMU distinguishes itself from these programs with the inclusion of several new courses that include the latest in parallel/distributed technologies.

Since this proposal is for an undergraduate degree, we attempt to survey existing undergraduate programs. The web page

<http://101.datascience.community/2013/08/21/undergraduate-programs-in-data-science/>

lists the following undergraduate degrees in Data Science as of August 21, 2013:

- [College of Charleston – B.S. in Data Science](#)
- [University of San Francisco – B.S. in Data Science](#)
- [University of Iowa – B.A. in Business Analytics](#)
- [Northern Kentucky University – B.S. in Data Science](#)
- [University of Warwick – BSC Data Science](#)
- [Illinois Institute of Technology – B.S. in Computer Science with specialization in Data Science](#)
- [George Mason University – Data Science major & minor](#)
- [Northwestern College in Iowa – Online Analytics certificate](#)
- [The Ohio State University – B.S. Data Analytics](#)

The magazine of the American Statistical Association provides links to newer programs:

<http://magazine.amstat.org/blog/2015/07/01/new-undergraduate-data-science-programs/>

<http://magazine.amstat.org/blog/2015/08/01/new-undergraduate-data-science-programs-2/>

The American universities include

- University of California, Irvine – B.S. in Data Science
- Winona State University – B.S in Data Science
- University of Michigan – B.S. in Data Science
- Miami University (Ohio) – Analytics

We are unable to determine if the proposal from Western Michigan University has been approved.

We look at some current undergraduate degrees:

1)University of San Francisco

### Welcome

Get involved in the emerging field of "big data" with the Bachelor of Science degree in data science (BSDS) at the University of San Francisco. This challenging and interdisciplinary major provides rigorous academic training in mathematics and quantitative skills, programming, and problem solving for data-intensive fields such as economics, biology, computer science, and many others.

The core courses in the BSDS major are in mathematics and computer science, with 52 units distributed among these two

- mathematical data science (12 units)
- computational data science (12 units)
- economic data science (12 units)

for a total of 68 units.

This is a large major, but comparable with other science majors such as Chemistry and Biology. As with those majors, this is intended for focused, well-prepared students who are interested in spending the bulk of their college career developing skills within their major.

2) College of Charleston (Core data science curriculum)

## Data Science Major Requirements

Degree: Bachelor of Science

Credit Hours: 69+

"PR" indicates a pre-requisite. "CO" indicates a co-requisite.

Courses within this major may also satisfy general education requirements. Please consult <http://registrar.cofc.edu/general-edu> for more information.

Required Courses

<a href="#">DATA 101</a>	Introduction to Data Science (3) PR: None
<a href="#">DATA 210</a>	Dataset Organization and Management (3) PR: None
<a href="#">DATA 495</a>	Data Science Capstone (3) PR: DATA 210, CSCI 470, and MATH 441

Math Requirement

<a href="#">MATH 120</a>	Introductory Calculus (4) PR: C- or better in MATH 111 or placement
<a href="#">MATH 203</a>	Linear Algebra (3) PR: MATH 220 or instructor permission
<a href="#">MATH 207</a>	Discrete Structures I (3) PR: MATH 105, MATH 111, or MATH 120
<a href="#">MATH 220</a>	Calculus II (4) PR: MATH 120 or HONS 115
<a href="#">MATH 250</a>	Statistical Methods (3) PR: MATH 111 or MATH 120 or instructor permission
<a href="#">MATH 350</a>	Statistical Methods II (3) PR: MATH 120, MATH 250
<a href="#">MATH 440</a>	Statistical Learning I (3) PR: MATH 203, MATH 220, MATH 350
<a href="#">MATH 441</a>	Statistical Learning II (3) PR: MATH 440

Computer Science Requirement

<a href="#">CSCI 220</a>	Computer Programming I (3) PR: CSCI 120 or CSCI 180 or CSCI 210 or MATH 111 CO: CSCI 220L
<a href="#">CSCI 220L</a>	Computer Programming I Lab (1) CO: CSCI 220
<a href="#">CSCI 221</a>	Computer Programming II (3) PR: CSCI 220, CSCI 220L; CO or PR: MATH 207
<a href="#">CSCI 230</a>	Data Structure and Algorithms (3) PR: CSCI 221, MATH 207
<a href="#">CSCI 310</a>	Advanced Algorithms (3) PR: CSCI 230, MATH 207
<a href="#">CSCI 334</a>	Data Mining (3) PR: CSCI 221, MATH 207, MATH 250
<a href="#">CSCI 470</a>	Principles of Artificial Intelligence (3) PR: CSCI 230, MATH 307

3)Illinois Institute of Technology (BS in Computer Science with Specialization on Data Science)

## Specialization in Data Science

Four courses are required for the Specialization in Data Science:

- [CS 422 Data Mining](#) or [CS 584 Machine Learning](#)
- [CS 451 Intro to Distributed Computing](#) (CS 495-05 in Fall 2012)
- [BUS 371 Strategies for Reaching New Markets](#)
- [MATH 481 Introduction to Stochastic Processes](#) or [MATH 483 Design and Analysis of Experiments](#)
  - [MATH 481](#) Prerequisites: [MATH 332/333](#) and [MATH 475](#).
  - [MATH 483](#) Prerequisite: [MATH 476](#).

### **III. Preparedness**

#### **A. Qualifications of Faculty**

Most of the courses in the DSA program are pre-existing and will be taught by faculty vetted by the departments that controls those courses. The new proposed courses are also developed by existing faculty from various departments who are qualified by virtue of their experience in teaching and/or research in the topic area. The initial faculty affiliates involved in developing this proposal are listed below:

##### **Mathematics/Statistics Faculty:**

- Andrew Ross, Professor, Ph.D., Industrial Engineering and Operations Research
- Tanweer Shapla, Associate Professor, Ph.D., Statistics
- Rita Chattopadhyay, Professor, Ph.D. Statistics
- Kathy Chu, Professor, M.P.H, Ph.D. Statistics
- John Curran, Professor, Ph.D. Mathematics

##### **Computer Science Faculty:**

- William Sverdlik, Professor, Ph.D., Computer Science
- Susan Haynes, Professor, Ph.D., Computer Science
- Krish Narayanan, Professor, Ph.D., Computer Science
- Li Zhang, Associate Professor, Ph.D., Computer Science

##### **Computer Information System Faculty:**

- Stevan Mrdalj, Professor, Ph.D., Computer Information Systems
- Yaman Roumani, Assistant Professor, Ph.D., Computer Information Systems
- David Chou, Professor, Ph.D., Computer Information Systems

##### **Decision Sciences Faculty:**

- Joseph Scazzero, Professor, Ph.D., Decision Sciences

#### **B. Library Resources**

We performed a search of the online database of Halle Library for “Hadoop, MongoDB, CouchDB and HBase” ; these are some of the leading technologies currently in the Data Science community. In all cases, the library has access to multiple sources on each topic including online ebooks. Assuming that these online references remain, we do not anticipate extraordinary library resources. Current access to sources such as Books 24x7 and the O’Reilly book and media series are sufficient.

#### **C. Adequacy of Existing Facilities/Equipment**

Since all of courses in the program are housed in individual departments, it is largely the responsibility of the departments to assure adequacy of facilities/equipment for the courses. In addition, the proposed program will utilize the following existing labs and equipment:

- Computer Information Systems computer classrooms
- Computer Information Systems lab
- Computer Science computer classrooms
- Statistical computer classrooms

#### **D. Not applicable to this proposal**

#### **E. Marketing Plan for the New Program**

A website that provides information and explains the requirements of the new major will be developed. The

are candidate feeder schools for the departments that are participating in the new major. Pamphlets will be prepared and sent to these schools. The program coordinator will visit a number of these schools on special 'college nights' to discuss the new program with guidance counselors, teachers, and interested students. A demonstration booth will be prepared to market the program to current and prospective EMU students at university-sponsored programs such as 'Explore Eastern'. This marketing campaign will begin as soon as the program is approved.

#### IV. Assessment/Evaluation

##### A) Student Learning Outcomes

Because data science is a field that changes rapidly with advances in technology, we have been careful to phrase our list of SLOs in generic language rather than specifying particular software packages, for example. For the same reason, we are including as a goal the student's ability to teach themselves new things (like new software) as trends change after graduation (or perhaps even during their undergraduate program).

Upon graduating from the DSA program, students will have achieved the following learning outcomes:

- SLO A: Apply business concepts and methods to define and structure problems.
- SLO B: Apply statistics concepts and methods to design studies and analyze data.
- SLO C: Apply computer science concepts and methods to organize data.
- SLO D: Disseminate their work to technical and nontechnical people.
- SLO E: Learn new needed skills on their own as lifelong learners.

##### B) Curriculum Mapping

Here is how each course relates to the Student Learning Outcomes. The table is organized by knowledge domains first and then rough chronological order, rather than by chronological order first. In this table, a 1 signifies beginner, 2 signifies intermediate, and 3 signifies advanced.

"	A:' Business'	B:' Statistics'	C:' CompSci'	D:' Communication'	E:'Lifelong Learning'
MATH'120'		1'			
MATH'121'		1'			
MATH'122'		2'			
DS265'		2'		1'	
MATH'461'		3'		2'	
COOSC146'			1'		1'
COOSC111/112'			1'		1'
COOSC211/212'			2'		2'
COOSC311'			2'		
COOSC231'			2'		2'
COOSC472'			3'	3'	3'
COOSC481W'			3'	3'	3'
"					

"					
COB'200L'	1'			1'	
IS380'	2'		2'		1'
IS385'	2'				2'
IS410'	3'			3'	3'

**C) Monitoring Program Objectives through Assessment Data**

A subcommittee of the steering committee will organize the assessment efforts.

Instructors of the classes listed as a “3” in the above table will be supplied with a list of the DSA majors in their class, and they will return to the DSA program graded copies of SLO-relevant assessments (tests, reports, presentations) for those students. The capstone project course will be the main source of information on whether students are meeting the SLOs by the time of graduation, but we will collect data on courses before that to help catch potential problems before it would be too late to fix them.

By definition, it is difficult to assess SLO E (Lifelong Learning) during an individual’s undergraduate curriculum. We have some experience already in the Big Data course, asking students to teach themselves a programming language that was not a prerequisite with only minimal in-class support; their results were then assessed in a homework assignment. We will also gather information about it by asking each DSA major about it with a survey to be developed, about how confident they are that they can teach themselves new skills. While this has the potential to give overestimated abilities, it could give us a warning if the students themselves say they are not very confident in their abilities. We will also reach out to alumni a year after graduation and survey them about their impressions of the program, aligned with the SLOs.

**D) Timeline for Monitoring Program (projected)**

Since most of the courses in the DSA program already exist, assessment can begin immediately upon the entry of DSA majors to the courses tagged for assessment above. Each year, the assessment report will be given to the Faculty Affiliates for consideration and discussion of improvement strategies.

**E) Developing Program-level Outcomes**

The program coordinator will regularly meet with a subcommittee of faculty affiliates and relevant outside parties (local employers, etc.) to determine if the program-level outcomes and their assessments need to be updated based on industry trends. They will also discuss high-level indicators such as student progression through the program, % of program graduates going to various fields (industry, nonprofit, government, graduate school, unemployed, etc.), and so forth.

**A. Faculty, lecturers or supportive staff required.**

The program will require a Program Coordinator with a ½ time course release for Fall and Winter and 20% of base salary for Summer semesters. It is essential to have a Program Coordinator available for Summer due to the number of students who seek information and advice during that time span. The actual cost will be determined when this person is selected.

**B. Space or facilities required.**

No additional space for the program is needed.

**C. Equipment required.**

Many of the “Big Data” vendors provide free distributions of software to run on virtual machines (e.g. Cloudera). In addition, software can now run “in the cloud” on user configurable distributed systems (e.g. Amazon Web Services). This means that the University will incur no extra costs associated with software or hardware other than the present costs associated with University computer labs. We note that classes currently employing the cloud model provide ample exposure to highly sophisticated modes of computing at a cost of under \$50 per student per class. This cost will be paid directly by the student.

**D. Assistantships/fellowships required.**

Initially the program will need a part-time graduate student assistant to help with the work of the Program Coordinator.

**E. Library resources required.**

Since this is a fast-moving field, we need to maintain access to sources such as Books 24x7 and the O’Reilly book and media series.

**F. Marketing and recruiting costs.**

Suggested budget of \$5000/year for the first three years to cover website development, High School recruitment, University Fairs, brochures, travel expenses and other related promotional costs.

**G. Other costs not covered above.**

This is a rapidly changing field, faculty require professional development. We would anticipate 6 faculty (2 from each of mathematics, computer science, and information systems) attending conference/tutorials/workshops per year. Conference registration fees tend to be higher in this field than math conferences, for example.

**H. Total of all financial requirements for implementation of proposed degree.**

Total costs cannot be exactly determined until the Program Coordinator is selected, courses are offered, enrollment numbers are available, and recruitment plans are established. The following is a draft summary of estimated expenses per year for the first 3 years (see descriptions above for justification):

	Each'	Qty'	Line'total'
1'course'release,'cost'to'replace'with'an'adjunct'	\$3,600''	4'	\$14,400''
Summer'salary,'20%'of'approx.'\$70,000'	\$14,000''	1'	\$14,000''
Marketing'(only'first'3'years)'	\$5,000''	1'	\$5,000''
Professional'development'conferences'	\$1,200''	6'	\$7,200''
			<hr/>
			\$40,600''

**I. Continuing Education/Extended Programs:**



## VI. Action of the Program(s)/Department(s)/College(s)

(Include the faculty votes signatures from all collaborating programs/departments/schools, if applicable.)

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

a. Vote of program faculty: MATHEMATICS For 20 Against 0 Abstentions 0

I support this proposal. The proposed program can  cannot \_\_\_\_\_ be implemented without additional College or University resources.

Program Administrator Signature \_\_\_\_\_

Date

9/29/15

b. Vote of department/school faculty: COMPUTER SCIENCE For 11 Against 0 Abstentions 1

I support this proposal. The proposed program can  cannot \_\_\_\_\_ be implemented without additional College or University resources.

Department Head/School Director Signature \_\_\_\_\_

Date

9/28/15

c. Vote of department/school faculty: COMPUTER INFORMATION SYSTEMS For 12 Against 0 Abstentions 0

I support this proposal. The proposed program can  cannot \_\_\_\_\_ be implemented without additional College or University resources.

Department Head/School Director Signature \_\_\_\_\_

Date

10/26/2015

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

A. College: \_\_\_\_\_

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

College Dean Signature \_\_\_\_\_

Date

4/10/16

B. College: ARTS AND SCIENCES

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

College Dean Signature \_\_\_\_\_

Date

11/13/2016

## VII. Approval

Associate Vice-President for Academic Programming Signature \_\_\_\_\_

Date \_\_\_\_\_

## VIII. Appendices



# **E** Data Science and Analytics (DSA)

A New Interdisciplinary Program  
Presented to the  
Board of Regents  
Eastern Michigan University  
April 21, 2017

The screenshot shows the Glassdoor website interface. At the top, there is a navigation bar with links for 'Jobs', 'Company Reviews', 'Salaries', and 'Interviews'. A search bar is visible with the text 'Data Scientist' and a 'Search' button. The main heading is '50 Best Jobs in America'. Below this, there is a section for 'Awards' with sub-links for 'Best Places to Work' and 'Highest Rated CEOs'. A central text block explains that Glassdoor ranks jobs based on Job Score, number of job openings, salary, and overall job satisfaction rating. It also mentions 'Employers: Want to recruit better in 2017? Find out how.' and shows filters for 'United States' and '2017'. The top job listed is '1 Data Scientist', which includes a small image of a person working at a computer. To the right of the image, the job's statistics are displayed: a '4.8 / 5 Job Score', a '4.4 / 5 Job Satisfaction' rating, a '\$110,000 Median Base Salary', and '4,184 Job Openings'. A blue 'View Jobs' button is located at the bottom right of the job listing.

# **E** Data Science and Analytics (DSA)

## **Help Wanted: Black Belts in Data**

Starting salaries for data scientists have gone north of \$200,000

by **Rodrigo Orihuela** and **Dina Bass**

June 4, 2015, 1:07 PM EDT | Updated on June 4, 2015, 2:00 PM EDT

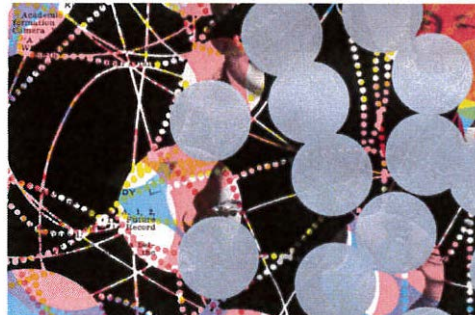
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**Businesses Will Need One Million Data Scientists by 2018**

# **E** Data Science and Analytics - DSA

Harvard  
Business  
Review



## **Data Scientist: The Sexiest Job of the 21st Century**

by **Thomas H. Davenport** and **D.J. Patil**



## What Do Data Scientist Do?



UNIVERSITY OF WISCONSIN

**DATA SCIENCE**

Data Science Program Get Started Current St

**In simple terms, a data scientist's job is to analyze data for actionable insights.**

Specific tasks include:

- Identifying the data-analytics problems that offer the greatest opportunities to the organization
- Determining the correct data sets and variables
- Collecting large sets of structured and unstructured data from disparate sources
- Cleaning and validating the data to ensure accuracy, completeness, and uniformity
- Devising and applying models and algorithms to mine the stores of big data
- Analyzing the data to identify patterns and trends
- Interpreting the data to discover solutions and opportunities
- Communicating findings to stakeholders using visualization and other means



## Data Science and Analytics (DSA)

So what ?

We've been doing this for a long time!

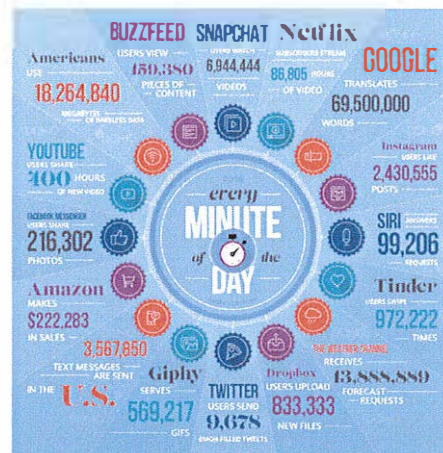
What's different ?

## **E** Data Science and Analytics (DSA)

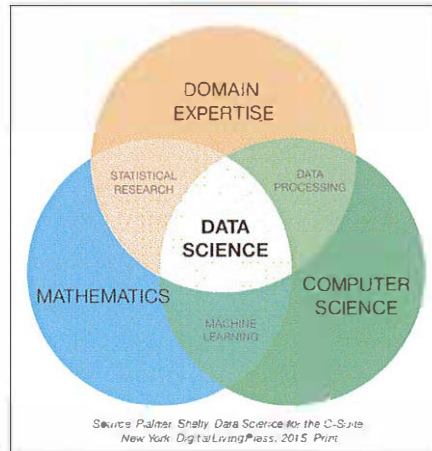
What's Different ?

- Multiple sources generating data much faster than a single computer can utilize (Velocity, Volume)
- Types of data vary. Video, audio, text, etc. (Variability)
- New questions/models are being asked/employed

## **E** Data Science and Analytics (DSA)

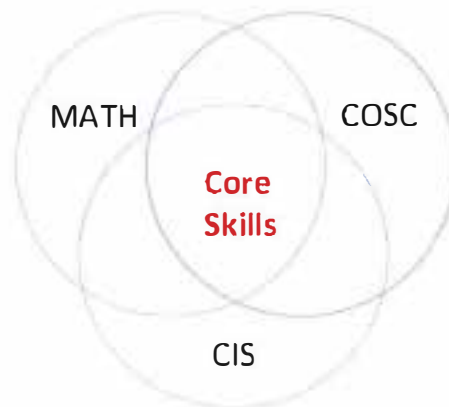


# E Data Science and Analytics - DSA



# E Data Science and Analytics (DSA)

DSA at EMU is interdisciplinary!



## **E** Data Science and Analytics (DSA)

DSA at EMU is unique !

(stated another way: what's with the A?)

A = Analytics! Translates data-driven insights into decisions and actions. No other undergraduate program does this

## **E** Data Science and Analytics (DSA)

DSA at EMU is dynamic!

- Program has been designed to easily incorporate related disciplines (Program Input Document).
- Any discipline is invited to add advanced tracks!  
Possibilities include:
  - Chemistry – computational chemistry
  - Biology – Genomics/Proteomics
  - Health and Human Services – Healthcare Analytics

## **E** Data Science and Analytics (DSA)

DSA at EMU is already here !

Our new Data Scientists:

Roxanne Katus, Ph.D. – Mathematics

Andrey Kashliev , Ph.D. – Computer Science

Yaman Roumani, Ph.D. – Information Systems

## **E** Data Science and Analytics (DSA)

The perpetrators:

Stevan Mrdalj – Computer Information Systems

Andrew Ross – Mathematics

William Sverdlik – Computer Science



## **E** Data Science and Analytics (DSA)

The abettors:

Chris Gardiner – Mathematics

Augustine Ikeji – Computer Science

Debra Ingram – Mathematics

## **E** Data Science and Analytics (DSA)

Questions ?

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 14

DATE:

April 21, 2017

RECOMMENDATION

**COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENT**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve former United States Attorney for the Eastern District of Michigan, Barbara L. McQuade, as Commencement Speaker at both of the Saturday, April 22, 2017 commencement ceremonies. In addition, it is recommended that the Board award an honorary Doctor of Public Service degree to Ms. McQuade.

**SUMMARY**


A biography for Ms. McQuade follows.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

3-30-17

Date

## **Former U.S. Attorney for the Eastern District of Michigan, Barbara McQuade**

Barbara L. McQuade was the U.S. Attorney for the Eastern District of Michigan. She was appointed by President Barack Obama, and was asked to step down by President Donald Trump, effective March, 2017.

Ms. McQuade has sought to use the resources of the U.S. Attorney's Office to improve the quality of life for the people of Michigan. Upon taking office in January 2010, Ms. McQuade restructured the office for the first time in more than 35 years to align attorney resources with the priorities of the district: strengthening national security and countering violent crime, public corruption, civil rights and financial fraud, including mortgage fraud, health care fraud, and environmental crimes.

Significant case accomplishments during Ms. McQuade's tenure include the conviction of former Detroit Mayor Kwame Kilpatrick on public corruption charges, the conviction and life sentence of an Al-Qaeda operative for attempting to blow up an airliner over Detroit on Christmas Day in 2009, the conviction of a former Michigan Supreme Court Justice on mortgage fraud charges, and the convictions of former employees for stealing trade secrets from Detroit automakers. Ms. McQuade also joined with other law enforcement leaders to launch Detroit One, a violence reduction strategy and community partnership.

Ms. McQuade served on the Attorney General's Advisory Committee, and served as co-chair of the Terrorism and National Security Subcommittee. She also served on subcommittees addressing civil rights and border security.

The first woman to serve as U.S. Attorney for the Eastern District of Michigan, Ms. McQuade was an Assistant U.S. Attorney in Detroit for 12 years. She served as Deputy Chief of the National Security Unit, where she prosecuted cases involving terrorism financing, foreign agents, export violations, and threats. During her career as a federal prosecutor, Ms. McQuade has also prosecuted cases involving violent crime, fraud and racketeering.

From 2003 to 2009, Ms. McQuade served as an adjunct law professor at the University of Detroit Mercy School of Law, teaching criminal law in the evenings.

Before joining the U.S. Attorney's Office, Ms. McQuade practiced law at the firm of Butzel Long in Detroit, and served as a law clerk to Hon. Bernard A. Friedman on the U.S. District Court for the Eastern District of Michigan.

Born in Detroit, Ms. McQuade is a 1987 graduate of the University of Michigan and a 1991 graduate of the University of Michigan Law School. She and her husband have four children.

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

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

SECTION: 15

DATE:  
April 21, 2017

**ACTION REQUESTED**

It is recommended that the Board of Regents receive and place on file the minutes from the February 7, 2017 Finance and Investment Committee meeting and the Working Agenda for the April 21, 2017 meeting.

**STAFF SUMMARY**

February 7, 2017 Meeting Agenda

Agenda items

- FY18 Room and Board, Apartment Rates
- 2015-16 Eastern Michigan University Foundation Financial Reports ( June 30, 2016)
- FY18 Capital Budget
- Appointment of External Audit Firm and Contract for Service
- Presentation: Department of Public Safety Annual Update
- Emeritus Staff Awards

April 21, 2017 Meeting Agenda

Agenda items

- OMB Federal Awards Supplement (June 30, 2016)
  - Presentation: Research Update- Mid Year FY17
- WEMU Financial Statements (June 30, 2016)
  - Presentation: Annual Update- WEMU
- Refunding- Barclays 2015 Term Loan
- Marketing and Merchandising Agreement- Amazon
- Easement Access to EMU Property- ACD.Net (Verizon Wireless)
- Emeritus Staff Awards

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

April 21, 2017  
Date

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

**FINANCE and INVESTMENT COMMITTEE**

Friday, April 21, 2017

9:30 a.m.

**REGULAR AGENDA**

- Minutes from February 7, 2017
- April 21, 2017 Finance and Investment Committee Agenda
- OMB Federal Awards Supplement (June 30, 2016)
- WEMU Financial Statements (June 30, 2016)
- Refunding –Barclays 2015 Term Loan
- Marketing and Merchandising Agreement-Amazon
- Easement Access to EMU Property-ACD.Net (Verizon Wireless)
- Emeritus Staff Awards

Eastern Michigan University  
**Finance and Investment Committee**  
**Meeting Minutes**  
**February 7, 2017**

The meeting was called to order by Regent Michelle Crumm at 11:30 a.m.

A motion was made, seconded and approved to accept the minutes from the November 1, 2016 Finance and Investment Committee meeting.

The agenda includes (5) items.

**Section 22: Recommendation: 2017-18 Room, Apartment and Board Rates**

It is recommended that the Board of Regents approve a 3% average increase for all University housing and increases between 2% and 4% for meal plan rates for FY 2017-18.

**Section 23: Recommendation: The 2015-2016 Eastern Michigan University Foundation Consolidated Financial Report**

It is requested that the Eastern Michigan University Board of Regents receive and place on file the Eastern Michigan University Foundation Consolidated Financial Report for the year ended June 30, 2016.

**Section 24: Recommendation: FY2017-18 Capital Budget**

It is recommended that the Board of Regents approve the Fiscal Year 2017-18 University Capital Budget appropriation of \$ 13.76 million.

**Section 25: Recommendation: Appointment of External Audit Firm and Contract for Services**

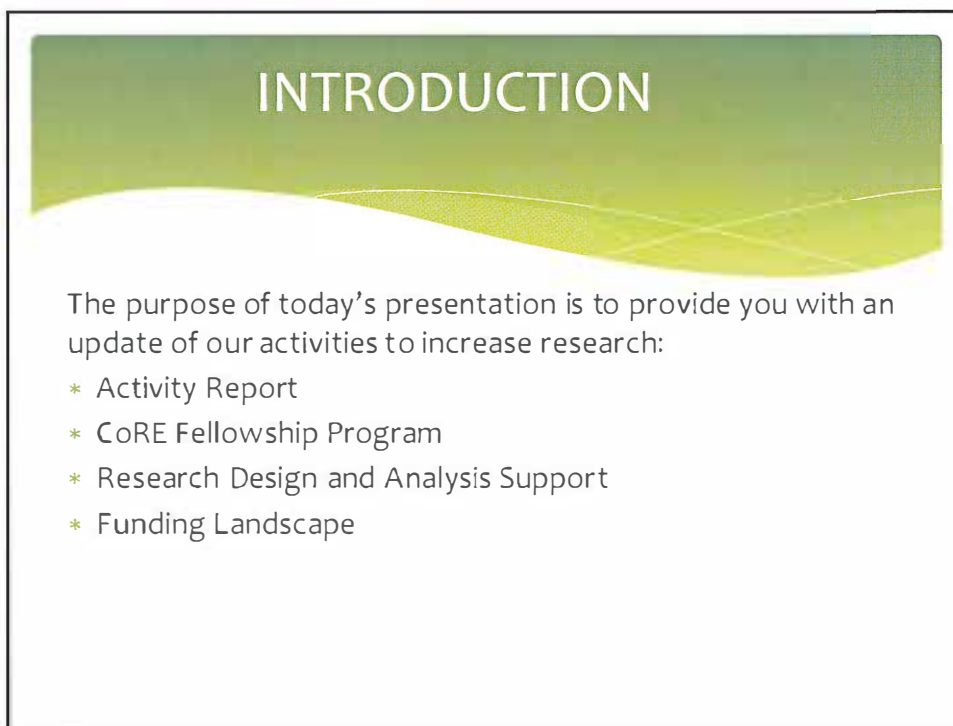
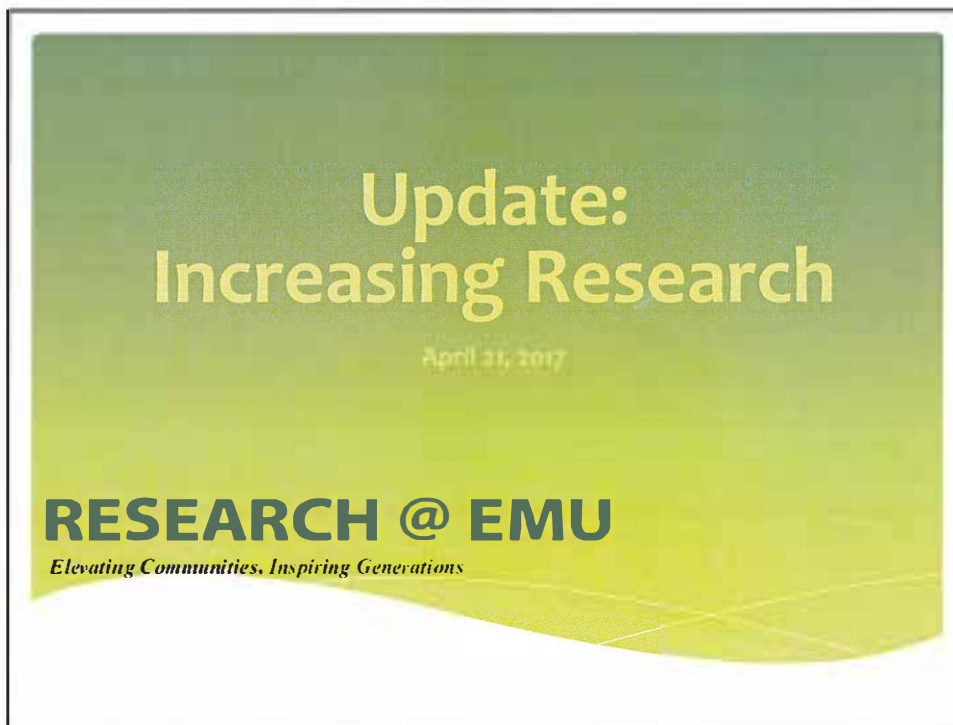
It is recommended that the Board of Regents approve the one year extension on the existing contract of services with Plante Moran, PLLC to provide external audit services to the University consistent with the parameters outlined below.

**Section 4: Recommendation: Emeritus Staff Status**

It is recommended that the Board of Regents grant Emeritus Staff Status to Two (2) staff members: Marsha McDonald, Senior Secretary, Office of Housing & Residence Life, who retired June 29, 2016 and Kathleen Graham, Administrative Secretary, Office of Extended Programs, who retired January 6, 2017.

The meeting was adjourned at 12:15 p.m.

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





## MISSION

EMU enriches lives in a supportive, intellectually dynamic and diverse community. **Our dedicated faculty balance teaching and research to prepare students with relevant skills and real world awareness.** We are an institution of opportunity where students learn in and beyond the classroom to benefit the local and global communities.

## 2013-2014 UNIVERSITY STRATEGIC PLAN

University Strategic Themes: High Performing Academic Programs and Quality Research

- \* **Goal 2:** Increase research to attract external funding and improve student education, with a focus on graduate education

## FY2017 3<sup>rd</sup> Quarter Progress-Awards

### Total Awards

Awards	FY2017		FY2016		Variance	
	Value	No.	Value	No.	Value	No.
	\$7,843,525	73	\$7,358,695	75	\$484,831	(2)

- FY2017 Goal = \$14.4M, (\$3.6M quarterly)

## FY2017 3<sup>rd</sup> Quarter Progress-Awards

### Activity Type

Activity Type	FY2017		FY2016		Variance	
	Value	No.	Value	No.	Value	No.
Faculty/Student Support	\$669,149	10	\$967,369	14	(\$298,220)	(4)
General Operating	2,000	1	11,818	1	(9,818)	-
Instruction	933,773	6	858,730	8	75,043	(2)
Public Service	4,611,521	36	4,570,508	34	41,013	2
<b>Research</b>	<b>1,593,582</b>	<b>18</b>	<b>910,120</b>	<b>16</b>	<b>683,462</b>	<b>2</b>
Training	33,500	2	40,150	2	(6,650)	-
	<b>\$7,843,525</b>	<b>73</b>	<b>\$7,358,695</b>	<b>75</b>	<b>\$484,831</b>	<b>(2)</b>

- \* Research Awards value is up
- \* Public Service remains high

## FY2017 3<sup>rd</sup> Quarter Progress-Awards

### Sponsor Type

Sponsor Type	FY2017		FY2016		Variance	
	Value	No.	Value	No.	Value	No.
College/University			\$15,000	1	\$(15,000)	(1)
<b>Federal</b>	<b>\$ 6,630,300</b>	<b>29</b>	<b>5,348,884</b>	<b>24</b>	<b>1,281,415</b>	<b>5</b>
Foundation	189,761	11	700,857	13	(511,096)	(2)
In-State Govt	659,156	15	848,340	19	(189,184)	(4)
Industry	125,441	6	27,150	2	98,291	4
Local Govt	57,704	4	304,961	8	(247,257)	(4)
Other Non-Profit Org	181,164	8	113,502	8	67,662	0
	<b>\$7,843,525</b>	<b>73</b>	<b>\$ 7,358,695</b>	<b>75</b>	<b>\$484,831</b>	<b>(2)</b>

\* Federal number and dollar amount is higher

## FY2017 3<sup>rd</sup> Quarter Progress-Expenditures

### Research Expenditures by Activity Type

NSF HERD Research Expenditures	FY2016	FY2015
Federal	\$1,627,000	\$1,482,000
State and Local	32,000	43,000
Industry	113,000	55,000
Nonprofit Organizations	98,000	62,000
<b>Institutional Funds</b>	<b>1,930,000</b>	<b>103,000</b>
All Other Sources	15,000	16,000
	<b>\$3,815,000</b>	<b>\$1,761,000</b>

\* In FY2016, EMU began reporting internal support for research on the NSF HERD survey

## FY2017 3<sup>rd</sup>Quarter Progress-Awards

### Realized IDC Rate by Activity Type

IDC as % of Expenditures	FY2017	FY2016	Variance
	Avg. Rate	Avg. Rate	Avg. Rate
Faculty/Student Support	1.21%	2.35%	-1.14%
General Operating	-0.17%	8.16%	-8.33%
Instruction	6.28%	4.62%	1.66%
Public Service	6.01%	5.12%	0.89%
<b>Research</b>	<b>28.54%</b>	<b>22.68%</b>	<b>5.86%</b>
Training	4.08%	6.89%	-2.81%
<b>Avg. IDC Based on Expenditures</b>	<b>8.71%</b>	<b>7.84%</b>	<b>0.87%</b>

- \* Realized IDC rate based on expenditures is up, resulting in an additional \$50,000 in revenue over the same period last year

## FY2017 3<sup>rd</sup>Quarter Progress-Proposals

### Total Proposals

Proposals	FY2017		FY2016		Variance	
	Value	No.	Value	No.	Value	Number
Total Proposals	\$41,422,742	149	\$17,864,391	113	\$23,558,351	36

- \* FY2017 Goal =243, or 60 proposals per quarter



## FY2017 3<sup>rd</sup> Quarter Progress-Proposals

### Proposals by Activity Type

Activity Type	FY2017		FY2016		Variance	
	Value	No.	Value	No.	Value	Number
Faculty/Student Support	\$2,596,646	22	\$2,011,607	17	\$585,039	5
General Operating	3,500	2	41,818	2	(38,318)	-
Instruction	1,846,728	16	2,163,576	9	(316,848)	7
<b>Research</b>	<b>10,704,470</b>	<b>59</b>	<b>8,525,686</b>	<b>46</b>	<b>2,178,784</b>	<b>13</b>
<b>Service</b>	<b>26,271,398</b>	<b>50</b>	<b>5,098,502</b>	<b>37</b>	<b>21,172,896</b>	<b>13*</b>
Training	-	-	23,202	2	(23,202)	(2)
	<b>\$41,422,742</b>	<b>149</b>	<b>\$17,864,391</b>	<b>113</b>	<b>\$23,558,351</b>	<b>36</b>

- \* Research Proposals are up
- \* Service proposals are up even when excluding \$18.4 million Promise Neighborhoods proposal

## FY2017 3<sup>rd</sup> Quarter Progress-Proposals

### Proposals by Sponsor Type

Sponsor Type	FY2017		FY2016		Variance	
	Value	No.	Value	No.	Value	Number
College or University	\$75,441	1	\$25,875	1	\$49,566	-
<b>Federal</b>	<b>36,967,047</b>	<b>58</b>	<b>14,460,211</b>	<b>46</b>	<b>22,506,836</b>	<b>12</b>
<b>Foundation</b>	<b>2,117,952</b>	<b>41</b>	<b>810,408</b>	<b>24</b>	<b>1,307,544</b>	<b>17</b>
In-State Govt	1,672,611	21	1,754,118	14	(81,507)	7
Industry	201,997	10	98,265	5	103,732	5
Local Govt	179,404	6	412,656	11	(233,252)	(5)
Other Non-Profit Org	208,290	12	302,858	12	(94,568)	-
	<b>\$41,422,742</b>	<b>149</b>	<b>\$17,864,391</b>	<b>113</b>	<b>\$23,558,351</b>	<b>36</b>

- \* Federal is up even when excluding single Promise Neighborhoods proposal
- \* Increase in number and value of Foundation proposals

## CoRE Fellowship Program Update

Launched Winter 2016 in cooperation between ORDA and College Deans:

- \* 10-week structured seminar
- \* Three workshops
- \* Follow-on writing circles
- \* Meetings with a program officers in D.C.

## CoRE Fellowship Program Update

Results for Cohort I:

10 faculty

- \* Submitted Proposals
  - \* 6 Federal Proposals
  - \* 3 Foundation Proposals
- \* Upcoming Submissions
  - \* 4 Federal
  - \* 2 Foundation

Cohort II:

- \* 9 faculty
- \* Just concluding 10-week seminar

## Research Design and Analysis Support

- \* Established the Research Design and Analysis Support Committee (RDASC)
- \* Established a Quantitative Researchers Networking Group
- \* Supporting Faculty Associates who are available to consult with faculty, and provide workshops on research design, analysis, and presentation of results
- \* Supporting the development and presentation of quantitative research related workshops

## Funding Landscape

- \* Changing administration; changing priorities
- \* Remaining federal FY2017 uncertain:
  - \* Continuing Resolution at Fy2016 levels, or
  - \* Omnibus Appropriation that includes program changes
- \* Strategy: Don't wait, submit now if competition is open.



## Conclusions

We are encouraged:

- \* Growing number of proposals and research awards
- \* Increased research expenditures reported to the NSF HERD
- \* Increased interest by faculty in pursuing external support for research and creative and scholarly activity

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 16

DATE:

April 21, 2017

**RECOMMENDATION**

**OMB FEDERAL AWARDS SUPPLEMENTAL FINANCIAL REPORTS  
FOR THE YEAR ENDED JUNE 30, 2016**

**ACTION REQUESTED**

It is recommended that the Board of Regents receive and place on file the U.S. Office of Management and Budget Federal Awards Supplemental Financial Reports for the year ended June 30, 2016.

**STAFF SUMMARY**

The U.S. Office of Management and Budget (OMB) requires an annual audit and report of compliance with the requirements of federal award programs. Plante & Moran, PLLC, Eastern Michigan University's independent auditor, conducted the audit and provided their opinion. In their opinion, the University has complied, in all material respects, with the requirements that could have a direct and material effect on each of its major federal programs year ended June 30, 2016.

On page 5 of their opinion, Plante & Moran reported that during the course of their audit they identified a significant deficiency in internal control related to the University's failure to timely report changes in student enrollment status to the National Student Loan Data System. Further details regarding the significant deficiency can be found on page 15 (Section III – Federal Program Audit Findings) of the Financial Statements. This deficiency was also identified during the University's recent Department of Education Audit, and was corrected at that time. The deficiency was related to students who unofficially withdrew by ceasing to attend classes.


Plante & Moran did not identify any material weaknesses in internal control during the course of performing this federal award audit.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

*April 21, 2017*  
Date

# **Eastern Michigan University**

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**Federal Awards  
Supplemental Information  
June 30, 2016**

Independent Auditor's Reports:

Report on Schedule of Expenditures of Federal Awards Required by the Uniform Guidance	1
Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	2-3
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Report on Schedule of Expenditures of Federal Awards  
Required by the Uniform Guidance

Independent Auditor's Report

To the Board of Regents  
Eastern Michigan University

We have audited the basic financial statements of Eastern Michigan University (the "University") and its discretely presented component unit as of and for the year ended June 30, 2016 and the related notes to the financial statements, which collectively comprise the University's basic financial statements. We issued our report thereon dated November 1, 2016, which contained an unmodified opinion on the basic financial statements. Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the basic financial statements. We have not performed any procedures with respect to the audited financial statements subsequent to November 1, 2016.

The accompanying schedule of expenditures of federal awards is presented for the purpose of additional analysis as required by the Uniform Guidance and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



December 19, 2016

Report on Internal Control Over Financial Reporting and on Compliance  
and Other Matters Based on an Audit of Financial Statements  
Performed in Accordance with *Government Auditing Standards*

Independent Auditor's Report

To Management and the Board of Regents  
Eastern Michigan University

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the basic financial statements of Eastern Michigan University (the "University") and its discretely presented component unit as of and for the year ended June 30, 2016, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated November 1, 2016. The financial statements of Eastern Michigan University Foundation were not audited in accordance with *Government Auditing Standards*.

**Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered Eastern Michigan University's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the University's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

To Management and the Board of Regents  
Eastern Michigan University

### **Compliance and Other Matters**

As part of obtaining reasonable assurance about whether Eastern Michigan University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### **Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



Kalamazoo, Michigan  
November 1, 2016



Report on Compliance for Each Major Federal Program;  
Report on Internal Control Over Compliance

Independent Auditor's Report

To the Board of Regents  
Eastern Michigan University

**Report on Compliance for Each Major Federal Program**

We have audited Eastern Michigan University's compliance with the types of compliance requirements described in the U.S. Office of Management and Budget (OMB) Compliance Supplement that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2016. Eastern Michigan University's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

**Management's Responsibility**

Management is responsible for compliance with the requirements of laws, regulations, contracts, and grants applicable to each of its federal programs.

**Auditor's Responsibility**

Our responsibility is to express an opinion on compliance for each of Eastern Michigan University's major federal programs based on our audit of the types of compliance requirements referred to above.

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"). Those standards and the Uniform Guidance require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about Eastern Michigan University's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for each major federal program. However, our audit does not provide a legal determination of Eastern Michigan University's compliance.

To the Board of Regents  
Eastern Michigan University

### ***Opinion on Each Major Federal Program***

In our opinion, Eastern Michigan University complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2016.

### **Report on Internal Control Over Compliance**

Management of Eastern Michigan University is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered Eastern Michigan University's internal control over compliance with the types of requirements that could have a direct and material effect on each major federal program to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each major federal program and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of the University's internal control over compliance.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A material weakness in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies, and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, we identified a certain deficiency in internal control over compliance, as described in the accompanying schedule of findings and questioned costs as Finding 2016-001, that we consider to be a significant deficiency.

Eastern Michigan University's responses to the internal control over compliance findings identified in our audit are described in the accompanying schedule of findings and questioned costs and/or corrective action plan. Eastern Michigan University's response was not subjected to the auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on the responses.

To the Board of Regents  
Eastern Michigan University

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.



Kalamazoo, Michigan  
December 19, 2016

# Eastern Michigan University

## Schedule of Expenditures of Federal Awards Year Ended June 30, 2016

Federal Agency/Pass-through Agency/Program Title	Direct or Pass-through	Federal CFDA Number	Federal Award Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters:					
Student Financial Aid Cluster:					
U.S. Department of Education:					
Supplemental Education Opportunity Grants	Direct	84.007	P007A132005	\$ -	\$ 868,073
Work-Study Program	Direct	84.033	P033A142005	-	820,150
CWS Job Locator	Direct	84.033	P033A142005	-	48,895
Pell Grant Program	Direct	84.063	P063P131630	-	31,571,546
TEACH - Teacher Education Assistance for College and Higher Education Grant Program FY16	Direct	84.379	P379T161630	-	(2,781)
TEACH - Teacher Education Assistance for College and Higher Education Grant Program FY15	Direct	84.379	P379T141630	-	58,073
Total U.S. Department of Education				-	33,363,956
U.S. Department of Health and Human Services:					
ARRA USHHS: Nurse Faculty Loan Program - Loan balance at beginning of year plus loans issued	Direct	93.408	IEOAPH1548-01-00	-	40,495
USHHS: Nurse Faculty Loan Program - Loan balance at beginning of year plus loans issued	Direct	93.264	E01HP25866	-	338,341
Total U.S. Department of Health and Human Services				-	378,836
U.S. Department of Education Loan and Loan Guarantee Programs:					
Perkins Loans - Loan balance at beginning of year plus loans issued	Direct	84.038		-	9,356,261
Direct PLUS Loans	Direct	84.268	P268K111630	-	20,728,469
Direct Loan Stafford	Direct	84.268	P268K111630	-	111,627,769
Total Department of Education Loan and Loan Guarantee Programs				-	141,712,499
Total Student Financial Aid Cluster				-	175,455,291
Research and Development Cluster:					
U.S. Department of Agriculture:					
Soy Based Functional Building Blocks for Sustainable Advanced Coatings	Direct	10.200	13-38202-20398	-	124,156
University of Southern Mississippi-Exploring Innovative Marketing Strategies and Delivery Models Used in Effective Summer Food Service Programs	Pass-through	10.587	USM-GR05074-04	-	15,863
Total U.S. Department of Agriculture				-	140,019
U.S. Department of Defense:					
Cross-National Analysis of Islamic Fundamentalism - Task I, 2009	Direct	12.300	N00014-09-1-0985	-	64,736
Information Assurance Scholarship Program	Direct	12.902	H98230-13-1 0444	-	15,759
University of Michigan-Utilizing Probability Distribution Functions and Ensembles to Forecast Ionospheric and Thermospheric Space Weather	Pass-through	12.800	SUB 300229475 I	-	17,408
Total U.S. Department of Defense				-	97,903

See Notes to Schedule of Expenditures of Federal Awards.

# Eastern Michigan University

## Schedule of Expenditures of Federal Awards (Continued) Year Ended June 30, 2016

Federal Agency/Pass-through Agency/Program Title	Direct or Pass-through	Federal CFDA Number	Federal Award Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters (continued):					
Research and Development Cluster (continued):					
U.S. Department of the Interior - Fish and Wildlife Service - Herpetological Resource Management, LLC - Mudpuppy (Necturus maulosus) Assessment and Habitat Restoration Along the Huron-Erie Corridor: Conservation of the Obligate Host for the Endangered Salamander Mussel (Simponais ambigua)	Pass-through	15.662	RIME:F14AP00887 SUB: 001	\$ -	\$ 16,587
U.S. Department of the Interior - National Park Service:					
Roosting Ecology of the Northern Long-eared Bat at the Manistee National Forest	Direct	15.944	AG-54A4-P-14-0033	-	2,398
Roosting Ecology of the Northern Long-eared Bat at the Sleeping Bear Dunes National Lakeshore	Direct	15.944	P14AC01364	-	16,497
The Bat Community at Pictured Rocks National Lakeshore, with an Emphasis on the Northern Long-eared Bat	Direct	15.944	P16AC00224	-	24,013
Total U.S. Department of the Interior - National Park Service				-	42,908
National Science Foundation:					
Gulliver Innovative Learning: A Platform for Managing Kinesthetic Activities	Direct	47.041	1533741	19,978	34,225
TTP Option Small: Collaborative: Integrated Smart Gris Analytics for Anomaly Detection	Direct	47.049	CNS-1421879	-	49,292
Collaborative Research: Macrophytes Across the Proterozoic - Phanerozoic Boundary: A Baseline Study of Macroalgae During a Critical Interval in Earth System History	Direct	47.050	EAR-1250756	-	17,959
RU1: SG: A Model System in a Model Region - Identification of Evolutionary Process Driving Plant Diversification on Madagascar in Metistohibiscus (Malvaceae)	Direct	47.074	1457589	-	37,011
Collaborative Research: RAPID: Linking Population and Community Ecology in Restored Communities: Interactions Between Species Diversity and Genetic Diversity	Direct	47.074	1548001	-	19,054
Collaborative Research ELIIP: Endangered Languages Catalog	Direct	47.075	BCS-1057725	-	8,931
NSF 19TH Lexical - Functional Grammar Conference	Direct	47.075	BCS-1362098	-	1,043
The Physics Scholars Program at Eastern Michigan University	Direct	47.076	DUE-0966106	-	14,800
Collaborative Research: GIS Resources and Applications for Career Education (GRACE)	Direct	47.076	DRL-1433712	116,776	331,212
Total National Science Foundation				136,754	513,527
Environmental Protection Agency:					
Great Lakes Fishery Commission - F&W S&U SGS/GLFC: Refinement of a New Trapping Tool for Migrating Adult Lamprey	Pass-through	66.469	GLFC-EMU-REINHARD	-	22,704
U.S. Department of Education:					
Global Michigan: Expanding Access to East Asian Languages and Cultures	Direct	84.016	P016A140043	-	61,670
School District of the City of River Rouge - Thinking Like an Artist in Core Curriculum Subjects - Year 1	Pass-through	84.351	U351D140054	-	324,649
Wayne County U.S. History and Geography Project - 2014 - 2015 SEED: Teacher Leadership Development Grant Budget	Pass-through	84.367	NO.6A 92-MI01-SEED2012	-	(695)
National Writing Project - 2015-2016 SEED: Teacher Leadership Development Grant Budget	Pass-through	84.367	NO.6B 92-MI01-SEED2012	-	9,236
Total U.S. Department of Education				-	394,860

See Notes to Schedule of Expenditures of Federal Awards.

# Eastern Michigan University

## Schedule of Expenditures of Federal Awards (Continued) Year Ended June 30, 2016

Federal Agency/Pass-through Agency/Program Title	Director Pass-through	Federal CFDA Number	Federal Award Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters (continued):					
Research and Development Cluster (continued):					
U.S. Department of Health and Human Services:					
Wayne State University - Strengthening Supports for Healthy Relationships: A Gender-Sensitive - Mixed Methods Analysis of Protective Factors for Intimate Partner Violence - Year 3 of 3					
	Pass-through	93.136	PO694994	\$ 20,459	\$ 20,459
Midwest Asian Health Association - TriState navigator Partnership Initiative (TNPI)					
	Pass-through	93.332	1 NAVCA140190-01-00	16,295	16,295
Midwest Asian Health Association - Cooperative Agreement to Support Navigators in Federally-facilitated and State Partnership					
	Pass-through	93.332	1 NAVCA140190	45,901	86,580
National Institutes of Health - Parent Focused Obesity Intervention for Low - African American Preschoolers					
	Pass-through	93.847	1R03DK097444-01	85,803	160,739
National Institutes of Health - Causes and Consequences of Genomic Instability at Fragile Sites					
	Pass-through	93.859	R15GM107841-01	86,453	86,453
Michigan Department of Community Health - EMU Alzheimer's Education and Research Program, 2014 -15					
	Pass-through	93.958	14B1MICMHS	11,342	11,342
Michigan Department of Community Health - EMU Alzheimer's Education and Research Program, 2015 -16					
	Pass-through	93.958	20161199-00	56,166	56,166
Total U.S. Department of Health and Human Services				131,704	438,034
Total Research and Development Cluster				268,458	1,666,542
Supplemental Nutrition Assistance Program Cluster - U.S. Department of Agriculture - Michigan State University - Spartners Partners for Health Project					
	Pass-through	10.551	A15-0016-001	6,000	6,000
Trio Cluster - U.S. Department of Education:					
Upward Bound - Competitive Renewal 2012-2013					
	Direct	84.047	P047A121310	390,309	390,309
Eastern Michigan University SSS TRIO for Regular Students					
	Direct	84.042	P04A151353	53,297	53,297
Eastern Michigan University SSS TRIO for Veterans					
	Direct	84.042	P042A151548	36,435	36,435
Eastern Michigan University Ronald McNair Program					
	Direct	84.217	P217A120065	245,817	245,817
Total Trio Cluster				725,858	725,858
Total Clusters				268,458	1,77,853,691
Other federal awards:					
U.S. Department of Commerce - Environmental Service - Learning Project, NOAA Environmental Literacy Program, Continuation					
	Direct	11.008	OAA GR#NAI2SEC00800	11,580	11,580
National Aeronautics and Space Administration:					
Michigan Space Grant Consortium - To Mars and Beyond: STEM Workshops to Build STEM Interest and Commitment Among Middle School Girls and Their Parents/Guardians					
	Pass-through	43.001	MSGC- NASA	1,745	1,745
Michigan Space Grant Consortium - Space Storms and You					
	Pass-through	43.001	03/16/20158B	5,000	5,000
National Aeronautics and Space Administration - NASA/MSGC - EMU Affiliate					
	Pass-through	43.001	NE - OPERATING SUPP	1,058	1,058
Michigan Space Grant Consortium - Understanding the Time Dependent Response of the Martian Upper Atmosphere to Solar Flares					
	Pass-through	43.001	NNX12AJ49C	86,633	118,242
Total National Aeronautics and Space Administration				86,633	126,045

# Eastern Michigan University

## Schedule of Expenditures of Federal Awards (Continued) Year Ended June 30, 2016

Federal Agency/Pass-through Agency/Program Title	Direct or Pass-through	Federal CFDA Number	Federal Award Number	Total Amount Provided to Subrecipients	Federal Expenditures
Other federal awards (continued):					
Small Business Development Centers:					
Grand Valley State University-USSBA/GVSU-SBTDC Region 9 Host 2015	Pass-through	59.037	0051)	\$ 29,905	\$ 266,548
Grand Valley State University-Small Business Development Center, Region 9 Host, 2016	Pass-through	59.037	0051)	10,264	223,780
Total Small Business Development Centers				40,169	490,328
U.S. Department of Education:					
Strengthening the STEM Curriculum at Eastern Michigan University by Institutionalizing the CSIE Program	Direct	84.031	P031A140166	-	214,721
Michigan Department of Education - Michigan Family, Career and Community Leaders of America (FCCLA) - Continuation - 2015-2016	Pass-through	84.048	163430-16134	-	54,720
Michigan Department of Education - Michigan Skills USA 2014-2015 - Continuation	Pass-through	84.048	153430-15136	-	(10,091)
Michigan Department of Education - Michigan Skills USA 2015-16 - Continuation	Pass-through	84.048	163430-16136	-	76,557
Michigan Department of Education - 2014-2015 Michigan DECA - Continuation	Pass-through	84.048	153430-15132	-	(14,353)
Michigan Department of Education - 2015-2016 Michigan DECA - Continuation	Pass-through	84.048	163430-16132	-	76,600
Michigan Department of Education - Michigan Business Professionals of America	Pass-through	84.051	153430-15131	-	(3,643)
Michigan Department of Education - Michigan Department of Education - Michigan Business Professionals of America (BPA) Continuation 2015-16	Pass-through	84.051	163430-16131	-	75,908
Michigan Department of Education - 2015-15 MI FCCLA Family, Career, and Community - Continuation	Pass-through	84.051	153430-15134	-	(773)
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures - Year 3 (Cohort G-1, MDE project #G12021)	Pass-through	84.287	152110-G12021	-	(33,765)
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures, Year 4 (Cohort G-1)	Pass-through	84.287	152110-G12021	-	665,279
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures Year 3 (Cohort G-2, MDE project #G12022)	Pass-through	84.287	152110-G12022	-	(38,168)
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures Year 4 (Cohort G-2, MDE project #G12022)	Pass-through	84.287	152110-G12022	-	675,878
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures Year 1 (Cohort I-1)	Pass-through	84.287	152110-I14007	-	(29,917)
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures Year 2 (Cohort I-one)	Pass-through	84.287	152110-I14007	-	668,427
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures Year 1 (Cohort I-2)	Pass-through	84.287	152110-I14013	-	(1,582)
Michigan Department of Education - 21st Century Community Learning Centers - Bright Futures Year 2 (Cohort I-two)	Pass-through	84.287	152110-I14013	-	663,864
Michigan Department of Education - 21st CCLC Cohort I-two Year 3 2016-2017 Bright Futures	Pass-through	84.287	152110-I14013	-	177

See Notes to Schedule of Expenditures of Federal Awards.



# Eastern Michigan University

## Schedule of Expenditures of Federal Awards (Continued) Year Ended June 30, 2016

Federal Agency/Pass-through Agency/Program Title	Direct or Pass-through	Federal CFDA Number	Federal Award Number	Total Amount Provided to Subrecipients	Federal Expenditures
Other federal awards (continued):					
U.S. Department of Education (continued):					
Michigan Department of Labor - Labor and Economic Growth- Michigan Department of Career Development KCP State GEAR-UP Program 2014-2015	Pass-through	84.334	14-00 02	\$ -	\$ 73,634
Michigan Department of Labor - Labor and Economic Growth- MDLEG KCP GearUp 2015-2016	Pass-through	84.334	PRE-AWARD	-	68,012
Wayne County U.S. History and Geography Project - Building competence in U.S. History Through the Use of Geographic Information Systems	Pass-through	84.367	150290-015	55,540	134,024
National Writing Project - NWP Advanced Institute to scale up the College Ready Writers Program	Pass-through	84.367	92-M101-SEED-2016	-	5,151
National Writing Project - SEED Advanced Leadership Institute	Pass-through	84.367	92-M101-SEED2016-ILI	-	484
Total U.S. Department of Education				55,540	3,321,144
U.S. Department of Health and Human Services:					
EMU School of Social Work MSW Behavioral Health Fellowship Program	Direct	93.243	G02HP27933	-	321,368
SAFE Now: Stigma and Fear End Now	Direct	93.243	IU79SM061802-01	-	100,812
State of Michigan-Independent Living Skills Coach for Training Eligible Foster Care Youth	Pass-through	93.674	YIT-13-81001	-	94,821
Community Mental Health Partnership of Southeast Michigan - Medicaid/CMHPSM: Communities That Care	Pass-through	93.959	1/28/16	-	34,106
Total U.S. Department of Health and Human Services				-	551,107
U.S. Department of Homeland Security - Cyber Innovation Center - Cyber Discovery: Professional Development for High School Teachers through Student-Catalyst Teams - Implementation					
	Pass-through	97.127	NICERC 13-0211	-	134,958
U.S. Department of the Interior - National Parks Service - Wheeling National Heritage Area - North Wheeling Antebellum Townhouse Survey					
	Pass-through	15.904	HECK017631,8WHENA	-	500
National Endowment for the Arts - Before and After - At Risk Youth Learn Photography While Documenting Public Housing Renovation					
	Direct	45.025	CONTROL # 15NL0022EN	-	3,000
Environmental Protection Agency - Great Lakes Fisheries Trust - The Southeast Michigan Stewardship - Coalition, GLFT Continuation 4, SEMIS 2015-2017					
	Pass-through	66.951	2015-1578	-	34,336
Total other federal awards				182,342	4,672,998
Total federal expenditures				\$ 450,800	\$ 182,526,689

See Notes to Schedule of Expenditures of Federal Awards.

# Eastern Michigan University

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## Notes to Schedule of Expenditures of Federal Awards Year Ended June 30, 2016

### Note 1 - Basis of Presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal grant activity of Eastern Michigan University (the "University") under programs of the federal government for the year ended June 30, 2016. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"). Because the Schedule presents only a selected portion of the operations of Eastern Michigan University, it is not intended to and does not present the financial position, changes in net position, or cash flows of Eastern Michigan University.

### Note 2 - Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the same basis of accounting as the basic financial statements. Such expenditures are recognized following, as applicable, either the cost principles in OMB Circular A-21, *Cost Principles for Educational Institutions*, or the cost principles contained in Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Negative amounts shown on the Schedule represent adjustments or credits made in the normal course of business to amounts reported as expenditures in prior years. Pass-through entity identifying numbers are presented where available.

The University has elected not to use the 10 percent *de minimus* indirect cost rate to recover indirect costs as allowable under the Uniform Guidance.

### Note 3 - Loans Outstanding

During the fiscal year ended June 30, 2016, the University issued new loans to students under the William D. Ford Federal Direct Loan Program (FDLP). The loan program includes subsidized and unsubsidized Stafford Loans, Parents' Loans for Undergraduate Students (PLUS), and PLUS loans for graduate and professional students. The value of loans issued for the FDLP is based on disbursed amounts. The undergraduate PLUS loans are applied first to students' tuition and fees and any remaining balance is disbursed directly to parents or, with the parents' permission, to the student.

# Eastern Michigan University

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## Notes to Schedule of Expenditures of Federal Awards Year Ended June 30, 2016

### Note 3 - Loans Outstanding (Continued)

In addition, the University participates in the Federal Perkins Loan Program through the Department of Education and the Nurse Faculty Loan Program through the Department of Health and Human Services. These loan programs are directly administered by the University and are considered revolving-loan programs whereby collections received on past loans, including interest, and new funds received from federal agencies are loaned out to current students. For both of these programs the beginning of year balance and loans made during the year is disclosed in the schedule of expenditures of federal awards. The balance of loans outstanding for the Federal Perkins Loan Program as of June 30, 2016 amounted to \$7,903,215. The balance of the loans outstanding for the Nurse Faculty Loan Program (ARRA) and the Nurse Faculty Loan Program (non-ARRA) was \$38,461 and \$336,624, respectively, as of June 30, 2016.

# Eastern Michigan University

## Schedule of Findings and Questioned Costs Year Ended June 30, 2016

### Section I - Summary of Auditor's Results

#### Financial Statements

Type of auditor's report issued: Unmodified

Internal control over financial reporting:

- Material weakness(es) identified?  Yes  No
- Significant deficiency(ies) identified that are not considered to be material weaknesses?  Yes  None reported

Noncompliance material to financial statements noted?

Yes  No

#### Federal Awards

Internal control over major programs:

- Material weakness(es) identified?  Yes  No
- Significant deficiency(ies) identified that are not considered to be material weaknesses?  Yes  None reported

Type of auditor's report issued on compliance for major programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with Section 2 CFR 200.516 (a)?

Yes  No

Identification of major programs:

CFDA Numbers	Name of Federal Program or Cluster
84.007, 84.033, 84.038, 84.063, 84.268, 84.379, 93.264, and 93.408	Student Financial Aid Cluster
84.287	21st Century Community Learning Centers

Dollar threshold used to distinguish between type A and type B programs: \$750,000

Auditee qualified as low-risk auditee?

Yes  No

### Section II - Financial Statement Audit Findings

None

# Eastern Michigan University

## Schedule of Findings and Questioned Costs (Continued) Year Ended June 30, 2016

### Section III - Federal Program Audit Findings

Reference Number	Finding
2016-001	<p><b>CFDA Number, Federal Agency, and Program Name</b> - Student Financial Aid Cluster - Department of Education - 84.063 Federal Pell Grants, 84.268 Federal Direct Loans, Perkins CFDA 84.038</p> <p><b>Federal Award Identification Number and Rear</b> - N/A</p> <p><b>Pass-through Entity</b> - N/A</p> <p><b>Finding Type</b> - Significant deficiency</p> <p><b>Repeat Finding</b> - No</p> <p><b>Criteria</b> - A student's enrollment status determines eligibility for in-school status, deferment, and grace periods, as well as for the payment of interest subsidies to Federal Family Education Loan (FFEL) Program loan holders by the U.S. Department of Education. Enrollment reporting in a timely and accurate manner is critical for effective management of the programs. Enrollment information must be reported within 30 days whenever attendance changes for students, unless a roster will be submitted within 60 days. These changes include reductions or increases in attendance levels, withdrawals, graduations, or approved leaves of absence. As explained in the National Student Loan Data System (NSLDS) Enrollment Reporting Guide, the enrollment reporting roster file is due within 30 days from the creation of the file that is placed in the institution's SAIG (Pell, 34 CFR section 690.83(b)(2); FFEL, 34 CFR section 682.610; Direct Loan, 34 CFR section 685.309).</p> <p>The University reports student status changes to the National Student Clearinghouse (NSC), which ultimately reports to NSLDS. The NSC encourages schools to report enrollment information on all students. Chapter 3.2 of the NSLDS Enrollment Reporting Guide states that schools should report enrollment information for students who have received or benefited from any of the following types of Title IV aid from their current school or from another school: Perkins Loan Programs, Direct Loan Programs, FFEL Program, Federal Grant Programs, and Federally Insured Student Loans.</p>

# Eastern Michigan University

## Schedule of Findings and Questioned Costs (Continued) Year Ended June 30, 2016

### Section III - Federal Program Audit Findings (Continued)

Reference Number	Finding
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2016-001 (Cont.) **Condition** - The University did not report student status changes to the NSC (and ultimately NSLDS) for students that unofficially withdrew by ceasing to attend classes. The NSC flags any student not included in a status change submission as a withdrawal. By default, students that attend classes during the fall and summer semesters are reported timely because the monthly submission in the following semester is a required reporting period. For example, if a student unofficially withdraws from the fall term and does not enroll in the winter term, the status change is reported in the beginning of the winter term, which would be considered timely. The issue arises with those students that unofficially withdraw from the winter semester, because the summer semester is not a required reporting period. Unofficial withdrawal statuses were not updated until the required reporting period began in the fall semester.

**Questioned Costs** - None

**Identification of How Questioned Costs were Computed** - N/A

**Context** - Of the 25 students tested for student status changes, six students unofficially withdrew by ceasing to attend classes from the winter semester. These students' status changes were not reported to the NSC (and ultimately NSLDS) timely. As discussed above, the students who unofficially withdrew in the summer or fall semesters defaulted to the correct status change due to the way the NSC processes reports.

**Cause and Effect** - The University does not transmit student enrollment data to the NSC, and ultimately NSLDS, for students that unofficially withdraw. However, due to a default option at the NSC, students that are not included on a student status submission by the University during a required reporting period have their statuses updated to withdrawn automatically. The only population of students that is not reported timely is the winter semester students that unofficially withdraw. These students' statuses are not updated to withdrawn until the fall semester. As a result, these students gain additional time before entering repayment status on their loans.

**Recommendation** - The financial aid department, along with the registrar's office, should frequently monitor student status changes and enrollment information and upload complete enrollment reports on a monthly basis to ensure compliance with federal regulations. Uploads to the NSC, and ultimately NSLDS, should be verified to ensure that all the required information was received by the agency.

# Eastern Michigan University

## Schedule of Findings and Questioned Costs (Continued) Year Ended June 30, 2016

### Section III - Federal Program Audit Findings (Continued)

Reference Number	Finding
2016-001 (Cont.)	<b>Views of Responsible Officials and Planned Corrective Actions</b> - The University, specifically the student financial aid department, has developed a policy and procedure that will use an unofficial withdrawal report at the end of each semester to update student status changes for students who failed to complete any coursework directly with the NSLDS. The report has been designed and tested to identify any students that are withdrawn and require reporting to the NSLDS.



# Eastern Michigan University

## Summary Schedule of Prior Audit Findings Year Ended June 30, 2016

<u>Prior Year Finding Number</u>	<u>Fiscal Year in Which the Finding Initially Occurred</u>	<u>Federal Program, CFDA Number, and Name</u>	<u>Original Finding Description</u>	<u>Status/Partial Corrective Action (as Applicable)</u>	<u>Planned Corrective Action (if Finding not Corrected)</u>
2015-001	2015	Research and Development Cluster - Department of Defense #12.300, National Science Foundation #47.076, and Department of Health and Human Services #93.847	The University has not met the requirements of subrecipient monitoring. The requirements include not just receiving audit reports, but ensuring that the grants are in compliance with laws and regulations, following up on findings, and requiring possible additional monitoring and reporting by subrecipients. Not completing this process could result in unallowable costs or noncompliance with laws and regulations occurring and not being caught in a timely manner.	Corrected	N/A

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

<b>SECTION:</b> 17
<b>DATE:</b> April 21, 2017

**RECOMMENDATION**

**WEMU-FM FINANCIAL STATEMENTS AS OF JUNE 30, 2016 AND  
AUDITOR'S REPORT**

**ACTION REQUESTED**

It is recommended that the Board of Regents receive and place on file the WEMU-FM Financial Statements as of June 30, 2016 and related auditor's report.

**STAFF SUMMARY**

WEMU-FM, Eastern Michigan University's public radio station, is required as a condition of participation in the public broadcasting program to file an annual audited statement of financial operations. Plante & Moran, PLLC prepares this audit annually as part of its financial audit engagement with the University.

The financial report, statements and opinion are attached. Plante & Moran indicates that, in their opinion, the financial statements present fairly the financial position of WEMU-FM as of June 30, 2016 and 2015. Additionally, it is Plante & Moran's opinion that the changes in WEMU-FM's financial position and cash flows for the years ended 2016 and 2015 were in accordance with generally accepted accounting principles. WEMU-FM realized a negative Change in Net Position (Deficit) of \$219,000 during the period ended June 30, 2016 (see Condensed Statement of Revenues, Expenses and Changes in Net Position, Page 6). Increased Programming and Production Expenses and decreased support from the Corporation for Public Broadcasting were the key contributing factors.

During their review, Plante Moran did not identify any internal control material weaknesses or significant deficiencies.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

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

*April 21, 2017*  
\_\_\_\_\_  
Date



**WEMU 89.1**

Jazz. News. Blues.

part of the **npr** digital network


**A world of music, news in your neighborhood**

April 21, 2017




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**AGENDA**

- Overview
- Audit and financials
- Successes
- Future plans



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## OVERVIEW

- WEMU began its 51<sup>st</sup> year of broadcasting in 2016
- Focused on strategic priorities of strong listener growth, increased fundraising and less reliance on the General Fund
- In 2011, WEMU announced as part of its strategic plan it would voluntarily reduce GF support by \$250,000 over three years
- Exceeded goal with reduction of more than \$400,000 – from \$834K in FY11 to \$431K in FY16
- Poised to remain a local, regional and national leader for another 50 years

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## AUDIT

- FY16 audit was completed by Plante Moran in November 2016
- Required annually by the Corporation for Public Broadcasting (CPB)
- No issues were identified

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## FINANCIALS

**Financials**

Current sources of funding for WEMU (in thousands):

	Actual FY11	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16
General fund	\$ 834	\$ 652	\$ 449	\$ 413	\$ 414	\$ 431
Designated funds	51	50	40	62	59	59
Donor fundraising	597	618	683	699	667	637
CPB grants	188	213	150	111	217	152
Total before allocated administrative support	\$ 1,670	\$ 1,541	1,322	1,285	1,357	1,279
Allocated administrative support from EMU	570	508	539	517	461	527
Total audited revenue	<u>\$ 2,240</u>	<u>\$ 2,049</u>	<u>\$ 1,861</u>	<u>\$ 1,802</u>	<u>\$ 1,818</u>	<u>\$ 1,806</u>



Current operational needs for WEMU (in thousands):

Wages & benefits – general fund:	\$ 613	\$ 531	339	339	327	338
Wages & benefits – general fund - students:	78	0	32	2	1	4
Wages & benefits – donor and grant funds:	392	446	664	544	600	703
Wages & benefits – donor and grant funds - students:	0	59	54	49	48	21
SS&M – general fund	25	3	3	2	1	0
SS&M – sports broadcasting	58	42	25	27	29	27
SS&M – electricity	14	17	11	14	18	15
SS&M – donor and grant funds	355	331	388	376	164	235
Total, before administrative, capital, and depreciation	1,535	1,429	1,516	1,353	1,188	1,343
Administrative, capital, and depreciation costs	631	577	645	649	506	682
Total audited operating expenses	<u>\$ 2,166</u>	<u>\$ 2,006</u>	<u>\$ 2,161</u>	<u>\$ 1,996</u>	<u>\$ 1,694</u>	<u>\$ 2,025</u>

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## CHALLENGES IN FY16

- **Fundraising**
  - Donations from listeners
  - Major gifts
  - Corporate underwriting
- **Unexpected personnel costs**

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## SUCCESSES IN 2016-17

- **Renewed emphasis on expanding audience base with dedicated focus on content, presentation, sound quality, horizontal and vertical promotion, and strategic plan for increased news coverage in on-air and digital platforms**
- **Very successful results:**
  - In Spring 2016, posted highest listener numbers in 25 years at 48,900/weekly (Source: Nielsen Audio)
  - Award winning long-form features (Issues of the Environment) and local newscasts (Michigan Association of Broadcasters)

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## SUCCESSES IN FY16

- **Flagship station for Eastern football and basketball – in FY16 broadcast 60+ games including postseason games for men’s and women’s basketball. Football play by play announcer, Matt Shepard named Michigan Sportscaster of the Year.**
- **Football coverage included extended halftime segments showcasing academics and community outreach.**
- **Recipient of five Broadcast Excellence Awards from the Michigan Association of Broadcasters including Station of the Year for Public Radio Group One. Largest weekly audience in 25 years recorded in Spring ratings of 48,900.**
- **Strong community support for 50<sup>th</sup> anniversary activities:**
  - U.S. Congressional Resolution from the Honorable Debbie Dingell
  - All day open house, live jazz jam session, and one day pledge drive brought in over \$30,000
  - Major donor dinner with NPR President and CEO Jarl Mohn raised \$20,000

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## SUCCESES IN FY16

- Continued providing Eastern students with radio and broadcasting real-world experience
- New for-credit internship program with Communications, Media and Theatre Arts Department in four areas: news; music programming; station administration; sports broadcasting

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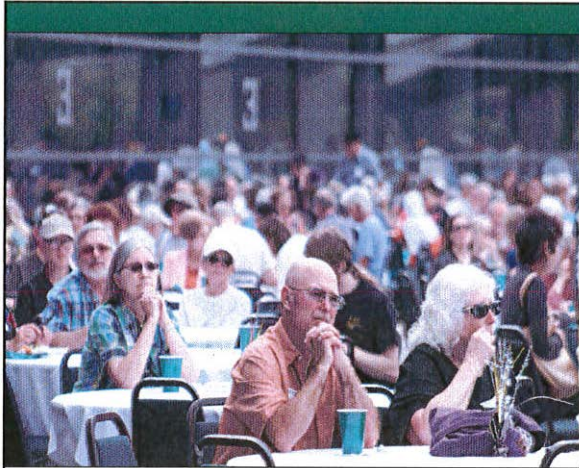
## EMU AND COMMUNITY NEWS COVERAGE

- A new major brewing at Eastern Michigan University, coverage of fermentation science major
- EMU awarded \$1.8 million in grants to benefit veterans and low-income, first-generation students
- EMU officers save overdose victim's life with Naloxone
- EMU celebrates Martin Luther King, Jr.'s legacy, 'And Justice For All'

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### Blues Barbecue

- Annual Blue Barbecue donor event
- More than 500 WEMU donors enjoying the Convocation Center Concourse

- **TRUEMU Night**

- WEMU donors on fan cam
- TRUEMU night at Comerica Park



EMU Jazz Ensemble jamming with local musicians at WEMU 50<sup>th</sup> Anniversary Day event in King Hall



EMU Jazz Ensemble playing at WEMU 5:01 event

EMU Volleyball Team volunteering at pledge drive





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## LOOKING AHEAD

- Stay focused on strategic priorities of strong listener growth, increased fundraising
- Increased emphasis on major gifts and corporate underwriting
- Highest on-air spring pledge drive total in WEMU history; more than \$210,00 pledged in March
- Continued focus on expense reductions and cost containment
- Committed to continued reduction of General Fund support

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## LOOKING AHEAD

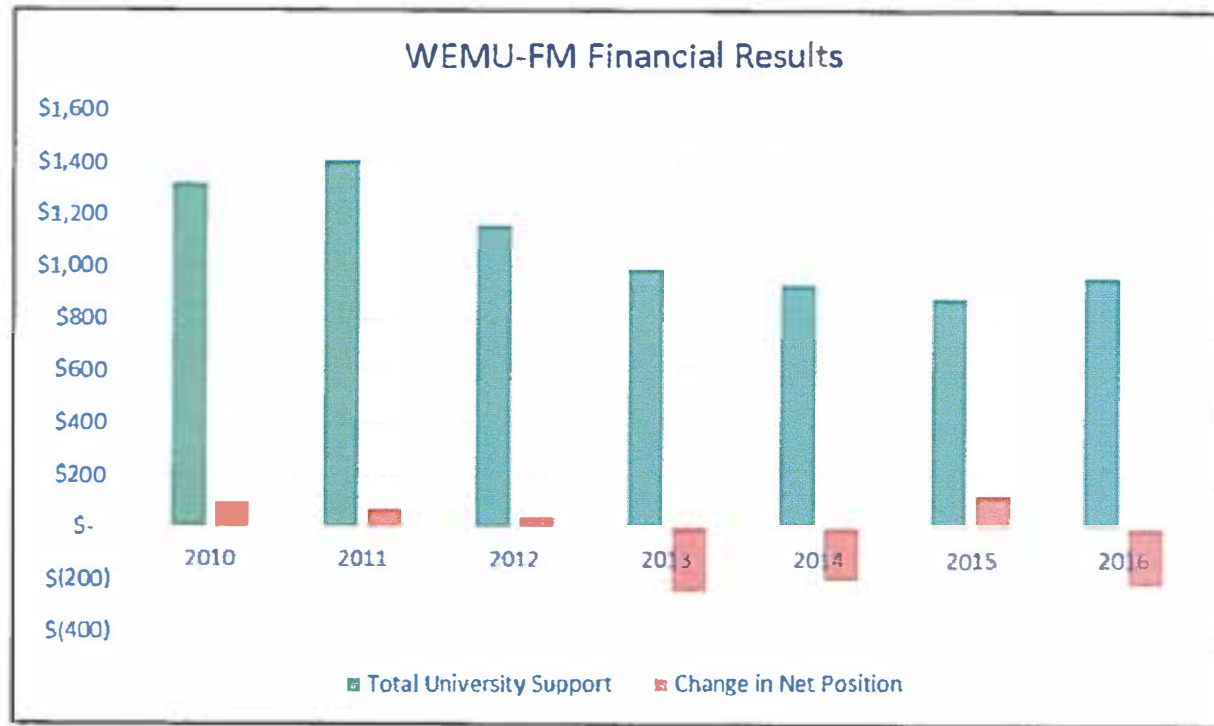
WEMU's dedicated team of broadcast professionals recognizes the challenges presented by remaining a local news, information, cultural, and music provider at a time of the changing media landscape.

We remain committed to increasing audience size, donations, and major gifts; becoming more self-sustaining; supporting the career development of more students; providing live coverage of EMU Athletics games; and, remaining a vital public voice and regional presence for Eastern Michigan University.

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# WEMU-FM Financial Results 2010-2016



*Main drivers for decreased performance from 2013-2016 include:*

*(1) Reduced University Support (\$222k avg./year from 2012 level)*

*(2) Reduced Grants from Corporation of Public Radio (\$56k avg./year from 2012 level)*

January 9, 2017

To the Board of Regents  
Eastern Michigan University WEMU-FM

We have audited the financial statements of Eastern Michigan University WEMU-FM (WEMU-FM or the "Station") as of and for the year ended June 30, 2016 and have issued our report thereon dated January 9, 2017. Professional standards require that we provide you with the following information related to our audit.

### **Our Responsibility Under U.S. Generally Accepted Auditing Standards**

As stated in our engagement letter dated June 24, 2016, our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles. Our audit of the financial statements does not relieve you or management of your responsibilities. Our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the financial statements are free of material misstatement.

As part of our audit, we considered the internal control of Eastern Michigan University WEMU-FM. Such considerations were solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.

### **Planned Scope and Timing of the Audit**

We performed the audit according to the planned scope and timing previously communicated to you in our letter about planning matters on June 24, 2016.

### **Significant Audit Findings**

#### ***Qualitative Aspects of Accounting Practices***

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by Eastern Michigan University WEMU-FM are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2016.

We noted no transactions entered into by the Station during the year for which there is a lack of authoritative guidance or consensus.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

The most sensitive estimates affecting the financial statements were the following:

- **The Allocation of Functional Expenses and Indirect Administrative Support** - Management's estimate of the functional allocation of expenses and indirect administrative support is based on payroll percentage allocation among functions and the portion of the University's general overhead as it relates to Eastern Michigan University WEMU-FM. We evaluated the key factors and assumptions used to develop the functional allocation of expenses and indirect administrative support in determining that they are reasonable in relation to the basic financial statements taken as a whole.
- **Net Pension Liability for MPSERS** - Management estimates the University's proportionate share of the net pension liability in the Michigan Public School Employees Retirement System (MPSERS). The amount the University allocated to the Station is based on WEMU-FM's unrestricted net position (before the pension liability, deferred inflows, and deferred outflows) as a percentage of the University's net position base. We evaluated key factors and assumptions used to develop the liability in determining that it is reasonable in relation to the financial statements taken as a whole.

The disclosures in the basic financial statements are neutral, consistent, and clear. Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users.

#### ***Difficulties Encountered in Performing the Audit***

We encountered no significant difficulties in dealing with management in performing and completing our audit.

#### ***Disagreements with Management***

For the purpose of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

#### ***Corrected and Uncorrected Misstatements***

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. We did not detect any misstatements as a result of audit procedures.

#### ***Significant Findings or Issues***

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, business conditions affecting the Station, and business plans and strategies that may affect the risks of material misstatement with management each year prior to our retention as the Station's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition of our retention.

January 9, 2017

***Management Representations***

We have requested certain representations from management that are included in the management representation letter dated January 9, 2017.

***Management Consultations with Other Independent Accountants***

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a “second opinion” on certain situations. If a consultation involves application of an accounting principle to the Station’s financial statements or a determination of the type of auditor’s opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

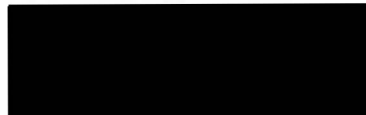
**Other Information in Documents Containing Audited Financial Statements**

Our responsibility for other information in documents containing the Station’s financial statements and report does not extend beyond the financial statements. We do not have an obligation to determine whether or not such other information is properly stated. However, we read the management’s discussion and analysis and nothing came to our attention that caused us to believe that such information, or its manner of presentation, is materially inconsistent with the information or manner of its presentation appearing in the financial statements.

This information is intended solely for the use of board of regents and management of Eastern Michigan University WEMU-FM and is not intended to be and should not be used by anyone other than these specified parties.

Very truly yours,

**Plante & Moran, PLLC**



Vicki L. VanDenBerg, CPA  
Partner

# **Eastern Michigan University WEMU-FM**

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**Financial Report  
with Supplemental Information  
June 30, 2016**



# Eastern Michigan University WEMU-FM

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## Independent Auditor's Report

To the Board of Regents  
Eastern Michigan University WEMU-FM

### **Report on the Financial Statements**

We have audited the accompanying financial statements of Eastern Michigan University WEMU-FM (the "Station" or WEMU) a department of Eastern Michigan University, as of and for the years ended June 30, 2016 and 2015, and the related notes to the financial statements, which collectively comprise WEMU's basic financial statements as listed in the table of contents.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### ***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

### ***Opinions***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Eastern Michigan University WEMU-FM as of June 30, 2016 and 2015 and the changes in its financial position and cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

To the Board of Regents  
Eastern Michigan University WEMU-FM

***Emphasis of Matter***

We draw attention to Note I to the basic financial statements, which explains that these financial statements of WEMU-FM are intended to present the financial position, the changes in financial position, and the changes in cash flows of only that portion of Eastern Michigan University's business-type activities that are attributable to the transactions of the department. They do not purport to, and do not, present fairly the financial position of Eastern Michigan University as of June 30, 2016 and 2015, the changes in its financial position, or the changes in its cash flows thereof for the years then ended, in conformity with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

***Other Matter***

Management has omitted the required supplemental information related to the adoption of Governmental Accounting Standards Board (GASB) Statement No. 68 that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the GASB, which considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by this missing information.

***Required Supplemental Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 4-9 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, which considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplemental information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

***Other Information***

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise WEMU's financial statements. The other supplemental information, as identified in the table of contents, is presented for the purpose of additional analysis and is not a required part of the basic financial statements.

To the Board of Regents  
Eastern Michigan University WEMU-FM

The other supplemental information, as identified in the table of contents, is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the other supplemental information, as identified in the table of contents, is fairly stated in all material respects in relation to the basic financial statements as a whole.



January 9, 2017

# Eastern Michigan University WEMU-FM

## Management's Discussion and Analysis (Unaudited)

This section of Eastern Michigan University WEMU-FM's (the "Station" or WEMU) annual financial report presents management's discussion and analysis of the financial performance of the Station during the fiscal years ended June 30, 2016, 2015, and 2014. This discussion should be read in conjunction with the accompanying financial statements and footnotes. The financial statements, notes, and this discussion are the responsibility of the Station's management.

### Using the Annual Financial Report

This annual report consists of financial statements prepared in accordance with Governmental Accounting Standards Board (GASB) Statement No. 35, *Basic Financial Statements and Management's Discussion and Analysis for Public Colleges and Universities*. In 2015, the Station adopted GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, and GASB Statement No. 71, *Pension Transition for Contributions Made Subsequent to the Measurement Date*. The Station reported a liability of \$211,296 and \$96,675 for its allocated share of the University's net pension liability at June 30, 2016 and 2015, respectively. The Station had deferred outflows consisting of \$16,840 and \$9,835 in university pension contributions subsequent to the measurement date of the accrued actuarial pension obligation at June 30, 2016 and 2015, respectively. In addition, at June 30, 2016 and 2015, the Station had deferred inflows consisting of \$1,378 and \$9,294, respectively, in the net difference between projected and actual earnings on pension plan investments in respect to the fair value of pension obligations. The Station had no deferred inflows or outflows as of June 30, 2014.

The financial statements prescribed by GASB Statements (the statement of net position, statement of revenue, expenses, and changes in net position, and statement of cash flows) present financial information in a form similar to that used by corporations. They are prepared under the accrual basis of accounting, whereby revenue and assets are recognized when the service is provided and expenses and liabilities are recognized when others provide the service, regardless of when cash is exchanged.

The statement of net position includes all assets and liabilities. Over time, increases or decreases in net position (the difference between assets and liabilities) are one indicator of the improvement or erosion of the Station's financial health when considered with nonfinancial facts such as the condition of facilities.

The statement of revenue, expenses, and changes in net position presents the revenue earned and expenses incurred during the year. Activities are reported as either operating or nonoperating. A public radio station's dependency upon gifts could result in operating deficits because the financial reporting model classifies gifts as nonoperating revenue. The utilization of capital assets is reflected in the financial statements as depreciation, which amortizes the cost of an asset over its expected useful life.

# Eastern Michigan University WEMU-FM

## Management's Discussion and Analysis (Unaudited) (Continued)

### Using the Annual Financial Report (Continued)

The statement of cash flows presents information related to cash inflows and outflows summarized by operating, noncapital financing, capital financing, and related investing activities, and helps measure the ability to meet financial obligations as they mature.

### Condensed Statement of Net Position (in thousands)

	June 30		
	2016	2015	2014
<b>Assets</b>			
Current assets	\$ 213	\$ 320	\$ 280
Noncurrent assets	116	124	132
Total assets	329	444	412
<b>Deferred Outflows of Resources</b>	17	10	-
<b>Liabilities</b>			
Current liabilities	-	15	15
Noncurrent liabilities	337	203	121
Total liabilities	337	218	136
<b>Deferred Inflows of Resources</b>	1	9	-
<b>Net Position</b>			
Net investment in capital assets	116	124	132
Restricted - Expendable	240	173	71
Unrestricted (deficit)	(348)	(70)	73
Total net position	<u>\$ 8</u>	<u>\$ 227</u>	<u>\$ 276</u>

# Eastern Michigan University WEMU-FM

## Management's Discussion and Analysis (Unaudited) (Continued)

### Condensed Statement of Revenue, Expenses, and Changes in Net Position (in thousands)

	Year Ended June 30		
	2016	2015	2014
<b>Operating Revenue</b>			
Grants from Corporation for Public Broadcasting	\$ 151	\$ 217	\$ 111
Rental income	59	59	62
Total operating revenue	210	276	173
<b>Operating Expenses</b>			
Program services:			
Programming and production	1,211	965	1,497
Broadcasting	282	240	140
Program information	130	124	120
Support services:			
Fundraising	150	140	120
Management	252	224	120
Total operating expenses	2,025	1,693	1,997
<b>Operating Loss</b>	(1,815)	(1,417)	(1,824)
<b>Nonoperating Revenue</b>			
General appropriations from the University	431	413	413
Administrative support from the University	527	461	517
Contributions	638	668	699
Total nonoperating revenue	1,596	1,542	1,629
<b>Change in Net Position</b>	(219)	125	(195)
<b>Net Position - Beginning of year</b>	227	276	471
<b>Adjustment for Change in Accounting Principle</b>	-	(174)	-
<b>Net Position - Beginning of year - As restated</b>	227	102	471
<b>Net Position - End of year</b>	<b>\$ 8</b>	<b>\$ 227</b>	<b>\$ 276</b>



# Eastern Michigan University WEMU-FM

## Management's Discussion and Analysis (Unaudited) (Continued)

### Noteworthy Financial Activity

Significant components of the Station's financial condition include the following:

- The Station's total assets as of June 30, 2016 decreased versus the prior year by approximately \$115,000, primarily due to decreased support from the Corporation for Public Broadcasting (\$66,000) and decreased contributions (\$31,000). Over \$115,000 is invested in capital assets as of June 30, 2016. The Station's total assets as of June 30, 2015 increased versus the prior year by approximately \$32,000 primarily due to increased support from the Corporation for Public Broadcasting (\$106,000). Over \$123,000 is invested in capital assets as of June 30, 2015.
- In 2016, operating revenue decreased by approximately \$66,000 primarily due to decreased support from the Corporation for Public Broadcasting. In 2015, operating revenue increased by approximately \$104,000, primarily due to increased support from the Corporation for Public Broadcasting
- In 2016, nonoperating revenue increased by approximately \$53,000, primarily due to increased administrative support (\$66,000). In 2015, nonoperating revenue decreased by approximately \$87,000 primarily due to decreased administrative support (\$56,000) and decreased contributions (\$32,000).
- In 2016, operating expenses increased by approximately \$332,000, primarily due to increases in programming and production (\$247,000), broadcasting (\$42,000), and management support (\$28,000). In 2015, operating expenses decreased by approximately \$304,000, primarily due to decreases in programming and production (\$532,000) offset by increased broadcasting (\$100,000) and management support (\$104,000).

# Eastern Michigan University WEMU-FM

## Management's Discussion and Analysis (Unaudited) (Continued)

### Condensed Statement of Cash Flows (in thousands)

	Year Ended June 30		
	2016	2015	2014
<b>Cash (Used in) Provided by</b>			
Operating activities	\$ (1,707)	\$ (1,502)	\$ (1,829)
Noncapital financing activities	<u>1,580</u>	<u>1,541</u>	<u>1,629</u>
<b>Net (Decrease) Increase in Cash</b>	(127)	39	(200)
<b>Cash - Beginning of year</b>	<u>215</u>	<u>176</u>	<u>376</u>
<b>Cash - End of year</b>	<u><b>\$ 88</b></u>	<u><b>\$ 215</b></u>	<u><b>\$ 176</b></u>

### Looking Ahead

Fiscal year 2016 found WEMU in the second year of its post-three-year strategic plan to reduce its reliance on the General Fund by \$250,000 by the end of fiscal year 2014. The Station cut \$7,000 in the middle of the year, and then took another cut of \$10,000 at fiscal year end as part of the university strategic year-end budget cuts.

The Station reduced its overall expenditures by dropping its affiliation with Public Radio International, saving \$19,000 per year from combined program and affiliation costs. WEMU hosted a 50th anniversary gala dinner in December 2015, its fourth annual State of the Station breakfast in January 2016, and a jazz brunch in May 2016, all as part of the major donor community champions program. Donations to the program were up in fiscal year 2016 as well as an overall average pledge increase.

The Station continued its aggressive strategy to increase listening and finished second in time spent listening in the Ann Arbor metro area in fall 2015. Two news reporters were hired for fiscal year 2016, replacing two who departed in 2015, and who bring new skills in the area of reporting on multiple broadcast platforms.

The overall fundraising goal for the fiscal year was \$720,000.

In fiscal year 2017, WEMU plans to continue its aggressive audience-building and fundraising strategies with a special focus on corporate and foundation gifts. The Station will also continue incentive-based fundraising events throughout the year to keep donor revenue more consistent and pledge drives shorter and more creative.

# **Eastern Michigan University WEMU-FM**

## **Management's Discussion and Analysis (Unaudited) (Continued)**

### **Looking Ahead (Continued)**

The Station continues to inspect its aging equipment, transmitters, generators, and other backup power supplies, in fiscal year 2016 to determine its longevity. Most were purchased at the same time and are approaching 20 years. The Station needs to determine the feasibility of retaining current equipment, along with its increased risk of failure and need for maintenance. Any new major equipment purchases will come from the Station's designated equipment fund. The Station remains committed to serve the University's mission of public service through programming, community support, civic engagement, and free public service announcements to nonprofits.

# Eastern Michigan University WEMU-FM

## Statement of Net Position

	June 30	
	2016	2015
<b>Assets</b>		
Current assets:		
Cash	\$ 87,609	\$ 214,669
Accounts receivable from the University	125,866	105,631
Total current assets	213,475	320,300
Noncurrent assets - Property and equipment - Net (Note 3)	115,911	123,866
Total assets	329,386	444,166
<b>Deferred Outflows of Resources</b> (Note 5)	16,840	9,835
<b>Liabilities</b>		
Current liabilities - Unearned revenue		15,375
Noncurrent liabilities:		
Compensated absences	125,868	105,631
Pension obligation	211,296	96,675
Total noncurrent liabilities	337,164	202,306
Total liabilities	337,164	217,681
<b>Deferred Inflows of Resources</b> (Note 5)	1,378	9,294
<b>Net Position</b>		
Net investment in capital assets	115,911	123,866
Restricted - Expendable	239,641	172,868
Unrestricted	(347,868)	(69,708)
Total net position	\$ 7,684	\$ 227,026

# Eastern Michigan University WEMU-FM

## Statement of Revenue, Expenses, and Changes in Net Position

	Year Ended June 30	
	2016	2015
<b>Operating Revenue</b>		
Grants from Corporation for Public Broadcasting	\$ 151,382	\$ 217,202
Rental income	59,181	59,277
Total operating revenue	210,563	276,479
<b>Operating Expenses</b>		
Program services:		
Programming and production	1,211,427	964,993
Broadcasting	281,896	240,147
Program information	130,013	123,800
Support services:		
Fundraising	149,657	140,227
Management	252,128	224,397
Total operating expenses	2,025,121	1,693,564
<b>Operating Loss</b>	(1,814,558)	(1,417,085)
<b>Nonoperating Revenue</b>		
General appropriations from the University	431,343	413,456
Administrative support from the University	527,184	460,684
Contributions	636,689	667,590
Total nonoperating revenue	1,595,216	1,541,730
<b>Change in Net Position</b>	(219,342)	124,645
<b>Net Position - Beginning of year</b>	227,026	276,428
<b>Adjustment for Change in Accounting Principle</b>	-	(174,047)
<b>Net Position - Beginning of year - As restated</b>	227,026	102,381
<b>Net Position - End of year</b>	<b>\$ 7,684</b>	<b>\$ 227,026</b>

# Eastern Michigan University WEMU-FM

## Statement of Cash Flows

	Year Ended June 30	
	2016	2015
<b>Cash Flows from Operating Activities</b>		
Cash received from Corporation for Public Broadcasting	\$ 151,382	\$ 217,202
Cash received from tower leases	59,181	59,277
Cash paid for programming services	(1,517,713)	(1,415,984)
Cash paid for management and fundraising	(400,205)	(362,912)
Net cash used in operating activities	(1,707,355)	(1,502,417)
<b>Cash Flows from Noncapital Financing Activities</b>		
Cash received from university appropriations	416,422	413,456
Cash received from administrative support	527,184	460,684
Contributions received	636,689	667,590
Net cash provided by noncapital financing activities	1,580,295	1,541,730
<b>Net (Decrease) Increase in Cash</b>	(127,060)	39,313
<b>Cash - Beginning of year</b>	214,669	175,356
<b>Cash - End of year</b>	<b>\$ 87,609</b>	<b>\$ 214,669</b>
<b>Reconciliation of Operating Loss to Net Cash from Operating Activities</b>		
Operating loss	\$ (1,814,558)	\$ (1,417,085)
Adjustments to reconcile operating loss to net cash from operating activities:		
Depreciation expense	7,955	7,956
Changes in assets and liabilities:		
Accounts receivable - Net	(20,235)	(325)
Accrued compensated absences	20,237	325
Unearned revenue	(15,375)	(15,375)
Net pension obligation	114,623	(77,913)
Total changes in assets and liabilities	99,250	(93,288)
Net cash used in operating activities	<b>\$ (1,707,353)</b>	<b>\$ (1,502,417)</b>

# Eastern Michigan University WEMU-FM

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## Notes to Financial Statements June 30, 2016 and 2015

### Note 1 - Organization

**Organization** - Eastern Michigan University WEMU-FM (the "Station" or WEMU) is a public telecommunications radio station licensed to Eastern Michigan University (the "University"). WEMU serves the Washtenaw County radio market with a mission to participate in the educational and public service purposes of the University by providing programming which addresses the needs and the interests of the Station's coverage area.

WEMU is owned and operated by the University and does not have separate legal status or existence. The financial position, support, revenue, and expenditures of WEMU are included in the University's financial statements.

### Note 2 - Basis of Presentation and Significant Accounting Policies

**Basis of Presentation** - The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB). The GASB established standards for external financial reporting for public colleges and universities and requires that financial statements be presented on a consolidated basis to focus on the University as a whole, with resources classified for accounting and reporting purposes into three net position categories according to externally imposed restrictions.

The three net position categories are as follows:

- **Net Investment in Capital Assets** - Includes capital assets, net of accumulated depreciation and outstanding principal balances of debt attributable to the acquisition, construction, or improvement of those assets.
- **Restricted - Expendable** - Includes net position whose whole use is subject to externally imposed stipulations that can be fulfilled by actions of the University pursuant to those stipulations or that expire by the passage of time.
- **Unrestricted** - Includes net position not subject to externally imposed stipulations. Unrestricted net position may be designated for specific purposes by action of the board of regents or may otherwise be limited by contractual agreements with outside parties. Substantially all unrestricted net assets are designated for capital projects and other initiatives.

**Cash** - Cash is held in Eastern Michigan University funds. The amounts reflected in the accompanying statement of net position represent the net amounts due to the Station from the University's pooled cash system.

# Eastern Michigan University WEMU-FM

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## Notes to Financial Statements June 30, 2016 and 2015

### **Note 2 - Basis of Presentation and Significant Accounting Policies (Continued)**

**Property and Equipment** - Property and equipment are recorded at cost or, if acquired by gift, at the fair value as of the date of donation. Depreciation is computed on the straight-line method over the estimated service lives (5 to 15 years) of the respective assets. Expenditures for repairs and maintenance are charged to expense as incurred.

**Compensated Absences** - Compensated absences include sick leave, annual leave, and compensatory time accrued by station employees per university policy and paid by the University. It is the University's policy to permit employees to accumulate earned but unused sick and vacation pay benefits. There is a liability for unpaid accumulated sick leave since the University does have a policy to pay half of any amounts accumulated when eligible employees retire from the University. All vacation pay is accrued when incurred. A receivable from the University and a liability is reported for these amounts as of year end.

**Unearned Revenue** - WEMU receives advance payments of rent related to a tower lease agreement. These payments are reported as unearned revenue and recognized when earned. As of June 30, 2016, all unearned revenue has been earned by the Station.

**General Appropriations from the University** - General appropriations from the University consist of certain payroll and other direct expenses paid by the University on behalf of WEMU. Because the University pays for WEMU's compensated absences, a receivable from the University has been established in the statement of net position in the amount of accrued compensated absences.

**Indirect Administrative Support** - A portion of the University's general overhead costs relates to and benefits WEMU. Such items include administration, utilities, maintenance, repairs, and other institutional support expenditures of the University. These services were provided without cost and have been allocated to WEMU. The fair value of these services is reported as revenue (administrative support from the University) and expenditures in the accompanying statement of revenue, expenses, and changes in net position.

**Contributions and Grants** - Unrestricted gifts are recognized as revenue when received.

WEMU receives an annual community service grant from the Corporation for Public Broadcasting. These funds may be used at the discretion of WEMU and are reported as restricted grant revenue in the accompanying financial statements.



### **Note 2 - Basis of Presentation and Significant Accounting Policies (Continued)**

**Allocation of Expenditures** - Expenditures are reported by their functional classification. Accordingly, certain expenditures for facility operations, institutional support, interest, and depreciation have been allocated to functional classifications based on the time devoted to these activities.

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

**Deferred Outflows** - In addition to assets, the statement of net position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element represents a consumption of net position that applies to a future period and so will not be recognized as an outflow of resources (expense/expenditure) until then. Deferred outflows are related to pension obligations described in Note 5.

**Deferred Inflows** - In addition to liabilities, the statement of net position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element represents an acquisition of net position that applies to a future period and so will not be recognized as an inflow of resources (revenue) until that time. Deferred inflows at June 30, 2016 include \$1,374 for funding received through state appropriations for contributions to the MPSERS pension plan after the measurement date and \$4 related to the pension plan described in Note 5. Deferred inflows at June 30, 2015 related to the pension plan described in Note 5.

**Pensions** - For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Michigan Public School Employees Retirement System (MPSERS) and additions to/deductions from MPSERS fiduciary net position have been determined on the same basis as they are reported by MPSERS. MPSERS uses the economic resources measurement focus and the full accrual basis of accounting. Contribution revenue is recorded as contributions are due, pursuant to legal requirements. Benefit payments (including refunds of employee contributions) are recognized as expense when due and payable in accordance with the benefit terms. Related plan investments are reported at fair value.

# Eastern Michigan University WEMU-FM

## Notes to Financial Statements June 30, 2016 and 2015

### Note 2 - Basis of Presentation and Significant Accounting Policies (Continued)

**Adoption of New Standard** - The GASB issued GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, and GASB Statement No. 71, *Pension Transition for Contributions Made Subsequent to the Measurement Date*. Statement No. 68 requires governments providing defined benefit pensions to recognize their unfunded pension benefit obligation as a liability for the first time and to more comprehensively and comparably measure the annual costs of pension benefits. Statement No. 71 is a clarification to GASB 68 requiring a government to recognize a beginning deferred outflow of resources for its pension contributions, if any, made subsequent to the measurement date of the beginning net pension liability. The statements also enhance accountability and transparency through revised note disclosures and required supplemental information (RSI). In accordance with the Statement, the University has reported a net pension liability of \$49.7 million as a change in accounting principle adjustment to unrestricted net position as of July 1, 2014. The portion of the net pension liability allocated to WEMU is \$174,047.

### Note 3 - Property and Equipment

Property and equipment at June 30, 2016 and 2015 consist of the following:

	2015	Additions	Retirement	Reclassification	2016
Land	\$ 100,000	\$ -	\$ -	\$ -	\$ 100,000
Transmitter and tower	288,800	-	-	-	288,800
Studio and technical equipment	140,797	-	-	-	140,797
Furniture, fixture, and equipment	126,813	-	-	-	126,813
Subtotal	656,410	-	-	-	656,410
Less accumulated depreciation	(532,544)	(7,955)	-	-	(540,499)
Net property and equipment	\$ 123,866	\$ (7,955)	\$ -	\$ -	\$ 115,911
	2014	Additions	Retirement	Reclassification	2015
Land	\$ 100,000	\$ -	\$ -	\$ -	\$ 100,000
Transmitter and tower	313,402	-	-	(24,602)	288,800
Studio and technical equipment	111,506	-	(15,805)	45,096	140,797
Furniture, fixture, and equipment	270,953	-	(123,646)	(20,494)	126,813
Subtotal	795,861	-	(139,451)	-	656,410
Less accumulated depreciation	(664,039)	(7,956)	139,451	-	(532,544)
Net property and equipment	\$ 131,822	\$ (7,956)	\$ -	\$ -	\$ 123,866

# Eastern Michigan University WEMU-FM

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## Notes to Financial Statements June 30, 2016 and 2015

### **Note 4 - Retirement Benefits and Compensated Absences**

Through December 31, 1995, the University offered participation in one of two retirement plans for all qualified employees: the Michigan Public School Employees Retirement System (MPSERS) and the Teachers Insurance and Annuities Association - College Retirement Equities Fund (TIAA-CREF). The MPSERS plan is further discussed in Note 5.

#### **Defined Contribution Plan**

TIAA-CREF is a defined contribution retirement plan. Substantially all full-time employees of the University are eligible to participate in the TIAA-CREF plan. Employee benefits generally vest immediately. The University contributes a specified percentage of employee wages, as defined by the appropriate labor contract. For the years ended June 30, 2016, 2015, and 2014, WEMU-FM contributed approximately \$47,000, \$49,000, and \$54,000 to the TIAA-CREF plan, respectively. The University has no liability beyond its own contributions under the TIAA-CREF plan.

The University provides termination benefits upon retirement resulting from unused sick days. The University calculates its sick pay liability in accordance with the provisions of GASB Statement No. 16, *Accounting for Compensated Absences*. In 2013, the University modified the sick leave and short-term disability policy to eliminate sick leave accruals and retirement payouts for certain employees. In addition, the revised policy established a new short-term disability plan to provide income protection for certain employees unable to work for an extended period because of nonwork-related illness or period of incapacity. The Station's portion of this liability is \$125,866 and \$105,631 as of June 30, 2016 and 2015, respectively.

### **Note 5 - Michigan Public School Employees Retirement System**

**Plan Description** - The Station, through the University, participates in the Michigan Public School Employees Retirement System (MPSERS or the "System"), a statewide, cost-sharing, multiple-employer defined benefit public employee retirement system governed by the State of Michigan that covers substantially all employees of the University and therefore, substantially all of the employees of the Station; all hourly employees and some salary employees hired prior to January 1, 1996 participate in MPSERS. Employees hired on or after January 1, 1996 cannot participate in MPSERS unless they previously were enrolled in the system at the University or one of the other six universities that are part of MPSERS.

# Eastern Michigan University WEMU-FM

## Notes to Financial Statements June 30, 2016 and 2015

### Note 5 - Michigan Public School Employees Retirement System (Continued)

The System provides retirement, survivor, and disability benefits to plan members and their beneficiaries. The System also provides post-employment healthcare benefits to retirees and beneficiaries who elect to receive those benefits.

The Michigan Public School Employees Retirement System issues a publicly available financial report that includes financial statements and required supplemental information for the pension and postemployment healthcare plans. The report is available on the web at <http://www.michigan.gov/orsschools>, or by writing to the Office of Retirement System (ORS) at 7150 Harris Drive, P.O. Box 30171, Lansing, MI 48909. Separate pension information related to the Station's employees included in this plan is not available.

**Contributions** - Public Act 300 of 1980, as amended, requires the University to contribute amounts necessary to finance the coverage of pension benefits of active and retired members. Contribution provisions are specified by state statute and may be amended only by action of the state legislature. Under these provisions, each university's contribution is expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance a portion of the unfunded accrued liability.

The University's contributions are determined based on employee elections. There are seven different benefit options included in the plan available to employees based on date of hire. The University contributes to MPSERS a percentage of member and nonmember payrolls, determined by the plan's actuaries, for the unfunded portion of future pensions. Contribution rates are adjusted annually by the ORS. The range of rates is as follows:

	Normal Pension Cost	Unfunded Portion
July 1, 2014 - September 30, 2014	3.0%	16.61%
October 1, 2014 - September 30, 2015	4.8%	17.72%
October 1, 2015 - June 30, 2016	4.9%	20.26%

Depending on the plan selected, plan member contributions range from 0 percent up to 7.0 percent of gross wages. Plan members electing into the defined contribution plan are not required to make additional contributions. The University's required and actual contributions to the plan for the years ended June 30, 2016 and 2015 were \$4,817,034 and \$4,652,858, respectively. Contributions include \$706,663 and \$960,295 of revenue received from the State of Michigan to fund the MPSERS Unfunded Actuarial Accrued Liability (UAAL) Stabilization Rate for the years ended June 30, 2016 and 2015, respectively.

### **Note 5 - Michigan Public School Employees Retirement System (Continued)**

As a result of the above requirements, WEMU records an allocation of the University's required and actual contributions to the plan for the years ended June 30, 2016 and 2015, which was \$36,000 and \$30,000, respectively.

**Benefits Provided** - Benefit provisions of the defined benefit pension plan are established by State statute, which may be amended. Public Act 300 of 1980, as amended, establishes eligibility and benefit provisions for the defined benefit (DB) pension plan.

Depending on the plan option selected, member retirement benefits are calculated as final average compensation times years of service times a pension factor ranging from 1.25 percent to 1.50 percent. The requirements to retire range from attaining the age of 46 to 60 with years of service ranging from 5 to 30 years, depending on when the employee became a member.

Early retirement is computed in the same manner as a regular pension, but is permanently reduced 0.50 percent for each full and partial month between the pension effective date and the date the member will attain age 60. There is no mandatory retirement age.

Members are eligible for nonduty disability benefits after 10 years of service and for duty-related disability benefits upon hire. Disability retirement benefits are determined in the same manner as retirement benefits but are payable immediately without an actuarial reduction. The disability benefits plus authorized outside earnings are limited to 100 percent of the participant's final average compensation with an increase of 2 percent each year thereafter.

Benefits may transfer to a beneficiary upon death and are determined in the same manner as retirement benefits, but with an actuarial reduction. Benefit terms provide for annual cost-of-living adjustments to each employee's retirement allowance subsequent to the employee's retirement date. The annual adjustment, if applicable, is 3 percent. For some members who do not receive an annual increase, they are eligible to receive a supplemental payment in those years when investment earnings exceed actuarial assumptions.

# Eastern Michigan University WEMU-FM

## Notes to Financial Statements June 30, 2016 and 2015

### Note 5 - Michigan Public School Employees Retirement System (Continued)

**Net Pension Liability, Deferrals, and Pension Expense** - At June 30, 2016 and 2015, the Station reported a liability of \$211,296 and \$96,675, respectively, for its allocated share of the University's net pension liability. The net pension liability was measured as of September 30, 2015 and 2014, respectively, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date. The University's proportion of the MPSERS net pension liability was based on a projection of its long-term share of contributions to the pension plan relative to the projected contributions of all participating reporting units, actuarially determined. The amount the University allocated to the Station is based on WEMU's unrestricted net position (before the pension liability, deferred inflows, and deferred outflows) as a percentage of the University's net position base. At September 30, 2015 and 2014, the Station's allocation was .028 and 0.19 percent, respectively, of the University's proportionate share.

On September 30, 2015, the University received approximately \$14.3 million from the plan for a plan error in requiring excess contributions. The refund reduced the plan's net position and impacted the University's net pension liability as of June 30, 2016. The amount the University allocated to the Station was approximately \$40,000.

For the year ended June 30, 2016 and 2015, WEMU recognized a pension expense of \$11,988 and \$2,433, respectively. At June 30, 2016 and 2015, WEMU reported deferred outflows of resources and deferred inflows of resources related to the plan from the following sources:

	June 30, 2016		June 30, 2015	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Changes of assumptions	\$ -	\$ -	\$ 2,880	\$ -
Difference between expected and actual experience	2,902	-	-	-
Net difference between projected and actual earnings on pension plan investments	612	-	-	(9,294)
Changes in proportion and differences between University contributions and proportionate share of contributions	602	(4)	14	-
University contributions subsequent to the measurement date	12,724	-	6,941	-
Total	<u>\$ 16,840</u>	<u>\$ (4)</u>	<u>\$ 9,835</u>	<u>\$ (9,294)</u>

# Eastern Michigan University WEMU-FM

## Notes to Financial Statements June 30, 2016 and 2015

### Note 5 - Michigan Public School Employees Retirement System (Continued)

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Years Ending June 30	2016	2015
2016	\$ -	\$ 571
2017	2,786	(2,324)
2018	(715)	(2,324)
2019	(715)	(2,323)
2020	2,757	-
Total	<u>\$ 4,113</u>	<u>\$ (6,400)</u>

In addition, the contributions subsequent to the measurement date will be included as a reduction of the net pension liability in the next year (2017).

**Actuarial Assumptions** - The total pension liability as of September 30, 2015 and 2014 is based on the results of an actuarial valuation as of September 30, 2014 and September 30, 2013, and rolled forward. The following actuarial assumptions applied to all periods included in the measurement:

Actuarial cost method	Entry age normal cost actuarial cost method
Assumed rate of return	8.00 percent, net of investment and administrative expenses based on the groups
Rate of pay increases	3.5 percent
Mortality basis	RP-2000 Combined Healthy Mortality Table, adjusted for mortality improvements to 2025 using projection scale BB

The actuarial assumptions used for the September 30, 2014 and 2013 valuation were based on the results of an actuarial experience study for the period from October 1, 2007 to September 30, 2012. As a result of this study, the actuarial assumptions were adjusted to more closely reflect actual experience.

# Eastern Michigan University WEMU-FM

## Notes to Financial Statements June 30, 2016 and 2015

### Note 5 - Michigan Public School Employees Retirement System (Continued)

**Discount Rate** - The discount rate used to measure the total pension liability was 8.00 percent at September 30, 2014 and 2013. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense, including inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

Investment Category	Plan Year September 30, 2015		Plan Year September 30, 2014	
	Target Allocation	Long-term Expected Real Rate of Return	Target Allocation	Long-term Expected Real Rate of Return
Domestic Equity Pools	28.0%	5.9%	28.0%	4.8%
Alternate Investment Pools	18.0%	9.2%	18.0%	8.5%
International Equity Pools	16.0%	7.2%	16.0%	6.1%
Fixed Income Pools	10.5%	0.9%	10.5%	1.5%
Real Estate & Infrastructure Pools	10.0%	4.3%	10.0%	5.3%
Absolute Return Pools	15.5%	6.0%	15.5%	6.3%
Short Term Investment Pools	2.0%	0.0%	2.0%	-0.2%
Total	100%		100%	



# Eastern Michigan University WEMU-FM

## Notes to Financial Statements June 30, 2016 and 2015

### Note 5 - Michigan Public School Employees Retirement System (Continued)

**Sensitivity of the Net Pension Liability to Changes in the Discount Rate** - The following presents the allocated net pension liability of WEMU, calculated using the discount rate of 8.00 percent, as well as what WEMU's allocated net pension liability would be if it were calculated using a discount rate that is 1.00 percentage point lower (7.00 percent) or 1.00 percentage point higher (9.00 percent) than the current rate:

	1% Decrease (7%)	Current Discount Rate (8%)	1% Increase (9%)
Station's proportionate share of the net pension liability - June 30, 2016	\$ 247,921	\$ 211,296	\$ 179,683
Station's proportionate share of the net pension liability - June 30, 2015	\$ 120,992	\$ 96,675	\$ 75,722

**Pension Plan Fiduciary Net Position** - Detailed information about the pension plan's fiduciary net position is available in the separately issued MPSERS financial report.

### Note 6 - Nonfederal Financial Support (NFFS)

The Corporation for Public Broadcasting (CPB) allocates a portion of its funds annually to public broadcasting entities, primarily based on NFFS, which is defined by CPB. NFFS is defined as the total value of cash and the fair market value of services received as contributions or payments and meeting all the respective criteria for each.

Calculated in accordance with CPB guidelines, the combined network reported total NFFS of \$1,592,888 and \$1,557,106 for the years ended June 30, 2016 and 2015, respectively.

# Eastern Michigan University WEMU-FM

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## Notes to Financial Statements June 30, 2016 and 2015

### **Note 7 - Issued but Not Adopted Accounting Pronouncements**

The Governmental Accounting Standards Board (GASB) has issued the following statement that WEMU will implement in the future.

In June 2015, the GASB issued Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*, which addresses reporting by governments that provide postemployment benefits other than pensions (OPEB) to their employees and for governments that finance OPEB for employees of other governments. This OPEB standard will require the University, and therefore WEMU, to recognize on the face of the financial statements its proportionate share of the retiree health benefits included within the Michigan Public School Employees Retirement System (MPERS). The Statement also enhances accountability and transparency through revised note disclosures and required supplemental information (RSI). The University is currently evaluating the impact this standard will have on the financial statements when adopted. The provisions of this Statement are effective for periods beginning after June 30, 2017.

## **Supplemental Information**

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# Eastern Michigan University WEMU-FM

## Schedule of Net Position by Fund

	June 30, 2016			June 30, 2015		
	Operating Funds		Total	Operating Funds		Total
	Unrestricted	Property Fund		Unrestricted	Property Fund	
<b>Assets</b>						
Current assets:						
Cash	\$ 87,609	\$ -	\$ 87,609	\$ 214,669	\$ -	\$ 214,669
Accounts receivable	125,866	-	125,866	105,631	-	105,631
Total current assets	213,475	-	213,475	320,300	-	320,300
Noncurrent assets - Property and equipment - Net	-	115,911	115,911	-	123,866	123,866
Total assets	213,475	115,911	329,386	320,300	123,866	444,166
<b>Deferred Outflows of Resources</b>	16,840	-	16,840	9,835	-	9,835
<b>Liabilities</b>						
Current liabilities - Unearned revenue	-	-	-	15,375	-	15,375
Noncurrent liabilities:						
Compensated absences	125,868	-	125,868	105,631	-	105,631
Pension obligation	211,296	-	211,296	96,675	-	96,675
Total noncurrent liabilities	337,164	-	337,164	202,306	-	202,306
Total liabilities	337,164	-	337,164	217,681	-	217,681
<b>Deferred Inflows of Resources</b>	1,378	-	1,378	9,294	-	9,294
<b>Net Position</b>						
Net investment in capital assets	-	115,911	115,911	-	123,866	123,866
Restricted - Expendable	239,641	-	239,641	172,868	-	172,868
Unrestricted (deficit)	(347,868)	-	(347,868)	(69,708)	-	(69,708)
Total net position	\$ (108,227)	\$ 115,911	\$ 7,684	\$ 103,160	\$ 123,866	\$ 227,026

## Eastern Michigan University WEMU-FM

### Schedule of Revenue, Expenses, and Changes in Net Position by Fund

	Year Ended June 30, 2016			Year Ended June 30, 2015		
	Operating Funds			Operating Funds		
	Unrestricted	Property Fund	Total	Unrestricted	Property Fund	Total
<b>Operating Revenue</b>						
Grants from Corporation for Public Broadcasting	\$ 151,382	\$ -	\$ 151,382	\$ 217,202	\$ -	\$ 217,202
Rental income	59,181	-	59,181	59,277	-	59,277
Total operating revenue	210,563	-	210,563	276,479	-	276,479
<b>Operating Expenses</b>						
Program services:						
Programming and production	1,206,668	4,759	1,211,427	960,460	4,533	964,993
Broadcasting	280,789	1,107	281,896	239,019	1,128	240,147
Program information	129,502	511	130,013	123,218	582	123,800
Support services:						
Fundraising	149,069	588	149,657	139,568	659	140,227
Management	251,138	990	252,128	223,343	1,054	224,397
Total operating expenses	2,017,166	7,955	2,025,121	1,685,608	7,956	1,693,564
<b>Operating Loss</b>	(1,806,603)	(7,955)	(1,814,558)	(1,409,129)	(7,956)	(1,417,085)
<b>Nonoperating Revenue</b>						
General appropriations from the University	431,343	-	431,343	413,456	-	413,456
Administrative support from the University	527,184	-	527,184	460,684	-	460,684
Contributions	636,689	-	636,689	667,590	-	667,590
Total nonoperating revenue	1,595,216	-	1,595,216	1,541,730	-	1,541,730
<b>Change in Net Position</b>	(211,387)	(7,955)	(219,342)	132,601	(7,956)	124,645
<b>Net Position - Beginning of year</b>	103,160	123,866	227,026	144,606	131,822	276,428
<b>Adjustment for Change in Accounting Principle</b>	-	-	-	(174,047)	-	(174,047)
<b>Net Position - Beginning of year - As restated</b>	103,160	123,866	227,026	(29,441)	131,822	102,381
<b>Net Position - End of year</b>	<b>\$ (108,227)</b>	<b>\$ 115,911</b>	<b>\$ 7,684</b>	<b>\$ 103,160</b>	<b>\$ 123,866</b>	<b>\$ 227,026</b>

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**SECTION: 18**

**DATE:**

April 21, 2017

**RECOMMENDATION**

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

**ACTION REQUESTED**

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.

**STAFF SUMMARY**

On June 25, 2015, the Board executed and delivered (i) a Term Loan Agreement and Supplement to Term Loan Agreement (the "2015 Loan Agreement"), between the Board and Barclays Bank PLC ("Barclays"), each dated as of June 25, 2015, providing for a term loan to the Board in the principal amount of \$158,569,650, \$155,000,000 of which is currently outstanding (the "Term Loan"), and (ii) a total return swap (the "TRS") related to the Term Loan, effective as of June 24, 2015, the original notional amount and current notional amount of which were and are the same as the Term Loan.


This resolution authorizes the issuance, execution and delivery of bonds to refund the 2015 Loan Agreement with economic terms consistent with the terms of the 2015 Loan Agreement. However, as a Bond Issuance the University will no longer be subject to certain terms of default that are present in the 2015 Loan Agreement. The Refunding Bonds would have maturity dates consistent with their current maturity dates.

**FISCAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

April 21, 2017  
Date

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

**WHEREAS**, the Board of Regents of Eastern Michigan University (the “Board”) is a constitutional body corporate established pursuant to Article VIII, Section 6 of the Michigan Constitution of 1963, as amended, with general supervision of Eastern Michigan University (the “University”) and the control and direction of all expenditures from the University’s funds; and

**WHEREAS**, in order to best serve the needs of the University’s student body, the Board proposes to undertake the capital projects described on Exhibit A hereto (the “Projects”) and to finance with tax-exempt bonds all or a portion of such Projects; and

**WHEREAS**, on June 25, 2015, the Board executed and delivered (i) a Term Loan Agreement and Supplement to Term Loan Agreement (the “2015 Loan Agreement”), between the Board and Barclays Bank PLC (“Barclays”), each dated as of June 25, 2015, providing for a term loan to the Board in the principal amount of \$158,569,650, \$155,000,000 of which is currently outstanding (the “Term Loan”), and (ii) a total return swap (the “TRS”) related to the Term Loan, effective as of June 24, 2015, the original notional amount and current notional amount of which were and are the same as the Term Loan; and

**WHEREAS**, Barclays has agreed to eliminate certain restrictions in the 2015 Loan Agreement, terminate the TRS without penalty and execute a new total return swap with similar terms if the Term Loan is refinanced with tax-exempt general revenue bonds of the Board; and

**WHEREAS**, the undertaking of the Projects, the refinancing of the Term Loan and the execution of a new total return swap as herein described are within the authority of the Board and will serve proper and appropriate public purposes.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF EASTERN MICHIGAN UNIVERSITY, AS FOLLOWS:**

1. The Board hereby approves the Projects and the financing thereof; approves the refinancing of the Term Loan; and approves the termination of the TRS and the execution of a new total return swap, all as herein provided.

2. The Board hereby authorizes the issuance, execution and delivery of bonds of the Board in registered form in one or more series, to be designated GENERAL REVENUE AND REFUNDING BONDS, SERIES 2017 (the “Bonds”), to finance all or part of the Projects and refinance the Term Loan, upon such terms as may be approved by the President or the Chief Financial Officer of the University (each an “Authorized Officer”), including the following: additional or other series designations or descriptive terms of the Bonds; the date or dates of issuance of the Bonds; the aggregate principal amount of the Bonds not to exceed \$155,000,000 (being the amount necessary to produce proceeds sufficient, together with other available funds,

to achieve the purposes of this resolution); with the first maturity not earlier than March 1, 2018, and the last maturity not later than March 1, 2049; interest at a fixed rate (with an average coupon not exceeding 5.50% per annum); which maturities of the Refunding Bonds, if any, to be refunded; original issue discount or premium, if any; redemption prior to maturity, including the times and prices, with no redemption premium to exceed 3% of the principal amount being redeemed; time for payment of principal and interest; denominations; manner of payment of principal and interest; terms of transfer, exchange, execution and authentication; whether issued in certificate or book-entry-only form; the selection of a credit enhancement or liquidity provider; the terms and conditions of a Trust Indenture and the identity of the trustee thereunder; the portions of the Projects to be financed with the proceeds of the Bonds; terminate the TRS and execute a new total return swap on terms approved by an Authorized Officer in connection with the issuance of the Bonds; and in relation to the debt service on the Bonds, or in relation to all or any portion of the debt service on other outstanding debt obligations of the Board (the "Outstanding Debt"), enter into an interest rate swap, cap, forward starting swap, rate lock, option, swaption or similar agreement or agreements (collectively, the "Swap Agreement") with a counter-party or counter-parties to be selected by an Authorized Officer providing for payments between the Board and the counter-party related to interest on all or a portion of the Bonds or the Outstanding Debt, or to indexed or market established rates, modify or terminate any Swap Agreement entered into in connection with the Bonds or any of the Outstanding Debt, if the Authorized Officer determines such action is economic and in the best interests of the Board, based on the advice of the University's financial advisor, and pay any termination payment required by reason of a termination or failure to close.

3. The Bonds shall be limited and not general obligations of the Board payable from and secured, on a parity basis with all outstanding bonds of the Board, by a lien on the University's General Revenues (substantially as defined in the 2015 Loan Agreement) or such components thereof and other funds as shall be determined by an Authorized Officer (individually and collectively, the "Security"). Except as otherwise determined by an Authorized Officer, the lien shall be on a parity basis with the liens on General Revenues securing previously issued and outstanding obligations of the Board.

Except as specified in the Bonds or related documents, no recourse shall be had for the payment of the principal amount of or interest or premium on the Bonds, or any claim based thereon against the State of Michigan, the Board or any officer or agent thereof, as individuals either directly or indirectly, nor shall the Bonds and interest with respect thereto become a lien on or be secured by any property, real, personal or fixed of the State of Michigan or the Board, other than the Security.

Any pledge of the Security, debt service reserves and other funds shall be valid and binding from the date of the issuance and delivery of the Bonds without physical delivery or further act. The lien of said pledge shall be valid and binding against all parties (other than the holders of any other bonds, notes or debt obligations secured by a parity first lien on the Security) having a claim in tort, contract or otherwise against the Board, irrespective of whether such parties have notice of the lien.

4. The right is reserved to issue additional bonds, notes or other obligations payable from and secured on a parity basis with the Bonds from the Security, upon compliance with the terms and conditions as shall be set forth in the Bonds or related documents.



5. The Authorized Officers, jointly or severally, are hereby authorized and directed to select bond counsel, a financial advisor, an underwriter and the Trustee; to select and engage a rating agency or agencies; to execute the Bonds by placing his or her original or facsimile signature thereon, and to deliver the Bonds in exchange for the purchase price thereof; to cause preparation of a preliminary and a final official statement or other appropriate disclosure document with respect to the Bonds; to perform all acts and deeds and to execute and deliver all instruments and documents, for and on behalf of the Board and the University required by this resolution, or necessary, expedient and proper in connection with the issuance, sale and delivery, and ongoing administration, of the Bonds, the total return swap or any other Swap Agreement as contemplated hereby; and to execute and deliver, for and on behalf of the Board, any required continuing disclosure undertakings with respect to the Bonds, in the form and with such content as an Authorized Officer deems appropriate.

6. All resolutions or parts of resolutions or other proceedings of the Board in conflict herewith be and the same are hereby repealed insofar as such conflict exists.

## **EXHIBIT A**

### **THE PROJECTS**

The Projects consist of the design, acquisition, construction, and installation of improvements to the University's campus facilities, including but not limited to its heating and cooling system, build-out and renovations within various University facilities, including but not limited to the Mark Jefferson Science Center, improvements to the Warner Gymnasium, and other necessary or appropriate campus facility improvements.

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 19

DATE:

April 21, 2017

**RECOMMENDATION**

**MARKETING AND MERCHANDISING SERVICES AGREEMENT WITH  
AMAZON PICKUP POINTS, INC.**

**ACTION REQUESTED**

It is recommended that the Board of Regents authorize the President or Chief Financial Officer to execute the Marketing and Merchandising Services Agreement between Eastern Michigan University and Amazon Pickup Points, Inc. ("Amazon"), under terms materially consistent with the description below.

**STAFF SUMMARY**

The Marketing and Merchandising Services Agreement between the University and Amazon provides Amazon with approximately 3,250 square feet of retail space currently within the Eastern Michigan University Bookstore. This allocated space will be utilized by Amazon to operate a Campus Pick-up Point ("CPP") for orders placed through Amazon for students, faculty and staff. Based upon initial discussions, Bookstore vendors did not view the reduction in square footage as negatively impacting their proposals.

The 10 year agreement provides the University total lease payments of \$812,500. Additionally, Amazon agrees to invest up to \$1,000,000 in capital expenditures related to construction, design, signage and fixtures.

Amazon agrees to provide Eastern Michigan University students enhanced shipping benefits (ex. free one day/same day shipping on qualifying items) and return packaging/drop-off from the CPP location.


Assuming approval, the Amazon location is expected to open in Fall 2017.

**FISCAL IMPLICATIONS**

The University will receive annual lease payments of \$81,250, which will be incorporated on a pro-rata basis in FY18 Auxiliary budget.

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

*April 21, 2017*  
Date

SECTION: 20

DATE:  
April 21, 2017

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**

**To Grant an Easement to ACD.net for Access to EMU Property for Infrastructure  
Necessary to Support ACD Network**

**ACTION REQUESTED**

It is recommended that the Eastern Michigan University Board of Regents (“the University”) grant ACD.net, on behalf of Verizon Wireless, an easement in gross for a twenty year term on the University property locations more fully described in Exhibit A. The easement is for aerial and underground access at all times (24/7/365) for its fiber network, infrastructure and poles, as will be determined by mutual agreement of the parties. The Board further authorizes the President of the University, or his designee, to negotiate, sign, and record the necessary documents to grant the easement.

**STAFF SUMMARY**

Verizon Wireless (with ACD.net) will be making a substantial investment in the University by upgrading the communications infrastructure to address wireless coverage issues. This investment will include the deploying of fiber optic cable as well as the installation of seven Microcell system platforms that will propagate the distribution of broadband signal across campus. This upgrade ensures the increasing demand of communication systems by our students, employees, and public safety personnel can be met. Reliable coverage at EMU is critical to provide 911 services to allow EMU law enforcement and medical personnel location information for those in distress. In excess of ninety percent of all 911 calls come from a wireless devices and this technology is key component to improving public safety across campus as well as providing enhanced convenience to the University community.

**FISCAL IMPLICATIONS**

Verizon Wireless will be responsible for all costs, including fiber optic cable installation, microcell technology, tower platform, and related site activities. There is no financial impact to the University.

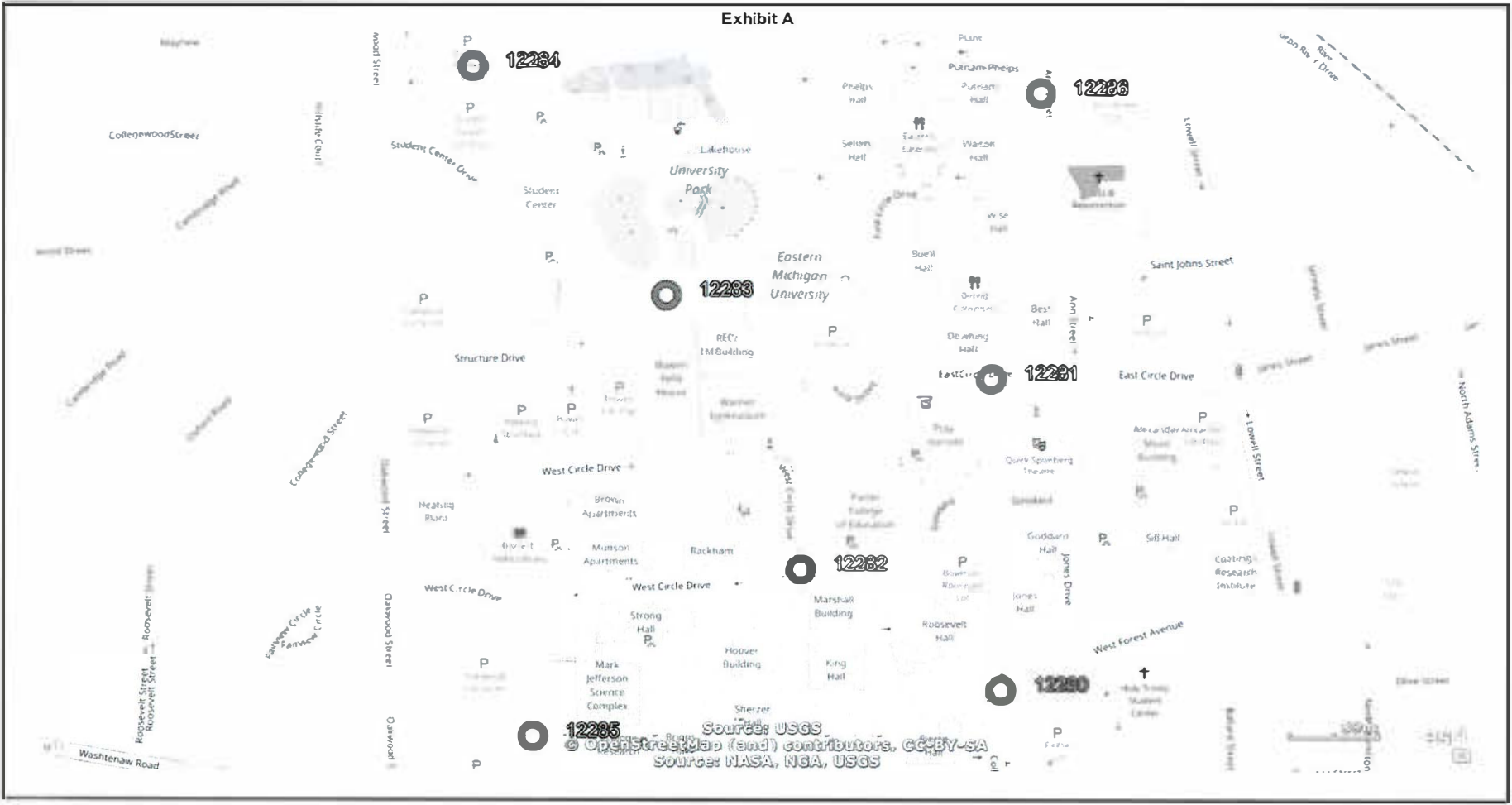
**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

April 21, 2017  
Date

Exhibit A



Source: USGS  
© OpenStreetMap (and) contributors, CC-BY-SA  
Source: NASA, NGA, USGS

ACD-MI-12280	42.247316	-83.621953
ACD-MI-12281	42.250063	-83.622068
ACD-MI-12282	42.248382	-83.624342
ACD-MI-12283	42.2508	-83.62595
ACD-MI-12284	42.252815	-83.628254
ACD-MI-12285	42.246908	-83.627525
ACD-MI-12286	42.252577	-83.621488

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**SECTION: 21**

**DATE:**

April 21, 2017

**RECOMMENDATION**

**COMPREHENSIVE FUNDRAISING PLAN**

**ACTION REQUESTED**

It is recommended that the Board of Regents authorize the President and Vice President for Advancement to immediately launch the development of a multi-year comprehensive fundraising campaign.

**STAFF SUMMARY**

Eastern Michigan University's most recent comprehensive fundraising campaign launched in 2010 and exceeded its goal. The University is ideally positioned to launch its next comprehensive fundraising campaign to continue its 168-year legacy of educational excellence. This transformational initiative will support, among other areas, student success, scholarships, and facilities. Facility investments will be identified based on an examination of all facilities but will include: the Rec/IM complex; College of Technology and College of Health and Human Services; expanded athletics facilities; and improvements to other academic and student facilities to be determined as the campaign is developed and launched.

**FISCAL IMPLICATIONS**

Fiscal implications, if any, will occur as part of a follow-up vote.

**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**

## **RESOLUTION**

### **Recognition of the Women's Gymnastics Team**

WHEREAS, the Eastern Michigan University Women's Gymnastics Team won the 2017 Mid-American Conference championship, with its second-highest team score in program history; and,

WHEREAS, following its third MAC championship, the team qualified for the NCAA Regionals for the second time in its history; and,

WHEREAS, Catie Conrad, Natalie Gervais, Lacey Rubin, Julia Schwartz and Kendall Valentin combined to set a new program record for the bars event; and,

WHEREAS, All-Tournament Team honors were garnered by Catie Conrad, Natalie Gervais, Ciara Gresham, Lacey Rubin, and Kendall Valentin; and,

WHEREAS, Head Coach Sarah Brown earned her first career MAC title, and EMU's first ever MAC regular season team title.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates the Women's Gymnastics Team and Head Coach Sarah Brown, and commends them for the honor and distinction they have brought to themselves as well as to Eastern Michigan University.

April 21, 2017



## **RESOLUTION**

### **Recognition of the Men's Swimming and Diving Team and MAC Diving Coach of the Year**

WHEREAS, the Eastern Michigan University Men's Swimming and Diving Team won the 2017 Mid-American Conference championship, its 34th championship; and,

WHEREAS, after trailing in the team standings throughout the week, the Eagles secured the championship by a single point in the final event; and,

WHEREAS, Alex Chan and Tosh Kawaguchi each won individual MAC championships, and Alex Chan was named MAC Outstanding Diver; and,

WHEREAS, First Team All-MAC honors were earned by Logan Burton, Alex Chan, Tosh Kawaguchi, Kyle Lichtenberg and Jake Tyson; and,

WHEREAS, Buck Smith was named MAC Diving Coach of the Year.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates the Men's Swimming and Diving Team, and Head Coaches Peter Linn and Buck Smith, and commends them for the honor and distinction they have brought to themselves as well as to Eastern Michigan University.

April 21, 2017

## **RESOLUTION**

### **Recognition of Dr. Toni Stokes Jones Recipient of the 2017 EMU-ACE Distinguished Woman in Higher Education Leadership Award**

WHEREAS, Dr. Toni Stokes Jones has served Eastern Michigan University with dedication and excellence for 18 years in both academic and administrative roles, and has been named the recipient of the 2017 EMU-ACE Distinguished Woman in Higher Education Leadership Award; and,

WHEREAS, her leadership and longstanding commitment to breaking gender and color barriers serves as encouragement to all women, and especially women of color, seeking to elevate their careers; and,

WHEREAS, Dr. Stokes Jones is an accomplished researcher who studies how women access and use technology, and presents on topics ranging from early childhood technology to career development of African American women; and,

WHEREAS, she has made notable contributions to local, national, and international development of individuals and scholarly communities, as well as to the principles and advancement of higher education, social justice, gender equity, and inclusion.

NOW, THEREFORE BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates Dr. Toni Stokes Jones for her 18 years as an outstanding leader and commends her as the ACE-EMU Distinguished Woman in Higher Education Leadership Award Recipient for 2017.

April 21, 2017

President's Report  
**EASTERN MICHIGAN UNIVERSITY**  
Board of Regents Meeting  
April 21, 2017

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

One of the most important and exciting days of the academic year is upon us. Tomorrow, we will welcome more than 2,500 new graduates during commencement ceremonies at the Convocation Center. We congratulate all of our graduating students and the outstanding faculty members and staff who have contributed to their success. Our commencement speaker, and honorary degree recipient, is Barbara McQuade, who served with distinction as the U.S. Attorney for the Eastern District of Michigan from 2010 to early 2017.

I would like to welcome two new appointees to the University's executive leadership team, starting with a very familiar face, Provost and Executive Vice President, Academic and Student Affairs, Rhonda Longworth. After a national search, I am pleased to announce the removal of "interim" from her title. Dr. Longworth has served the University in a variety of leadership roles after starting here as an assistant professor of political science in 1994. Please join me in congratulating Dr. Longworth.

Following a national search, Bill Shepard began work on Monday as the University's new vice president for advancement and executive director of the EMU Foundation. Bill joins Eastern after serving for more than 30 years in leadership roles at Wright State University in Dayton, Ohio. Bill was a key leader in Wright State's recent successful comprehensive campaign. He brings that experience and expertise to Eastern as we begin to prepare for the launch of our next comprehensive campaign. Please join me in welcoming Bill Shepard.

Three additional personnel announcements are important to note. Last week, we completed campus interviews for three finalist candidates for Dean of the College of Arts and Sciences. Provost Longworth will announce her decision soon. Jill Hunsberger has been named associate vice president for advancement, overseeing Alumni Relations. Steven Bryant will be the new director of diversity and community involvement. He has been director of diversity and inclusion at Northwest Missouri State University since 2011 and is set to join Eastern June 2.

On Wednesday, the University was presented with a \$200,000 gift to support the renovation of Strong Hall, which will begin this summer. The gift was provided by the Washtenaw Educational Options Consortium and the Early College Alliance as a result of our focus on STEM education and active support of the ECA.

This morning, at the Student Center and other campus locations, 550 female high school students from across the region are participating in our seventh annual Digital Divas program. This highly successful and popular program was developed by the Information

Assurance program to encourage more women to pursue careers in technology and cyber security.

Other recent highlights include:

- The 37<sup>th</sup> Undergraduate Symposium with presentations and performances by 450 students, supported by 230 faculty members. The event represents the best of the best of Eastern Michigan University.
- Dr. Gregg Barak, a professor of criminal justice and criminology and world-renowned authority on the subject of multinational corporate crime, is sharing his expertise as a Fulbright Scholar in Brazil.
- The Master's Program in Occupational Therapy was ranked among the top-third in the nation and among the best in Michigan in annual rankings by U.S. News and World Report.

Next week, I will travel to China to strengthen and expand our existing academic relationships. This is part of a renewed emphasis on the internationalization of our campus and international recruitment. We will visit partner schools, such as Tianjin University of Commerce (TJUC), where we have a long-standing master's degree in human resource management and organizational development. For that program, our faculty travel to Tianjin and teach on their campus. We also will speak to several university leaders there about our mechanical engineering program, set to launch this fall.

Additionally, we will meet with high school officials in China about our Early College Alliance program in order to further raise interest in the program among high school students, who could then transition to enrollment at Eastern. We also will work to expand opportunities for our students to teach English as a Second Language in China. These are important efforts in further establishing Eastern's global presence, particularly given our close proximity to Detroit Metropolitan Airport. We expect this trip to be very productive in furthering the University's long-term interests.

On a personal note, I would like to thank our outgoing Student Government leaders, President Tanasia Morton and Vice President Joshua Starr, for their outstanding leadership and commitment to the University and our students over the last year. They have served with distinction, and we know we will be hearing more great things about them in the years ahead.

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

James M. Smith, Ph.D.  
President  
Eastern Michigan University

## Recognition

- **Katelyn Coberley**, an EMU graduate student in information assurance, received the **2017 Women in Security Academic Award** from Duo Security, one of the fastest growing information security companies in the world.
- **Haley Moraniec**, an EMU graduate student in social work, has been named a **Newman Civic Fellow** in honor of her exceptional campus service in opening Swoop's Pantry at Eastern two years ago. She was one of only nine students named from the state of Michigan.
- **Shelby Taylor**, Eastern Echo managing editor, was awarded a \$1,000 **Michigan Press Association Foundation Student Scholarship**. Taylor was one of 11 Michigan Collegiate journalists to receive the scholarship.
- EMU students in the **Business Professionals of America** chapter excelled during the organization's state conference. 17 EMU students were involved in 28 competitions. First-place winners in various categories were **Monica Jurczyk** and **Matthew Leddy**. **Faraz Ansari**, **Kaitlin Boroniec**, **Melanie Konja**, and **Lillia Sheline** earned second-place honors. Third-place awards went to **Abigail Bongiorno**, **Kaitlin Boroniec**, **Tyler Johnson**, **Melanie Konja**, **Taylor Rodgers**, and **Lillia Sheline**. **Nate Kerfoot** earned a fourth-place honor. Two teams took first place honors – the team of **Eden Fisher**, **Johnica March**, **Emily Wheeler**, and the team of **Matthew Leddy**, **Nicholas Lynch**, **Matthew Mrozinski**, and **Michael Nielson**. The team of **Abigail Bongiorno**, **Melanie Konja**, and **Lillia Sheline** earned second-place honors.
- **Ellen Koch**, director of clinical training for the EMU doctoral program in clinical psychology, helped a woman overcome her fear of heights in a dramatic live demonstration on ABC-TV's **Good Morning America** national news program on February 17.
- **Ronald W. Collins Distinguished Faculty Awards** were bestowed upon the following faculty on March 29: **Kristine Ajrouch**, **Jill Dieterle**, **Michael Reedy**, **Kennedy Saldhana**, **John Staunton**, and **Zuzana Tomas**.
- **Distinguished Achievement Recognition Awards** were bestowed upon the following faculty on March 29: **Susan Badger Booth**, **Roberta Justice**, **Malgorzata Mroz**, **Russell Rhoton**, **Susan Santone**, **Jane Stephenson**, and **Joy Versluis**.
- The EMU College of Education received an almost perfect score (99.84 out of 100) and was **named the number one** (out of 50) **education and teaching program in the nation** for 2017, according to the Community for Accredited Online Schools.

- Three EMU graduate and undergraduate programs in human resources received **LEAD Top 10 awards** from HR.com. The **Masters of Science in Human Resource Management and Organizational Development** ranked first in its category, the **BBA-Management Major/HR Concentration** ranked first, and the **Graduate Certificate in Human Resources** ranked second.
- **Distinguished Achievement Recognition Awards** were bestowed upon the following staff on March 29: **Amy Barnhart, Jack Bidlack, Tracey Cade, Christine Deacons, Ellen Gold, Julia Heck, Melissa Rosenblum and Bonnie Taylor.**
- Eastern's annual **Employee Service Recognition Luncheon** was held on March 27 to honor employees who have reached milestone anniversaries with Eastern. Honored for 50 years of service were **Carter Eggers and Charlotte Stigler.** Honored for 40 years of service were **Mary Bigler, Steven Hayworth, Barbara Jones, Ellen Schwartz, and Mary Vielhaber.** Other employees were honored for service ranging from 10 to 35 years.
- Eastern ranked as one of the **top public universities in the nation in awarding financial aid to international students** in 2015, according to the Student Loan Report. EMU ranked no. 11 on the list of 150 schools, and had the highest ranking of any public university in Michigan.
- EMU was one of 58 colleges in the nation to be named to the **2017 Top LGBTQ-Friendly Online Schools,** by SR Education Group.
- Eastern has been named to Phi Theta Kappa's **2017 Transfer Honor Roll.** The honor roll recognizes excellence in community college transfer pathways. EMU is one of only 63 institutions nationwide selected to receive this honor.
- EMU's **Student Center was ranked number one student union in the country,** according to College Rank.
- **Nicolette Bateson,** EMU alumnus and a veteran Michigan administrator in the field of water supply management, was named recipient of the **EMU Master of Public Administration Program's Public Administrator of the Year** award.

#### Of Note

- The **Power2Change Foundation** has pledged a **\$6 million gift** to EMU Athletics to support an innovative community engagement program as well as facility enhancements. It is the largest cash pledge ever received by the University.

- Former EMU Board of Regents Chair **Phil Incarnati** has pledged a **\$500,000 gift** to EMU Athletics to support the Championship Building Plan. It is the third largest cash pledge ever received by EMU Athletics.
- EMU Football alumnus **T.J. Lang** has pledged a **\$500,000 gift** to EMU Athletics to support the Championship Building Plan, a match of the third largest cash pledge ever received by EMU Athletics.
- EMU Track & Field alumnus **Dan McClory** has pledged a **\$500,000 gift** to EMU Athletics to support the Championship Building Plan, a match of the third largest cash pledge ever received by EMU Athletics.
- The **Washtenaw Educational Options Consortium** and its **Early College Alliance** (ECA) program will donate **\$200,000** toward the renovation of Strong Hall. The ECA is located on Eastern's campus and allows high-school students to earn up to 60 transferrable college credits as part of their high school graduation requirements.
- EMU Football alumnus **Jason Jones** has pledged a **\$150,000 gift** to EMU Athletics to support the Championship Building Plan, the third largest cash pledge ever received from an EMU football alumnus.
- **Dr. Howard Booth** and his spouse, **Luanne Booth**, have pledged **\$50,000** for the E-Club Hall of Fame Project, to relocate and modernize Eastern's existing Hall of Fame.

## Events

- A class of graduate students in the **Historic Preservation** program researched, designed and installed a new exhibit in the McKenny Gallery. The exhibit, "**EMU Greek Life: Traditions, Challenges and Transitions**," opened on April 12.
- EMU hosted a **Teacher Job Fair** on April 7 at the Convocation Center. This annual fair is in its 31<sup>st</sup> year at Eastern and brings more than 130 school districts to meet with prospective teachers at EMU.
- EMU hosted its second annual **Green March for Autism** on April 12. *New York Times* bestselling author Ron Fournier headlined the event.
- The 37<sup>th</sup> annual **Undergraduate Symposium** was held on March 31. More than 450 students working with 230 faculty members presented research, presentations, projects and performances.

- The 9th annual **Cesar Chavez Day** celebration was held on March 29, and featured keynote speaker JoAnn Chavez, vice president, legal and chief tax officer, DTE Energy.
- Eastern's annual **Employee Service Recognition Luncheon** was held on March 27 to honor employees who have reached milestone anniversaries with Eastern, ranging from 10 to 50 years of service.
- The annual **Nonprofit Leadership Conference** was held March 17, and was focused on career development for EMU students as well as the broader community.
- The 6th annual **EcoJustice and Activism Conference** was held March 16-17, with presentations and panels addressing social and environmental injustices.
- The **SisterHOOD's Women in Leadership Conference** was held on March 16, with presentations and panels from women of color in leadership positions.
- The EMU Center for Entrepreneurship presented the **Sesi Midwest Entrepreneurship Conference and Skandalaris Business Plan Competition** on February 10 at the Student Center.

## Athletics

- Basketball (Women): **Ashley Nickens** and **Phillis Webb** were named to the Academic All-MAC team.
- Basketball (Men): **Tim Bond** was named to the MAC All-Defensive Team, and **James Thompson IV** was named to the All-MAC Second Team and the NABC All-District 14 Second Team. **Blake Brown, Nick Madray, and James Thompson IV** earned Academic All-MAC honors.
- Basketball (Men): The Men's Basketball team wore a **commemorative uniform** at it's final home game, with proceeds going to the **EMU Autism Collaborative Center (ACC)**. The uniforms were designed with individual puzzle pieces, and were auctioned or sold to benefit the ACC.
- Cross Country (Women): **Alsu Bogdanova, Natalie Cizmas, Jordann McDermitt** and **Sydney Meyers** earned U.S. Track & Field and Cross Country Coaches Association All-Academic honors.
- Cross Country (Women): The EMU Women's Cross Country team was named a U.S. Track & Field and Cross Country Coaches Association **All-Academic Team**.



- Cross Country (Men): **Nick Raymond** earned U.S. Track & Field and Cross Country Coaches Association All-Academic honors.
- Cross Country (Men): The EMU Men's Cross Country team was named a U.S. Track & Field and Cross Country Coaches Association **All-Academic Team**.
- Football (Men): **Cole Gardner, Jake Hurcombe, DaQuan Pace,** and **Brendan Renius** were named to the **2017 National Football Foundation Hampshire Honor Society**, which recognizes college football players who maintain a cumulative 3.2 GPA or better throughout their college career.
- Gymnastics (Women): The EMU Women's Gymnastics team qualified for the **NCAA Regionals**, for the second time in program history.
- Gymnastics (Women): The EMU Women's Gymnastics team successfully defended its **MAC Championship** title. **Catie Conrad, Natalie Gervais** and **Lacey Rubin** all tied for first place in the Bars event. **Catie Conrad, Natalie Gervais, Ciara Gresham, Lacey Rubin,** and **Kendall Valentin** was named to the All-Tournament Team.
- Gymnastics (Women): The EMU Women's Gymnastics team won its **first ever MAC Regular Season title**. **Kendall Valentin** was named to the All-MAC First Team, and **Catie Conrad** was named to the All-MAC Second Team.
- Gymnastics (Women): The National Association of College Gymnastics Coaches for Women announced that **Kendall Valentin** received regular season All-American honors. This is the first time in history that an Eagle has earned the award.
- Gymnastics (Women): **Sydney Audet, Kelsie Brooks, Catie Conrad, Kirsten Gendron, Natalie Gervais, Megan Hultgren, Megan Marino, Sydney McEachern, Lacey Rubin** and **Kendall Valentin** were named to the Academic All-MAC team. Eastern led the conference with 10 honorees.
- Swimming & Diving (Women): The team finished second at the **MAC Championships**. **Delaney Duncan, Alexis Mitcheltree** and **Nicole Swartz** were named to the All-MAC Team. Coach Buck Smith was named MAC Diving Coach of the Year. **Delaney Duncan** and **Alexis Mitcheltree** also qualified for the NCAA Championships.
- Swimming & Diving (Women): **Emilie Desnoyers, Delaney Duncan, Makenzie Garringer, Carly Jackson, Michal Liberman, Gabrielle Mace, Marissa Marion, Molly Miller, Alexis Mitcheltree, Hannah Newell, Abby Sadler, Alli Shereda, Emily Tubbs, Mary Grace Van Allen, Dora Vrcic,** and **Sierra Wagner** were named to the Academic All-MAC team.

- Swimming & Diving (Men): The team won their 34th **MAC Championships**, winning by a single point. **Logan Burton, Alex Chan, Tosh Kawaguchi, Kyle Lichtenberg** and **Jake Tyson** were named to the All-MAC First Team. **Alex Arrieta** and **Cole Bateman** were named to the All-MAC Second Team. **Alex Chan** was named Most Outstanding Diver, and **Coach Buck Smith** was named MAC Diving Coach of the Year.
- Swimming & Diving (Men): **Lance Bergmann, Erik Brinkoff, Logan Burton, Chris Buzard, Hunter Cook, Ryan Current, Chris Cutter, Conner Finnigan, Nicholas Fox, Tom Gillis, Connor Johnson, Tosh Kawaguchi, Josh Kreider, Kevin Moore, J.F. Murphy, Peter Ruseñas, and Jake Tyson** were named to the Academic All-MAC team. EMU led the league with 17 honorees.
- Track & Field (Women): The team finished second at the **MAC Championships**, held at Bowen Field House. **Alsu Bogdanova** was named Most Valuable Performer, and **Sydney Meyers** was named Most Outstanding Track Performer. **Alsu Bogdanova, Natalie Cizmas, Jasmine Jones, and Sydney Meyers** took first place honors in various events.
- Track & Field (Women): **Jordan McDermitt** qualified and competed at the NCAA Indoor Track & Field Championships. McDermitt set a new program record and finished sixth in her event.
- Track & Field (Women): **Alsu Bogdanova, Natalie Cizmas, Khadesha James, Jasmine Jones, Claire Mesa, and Sydney Meyers** were named to the All-MAC First Team. **Jordan McDermitt** and **Micah Johnston** were named to the All-MAC Second Team.
- Track & Field (Women): **Anna Aldrich, Danielle Bentzley, Alsu Bogdanova, Rebekah Branham, Rebekah Carr, Natalie Cizmas, Dace Dreimane, Jessica Harris, Jordann McDermitt, Claire Mesa, Sydney Meyers, Megan Pendleton, Lauren Pottschmidt, and Natalie Uy** were named to the Academic All-MAC Team.
- Track & Field (Men): The team finished second at the **MAC Championships**, held at Bowen Field House. **Willy Fink** was named Most Valuable Performer, and **Ivan Suazo** was named Freshman Track Performer of the Year. **Willy Fink** took first place honors in three events, along with **Alex Jacobs** placing first in two events.
- Track & Field (Men): **Willy Fink** and **Cameron Hart** were named to the All-MAC First Team. **Hlynur Andresson, Elijah Barber, Lashene Bouchikhi, Dan Kuhn, Mitch Lenneman, and Ivan Suazo** were named to the All-MAC Second Team.

- Track & Field (Men): **Colin Burdette, Willy Fink, Caleb Hess, Tom Jozwiak, Zach Purcilly, Nick Raymond,** and **Tyler Underwood** were named to the Academic All-MAC Team.
- Wrestling (Men): The team placed sixth in the MAC Championships. **Gage Hutchison** took second place and secured a bid into the NCAA Championships. **Nick Barber** and **Noah Gonser** also qualified for the NCAA Championships.
- Wrestling (Men): **Nick Barber, Zac Carson, Noah Gonser, Derek Hillman, Kayne MacCallum, Sa'Derian Perry,** and **Kyle Springer** were named to the Academic All-MAC team. Eastern had the second most student-athletes on the list, behind Kent State.
- The **Women's Tennis Team** and the **Men's Wrestling Team**, as well as coaches, volunteered at the 12<sup>th</sup> annual **Victors Day event** at the University of Michigan on March 17. The event brings together UM and EMU student-athletes and more than 750 special needs students from Washtenaw County to participate in various sports events.
- **Donald Scott**, alumnus of the EMU Track Team, placed second in the triple jump at the USA Track & Field Indoor National Championships. Alumnus **Max Babits** placed sixth in the pole vault.
- Former baseball coaching legend **Ron Oestrike** will be inducted into the **MAC Hall of Fame** on May 31, and becomes the eighth EMU honoree.
- Former EMU Sports Information Director **Jim Streeter** was recently bestowed the **highest individual membership honor** by the Detroit Sports Broadcasters Association.
- **The Oak Society**, a new leadership giving society named after legendary baseball coach Ron Oestrike, has been formed. Oak Society members will be difference makers for the student-athlete experience at Eastern.
- **The United Dairy Industry of Michigan** partnered with EMU Athletics to support **Swoop's Student Food Pantry**. The UDIM donated \$1,000 to the Pantry, which based free throws made by the men's and women's basketball teams during the 2016-17 season.

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