

2020

Board of Regents Meeting Materials, June 18, 2020

Eastern Michigan University

**EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
February 13, 2020**

These are the proposed minutes of the February 13, 2020 Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman James Webb at 1:32 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were: Regent Rich Baird, Regent Dennis Beagen, Regent Michelle Crumm, Regent Eunice Jeffries, Regent Alex Simpson, Regent Mary Treder Lang and Regent James Webb.

Board members absent: Regent Mike Hawks

There was a quorum.

Section 1

PROPOSED MINUTES OF THE DECEMBER 13, 2019 REGULAR BOARD MEETING

Regent Crumm moved and Regent Simpson seconded that the proposed minutes for the December 13, 2019 Board Meeting be approved as submitted.

Motion Carried

CONSENT AGENDA

Chairman Webb 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 Simpson that sections 2-7 be approved in their entirety as presented.

Section 2

STAFF APPOINTMENTS

Recommended that the Board of Regents approve seven staff appointments for the reporting period November 22, 2019 through December 31, 2019: Jeffrey Angeliu, Jamila Whitaker, Jamee Southward, Logann Dolan, Alexander Jewell, David Guest, and Hannah Morch.

Section 3

STAFF SEPARATIONS/RETIREMENTS

Recommended that the Board of Regents approve eight separations and retirements for the reporting period of November 22, 2019 through December 31, 2019: Alison Halweg, April Glatz, Benita Goldman, Chiara Hensley, David Turner, Jo Warner, John Phillips, and Priscilla Hall.

Section 4

EMERITUS STAFF RECOMMENDATION

Recommended that the Board of Regents grant Emeritus Staff Status to five staff members: Toni Deas, Library Assistant, Halle Library, retired 9/30/2019, Dawn Farmer, Office Supervisor, Holman Success Center, retired 9/30/2019, Jada Wester, Executive Assistant, Business & Finance, retired 11/8/2019, Kenneth Hardesty, Police Officer, Department of Public Safety, retired 10/02/2015, and Benita Goldman, Program Associate, Academic Programs Abroad, retired 12/31/2019.

Section 5

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL TRANSFERS

Recommended that the Board of Regents approve three Administrative/Professional transfers: Julie Becker, Alexander Popko, and Mehmet Yaya.

Section 6

ACADEMIC RETIREMENTS/SEPARATIONS

Recommended that the Board of Regents approve 13 retirements for the period of October 1, 2019 through December 31, 2019: Marcia Bombyk, Elizabeth Broughton, Nancy Copeland, Sammy Fullerton, Susan Gregory, Susan Moeller, Pamela Moore, Elisabeth Morgan, William Moylan, David Pierce, Darcelle White, Diane Winder, Rick Rogers and one separation: Mary Vielhaber.

Section 7

EMERITUS FACULTY STATUS

Recommended that the Board of Regents grant Emeritus Status to 10 former faculty: Elizabeth Broughton, Department of Leadership and Counseling from 1997 to 2019 who retired after 22 years; Nancy Copeland, Department of Teacher Education from 1990 to 2019 who retired after 29 years; Sam Fullerton, Department of Marketing from 1982 to 2019 who retired after 37 years; Susan Gregory, School of Technology and Professional Services Management from 2002 to 2019 who retired after 17 years; William Moylan, School of Visual and Built Environments from 2002 to 2019 who retired after 17 years; David Pierce, School of Music and Dance from 1990 to 2019 who retired after 29 years; Rebecca Sipe, Department of English Language and Literature from 1997 to 2019 who retired after 22 years; Toni Stokes Jones, Department of Teacher Education from 1999 to 2019 who retired after 20 years; Darcelle White, School of Technology and Professional Services Management from 1995 to 2019 who retired after 24 years, Diane Winder, School of Music and Dance from 1988 to 2020 who retired after 31 years, and one former lecturer Rick Rogers, Department of History and Philosophy from 1992 to 2019 who retired after 28 years.

Motion Carried

REGULAR AGENDA

Section 8

STUDENT AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

Regent Beagen moved and Regent Simpson seconded that the Student Affairs Committee agenda for February 12, 2020 and minutes of the December 12, 2019 meeting be received and placed on file.

Motion Carried

Section 9

FACULTY AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

Regent Baird moved and Regent Simpson seconded that the Faculty Affairs Committee agenda for February 13, 2020 and the minutes of the October 24, 2019 meeting be received and placed on file.

Motion Carried

Section 10

EDUCATIONAL POLICIES COMMITTEE: APPROVAL OF AGENDA AND MINUTES

Regent Beagen moved and Regent Jeffries seconded that the Educational Policies Committee agenda for February 12, 2020 and minutes of the December 13, 2019 meeting be received and placed on file.

Motion Carried

Section 11

APPOINTMENT/REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

Regent Baird moved and Regent Crumm seconded that the Board of Regents re-appoint Tammy Smith to a three-year term on the Board of Directors of the Academy for Business and Technology; appoint Michelle Raube to a two-year term, and Markeen Baker and Reginald Williams to three-year terms on the Board of Directors of Woodley Leadership Academy.

Motion Carried

Section 12

NEW ACADEMIC PROGRAM: CIVIL ENGINEERING, BACHELOR OF SCIENCE

Regent Baird moved and Regent Crumm seconded that the Board of Regents approve a New Academic Program: Civil Engineering (Bachelor of Science).

Motion Carried

Section 13

ACADEMIC PROGRAM PHASE-OUTS

Regent Beagen moved and Regent Crumm seconded that the Board of Regents receive and place on file the notification of the following five (5) Academic Program Phase-Outs: Language and International Careers - French, (BA), Language and International Careers - Spanish (BA), Secondary Education French (BA), Secondary Education German Language and Literature (BA), and Secondary Education Spanish Language Teaching (BA).

Motion Carried

Section 14

FINANCE AND INVESTMENT COMMITTEE: APPROVAL OF AGENDA AND MINUTES

Regent Jeffries moved and Regent Beagen seconded that the Board of Regents receive and place on file the minutes from the December 13, 2019 Finance and Investment Committee meeting and the Working Agenda for the February 13, 2020 meeting.

Motion Carried

Section 15

**FEDERAL SINGLE AUDIT FINANCIAL REPORTS FOR THE YEAR ENDED
JUNE 30, 2019**

Regent Jeffries moved and Regent Simpson seconded that the Board of Regents receive and place on file the Federal Single Audit Financial Reports for the year ended June 30, 2019.

Motion Carried

Section 16

**CIVIC MEDIA GROUP, LLC. - UNIVERSITY SIGNAGE OPERATING
AGREEMENT**

Regent Jeffries moved and Regent Crumm seconded that the Board of Regents delegate to the President or designee to negotiate and execute an agreement for the construction and operation of electronic signage at strategic locations on the University's campus. The agreement provides a term of thirty (30) years.

Motion Carried

NEW BUSINESS AND PRESENTATIONS

TAB A

PRESENTATION: EAGLE CORE TEAM

Decky Alexander provided the Board with a review of all of the programs and offerings through the Engage@EMU Office.

TAB B

RESOLUTION: RECOGNITION OF THE 2020 MLK CELEBRATION “RISE UP AGAINST INJUSTICE”

Regent Simpson moved and Regent Treder Lang seconded that the Board of Regents approve the Resolution recognizing the 2020 Martin Luther King, Jr. Celebration Planning Committee.

Motion Carried

TAB C

RESOLUTION: RECOGNITION OF THE EMU MOOT COURT TEAM

Regent Beagen moved and Regent Baird seconded that the Board of Regents approve the resolution recognizing the Moot Court Team for being named National Champions.

Motion Carried

TAB D

RECOMMENDATION: APPOINTMENT OF EAGLE ADMINISTRATIVE SERVICES BOARD MEMBER

Regent Treder Lang moved and Regent Beagen seconded that the Board of Regents appoint Regent Michelle Crumm to serve the remainder of Regent Eunice Jeffries’ term. The term on the Eagle Administrative Board is January 1, 2019 - December 31, 2020.

Motion Carried

TAB E

RECOMMENDATION: HONORARY MASTERS DEGREE RECIPIENT

Regent Crumm moved and Regent Treder Lang seconded that the Board of Regents award Franz Harary an Honorary Master's Degree in Humane Letters-Theatre.

Motion Carried

TAB F

President's Report
EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
Feb. 13, 2020

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

It is my distinct honor to share with you, and with the entire Eastern Michigan University community, some of the important developments that are taking place at the University.

We are one month into the new year of 2020, and the start of a new decade. It is good time for us to look ahead – to look to the future.

By the end of this year, we will have a new Sill Hall, home of the College of Engineering and Technology.

We will have a revitalized REC/IM – a complete overhaul and facelift to this vital campus and student-oriented building.

And, in just one month from now, we will have a new, expanded home for Counseling and Psychological Services and the Psychology Clinic in the new Campus Wellness Center. A ribbon-cutting event is scheduled for Thursday, March 12 at 4 p.m.

These are transformative projects, and follow last year's opening of Strong Hall and the new IHA Health Center at EMU.

While these projects are important for Eastern in the short term – they are even more important in the long term. With your help, we are, together, shaping the future of the University in a positive way for decades to come.

And, while we continue to improve the bricks and mortar of our facilities, it is the academic and student success that drives Eastern's overall impact in our community, our state, our nation and globally.

Examples of that success can be seen in the work of our Moot Court team and the national championship we celebrated just a few moments ago. Our outstanding students, led by outstanding faculty, achieved a level of national recognition that has excited the entire Eastern Michigan University community.

Other recent examples of our high quality academics include:

Brittany Venglarcik, a master's graduate student of Polymers and Coatings Technology, has been selected to receive a FOCUS (Future of Coatings Under Study) Research Scholarship of \$7,500 for the 2019-2020 school year. The [scholarship is awarded by the Detroit Society for Coatings Technology](#), a regional professional society of leading automotive executives, coating materials and equipment suppliers, consultants, entrepreneurs and academics.

The [National Oceanic and Atmospheric Administration](#) is featuring the work of Education Professor Ethan Lowenstein, a national leader in the place-based education movement. The New York Times, The Detroit News, and other news media have covered the work of the SEMIS Coalition, which he leads.

Mary-Elizabeth Murphy, an associate professor of history and women and gender studies, has been named the [inaugural recipient of a social justice fellowship](#) funded by longtime EMU supporters Kirk and Sharon Profit. The fellowship enables Murphy to conduct research on her book project: "Before the Freedom Riders: African Americans, Bus Companies, and Black Protest Politics."

Dean Dana Heller of the College of Arts and Sciences [has been appointed to the board of jurors for the Peabody Awards](#), bestowed each year for excellence in television, radio and digital media. The jurors are made up of media industry professionals, media scholars, critics and journalists. Dean Heller is a professor of cultural studies.

Dr. Eric Portenga, Assistant Professor, Geography and Geology, was awarded a \$221,014 grant from the National Science Foundation for his project studying the affects on wildlife of fires in the mountains of Santa Monica, California.

Fourteen faculty members are first to receive funding from the [GameAbove Faculty First \\$2 million gift](#) to support faculty research and professional development. A variety of initiatives have been funded, totaling nearly \$50,000. Faculty can submit funding applications at the [GameAbove Faculty Professional Development and Innovation Fund webpage](#).

[GameAbove](#) is a diverse group of passionate Eastern alumni who desire to give back to the University through supporting campus initiatives focused on research, entrepreneurship and innovation. Since November, the group has donated more than \$13 million to academic, student support and athletic programs.

Our celebration of Black History Month kicked off with a successful Black Leadership Summit on January 29, hosted by the EMU Black Student Union. The remainder of the month's events can be found on the University calendar.

On March 20, we will kick off the Week of Excellence, beginning with the Graduate Research Conference and culminating with the 40th annual Undergraduate Symposium on Friday, March 27. The week of activities are a true celebration of all that Eastern Michigan stands for - high quality academics and outstanding student-faculty interaction and mentorship.

Other accomplishments are listed in the appendix to this report on and the University website.

Thank you, Chairman Webb.
James M. Smith, Ph.D.
President

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Recognition

Chocolate Brooks, Katrina Seals, and Quentin Washington were honored and earned **\$500 scholarships** for sharing their perspectives and experiences in an essay contest detailing how they have overcome and continually will **"Rise Up Against Injustice,"** the theme for this year's Martin Luther King, Jr. celebration at EMU.

Allanah Morales and Kyra Mitchell were honored for the ways in which they powerfully honor diversity, the promotion of peace, community service and the values of Martin Luther King, Jr. Morales was presented with the **Evans-Strand Peace Award** and Mitchell received the **Martin Luther King, Jr. Scholarship Award** at the President's Luncheon.

Online graduate programs in the College of Education moved up a dozen spots in the annual list of rankings of the top online graduate school programs compiled by U.S. News and World Report. The online programs ranked were in **Educational Leadership, Educational Psychology, Special Education, and Social Foundations in Education**

The online **Integrated Marketing Communications** master's degree program in the College of Business has again been highly ranked in the annual list of top online graduate school business programs compiled by the U.S. News and World Report.

The **Beta Alpha Psi accounting honors organization** was recognized as "superior" for the 20th consecutive year. The EMU chapter performs hundreds of hours of community service each semester, including work on behalf of other organizations such as Meals on Wheels, the Walk to Fight Cancer, Habitat for Humanity and Food Gatherers. In addition, they also filled out the tax return for more than 100 low-income people in the Ypsilanti community during the past year, an annual activity for the club.

Emeritus professor Ronald Woods was honored by the state of Michigan with a **special tribute signed by Governor Gretchen Whitmer**. During Woods 43-year career at EMU he served as a lecturer in the Afro-American Studies program, a professor, and head of African American studies. He received a variety of Eastern's highest honors, including the Martin Luther King, Jr. Humanitarian Award, the Ronald W. Collins Distinguished Faculty Award and the John W. Porter Distinguished Service Award.

Of Note

GameAbove and the **Mr. October Foundation** announced a collaborative effort and **\$500,000 in annual funding to expand the Digital Divas/Dudes program** that encourages and supports more girls and boys, particularly from disadvantaged areas, to enter technology-related careers.

EMU honored **Governor Gretchen Whitmer** with the **Martin Luther King, Jr. Humanitarian Award** for her distinguished service to the state of Michigan at the annual MLK President's Luncheon.

Events

The 40th annual **Undergraduate Symposium** will be held on March 27. The Symposium features exceptional academic work of undergraduate students, showcasing their research and creative projects from a wide variety of disciplines.

The **Graduate Research Conference** will be held on March 20. Eastern graduate and doctoral students will present research and creative activity in a professional conference format.

The 34th annual **Dr. Martin Luther King, Jr. Celebration** was held January 16-22. The keynote speaker at the President's Luncheon was Dr. Terrence J. Roberts, one of the "Little Rock Nine." Programming events were held to explore, inform, and inspire the EMU community to engage in meaningful action as it strives to foster a just society for all.

Athletics

Baseball (Men): The baseball team and Head Coach Eric Roof with Team IMPACT, a national nonprofit that connects children facing serious or chronic illnesses with local college athletic teams, welcomed **Bentley "Bennie," Booth**, a nine-year old from Belleville, to sign on as the 35th member of the team.

Cross Country (Women): **Natalie Cizmas** and **Emily Smith** were named as MAC Distinguished Scholar Athletes for excellence in athletics and academics.

Cross Country (Men): **Owen Day** was named as a MAC Distinguished Scholar Athlete for excellence in athletics and academics.

Football (Men): **Kobie Beltram, Jake Donnellon, Dylan Drummond, Mike Haney, Brody Hoying, Marcellus Johnson, Freddie McGee III, Steven Nielsen, Thomas Odukoya, Yannik Rohrschneider, Chad Ryland, Carter Stagner, Breck Turner, and Mike Van Hoeven** were named to the Academic All-MAC Team.

Football (Men): **Dylan Drummond and Brody Hoying** were named as MAC Distinguished Scholar Athletes for excellence in athletics and academics.

Soccer (Women): **Simone Chiodo, Maria Cobetto, Peyton Davis, Mabel Dunn, Kylie Frantz, Alia Frederick, Kristin Hullibarger, Parys Kerr, Kennady Kuhlman, Aubrey Martin, Maggie McCullough, Sabrina McNeill, Tessa Osborne, Nicole Remedios, and Haley Tausend** were named to the Academic All-MAC Team.

Soccer (Women): **Sabrina McNeill and Nicole Remedios** were named to the United Soccer Coaches Scholar All-Region teams.

Soccer (Women): The women's soccer team was awarded the **Team Ethics and Sportsmanship Award** by the United Soccer Coaches. They were the only MAC team to be recognized and were one of 143 teams to earn the honor for the 2019 season.

Swimming & Diving (Women): The College Swimming & Diving Coaches Association of America (CSCAA) announced that the team was named a **Scholar All-America Team** for the Fall 2019 semester.

EMU student-athletes finished the fall semester with an overall GPA of 3.201, the fourth highest in school history. 47 student-athletes finished the semester with perfect 4.0 GPAs.

Donald Scott, an Eastern track alumnus is aiming for a spot on the U.S. Olympic Team for 2020 Tokyo. Making the team would extend Eastern's streak of 15 consecutive Summer Olympics with a representative from the men's and women's track programs.

Toronto Blue Jay's pitcher and EMU alumnus **Matt Shoemaker** hosted a Pro Pitching Development Camp in Ypsilanti in February.

Former Eastern Eagle **Andrew Wylie** played in and won the Super Bowl with the Kansas City Chiefs on February 2.

EMU's **Eagle Crest Golf Course** was recognized by Golf Advisor travel guide as among the **top 25 college courses** in the country.

TAB G

OPEN COMMUNICATIONS

Vice President Reaume announced that two (2) people requested to address the Board of Regents. The speakers were given up to three (3) minutes to speak.

Colton Ray- Investing in student financial security and well - being in the event of a housing public-private partnership and in collaboration with the Game Above donors.

Dr. Rema Reynolds (Black Student Union)- The 2nd Annual Black Leadership Summit.

Chairman Webb reminded attendees that the next meeting is scheduled for April 23, 2020. He called for any further business to be brought before the Board. There being none, Regent Baird made a motion to adjourn. Regent Simpson 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

EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
April 23, 2020

These are the proposed minutes of the April 23, 2020 Board of Regents meeting.

Vicki Reaume, Vice President and Secretary to the Board of Regents opened the meeting by informing the Board, that given the unique situation in which we find ourselves as a Board, as a University, and as a nation, unless there was any objection from the Board, that we would consider the Virtual meeting to be a Regular, Formal meeting of the Board of Regents of Eastern Michigan University, pursuant to Section 3.03 of the Bylaws.

Hearing no objections, she turned the meeting over to Board Chairman, Regent Jim Webb.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman James Webb at 1:04 p.m. Due to the COVID-19 pandemic, the meeting was conducted using Zoom and live-streamed.

The Board members present were: Regent Rich Baird, Regent Dennis Beagen, Regent Michelle Crumm, Regent Mike Hawks, Regent Eunice Jeffries, Regent Alex Simpson, Regent Mary Treder Lang and Regent James Webb.

Board members absent: None

There was a quorum.

AGENDA

Section 1

REAPPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

Regent Beagen moved and Regent Jeffries seconded that the Board of Regents re-appoint Solomon Spann III to a three-year term on the Board of Directors of the Commonwealth Community Development Academy; and re-appoint Jasmine Henry to a one-year term on the Board of Directors of Dr. Joseph F. Pollack Academic Center of Excellence.

Motion Carried

Section 2

SUPPLEMENTAL CAPITAL

Regent Jeffries moved and Regent Simpson seconded that the Board of Regents approve an additional appropriation of \$550,000 for the Fiscal Year 2020-2021 University Capital Budget. This appropriation is additive to the \$13.3 million approved by the Board of Regents at the December 13, 2019 meeting.

Motion Carried

Section 3

SALE OF UNIVERSITY PROPERTY

Regent Jeffries moved and Regent Crumm seconded that the Board of Regents authorize the President or designee to negotiate and execute final documents for the sale of 300 W. Michigan Avenue, Ypsilanti, Michigan. This property comprises the University's ownership interest in the current Owen College of Business building and parking garage.

Motion Carried

Section 4

COLLECTIVE BARGAINING AGREEMENT BETWEEN EMU AND THE EMU POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)

Regent Crumm moved and Regent Baird seconded that the Board of Regents approve the recently negotiated collective bargaining agreement between Eastern Michigan University and the Police Officers Association of Michigan (POAM). It is further recommended that the Board of Regents authorize the President to execute the agreement on its behalf.

Motion Carried

Section 5

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EMU AND THE EMU
COMMAND OFFICERS ASSOCIATION OF MICHIGAN**

Regent Crumm moved and Regent Beagen seconded that the Board of Regents approve the recently negotiated “wage reopener” of the collective bargaining agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the Command Officers Association of Michigan (COAM). It is further recommended that the Board of Regents authorize the President to execute the a greement on its behalf.

Motion Carried

Section 6

OPEN COMMUNICATIONS

Vice President Reaume announced that there were no requests from individuals to address the Board.

Section 7

PRESIDENT’S REPORT

President’s Report
EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
April 23, 2020

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

It is my distinct honor to share with you, and with the entire Eastern Michigan University community, some of the important developments that are taking place at the University.

These are unprecedented times, as we all certainly know. As the world has adapted to our ever-changing new normal and the life altering complexities surrounding it, so has Eastern Michigan University.

It is in that spirit that I take time today to thank our entire Eastern Michigan University community for its incredibly supportive and collaborative efforts during the COVID-19 pandemic.

I begin by acknowledging our students – the cornerstone of who we are as an institution. The reason our faculty and staff, and each and every one of us, do what we do.

Students have made an incredible adjustment, not just to online classes, but in managing the inconceivable disruption this crisis has brought to their personal, family, social and professional lives.

We continue to support roughly three hundred students remaining in campus housing -- because it is the only home they have right now.

These include international students, whose home nation will not permit their return; students who have immunocompromised individuals in their permanent place of residence, creating undue risk of bringing COVID-19 into their habitat; and others, such as graduate students, who have made Eastern their home for the next several years while they complete their studies.

All of our students, those living on campus and those commuting, have pushed forward and persevered in light of the global crisis. Students have continued to excel in this difficult and challenging environment.

And, a special shout out to our April graduating students, who will not have the opportunity **at this time** to participate in the grand procession, pomp and circumstance of Commencement at the Convocation Center. Our April graduates are participating in a digital media/virtual celebration – and we have words of congratulations to share with them from more than 100 selfie videos from fellow students, faculty members, staff and alumni. We plan to have a formal in-person graduation ceremony for our April graduates later in the year, once such gatherings are permitted.

Eastern Michigan University's acclaimed faculty members have gone above and beyond to adapt their teaching methods to embrace online and virtual instruction, using new platforms they had never planned on using. Our faculty did this on very short notice as government public health directives, in the early stages of this crisis, were changing by the hour.

Over and over again, we hear stories about our faculty members' creativity in inspiring our students and continuing to help them complete their classes. Faculty members, you deserve all of our thanks.

I also thank our support staff, who have been working remotely and adapting their work to provide students with the services they need, whether advising, writing, career development or health and wellness. Our staff also has responded to the crisis with creative solutions to bring that support online to benefit our students. Thank you for helping to ensure our students' continued success.

With all of this, there is another group at Eastern Michigan University who deserve special recognition. As many of you know, not all Eastern Michigan University employees are working remotely. A good number are considered "critical infrastructure workers" or are conducting "minimum basic operations" as outlined in the Governor's executive order.

These individuals truly deserve special acknowledgement. They are venturing out of their homes to do their jobs, to support the University at this critical time. In their own way, they are part of the front line in keeping the University operating, and continuing our support of students and the surrounding community. These employees include:

- Our facilities and maintenance teams, who have spent countless hours cleaning and disinfecting entire buildings, including residence halls, academic buildings and classrooms, touch points and common areas, as well as fixing broken steam lines and other critical operational areas. I have had more than one individual bring to my attention what a wonderful job the facilities and maintenance staff is doing at this time.
- Our team in Information Technology, who remain on campus ensuring we are functioning online, and supporting our faculty, staff and students. This includes creating outdoor Wi-Fi hotspots, as well as adding and troubleshooting enhanced teaching and meeting capabilities.
- The teams in dining and housing, who are here today supporting the roughly 300 students still living on campus that I referenced earlier.
- The team at Swoop's Food Pantry, who have continued to address the needs of students who are food insecure.
- The broadcast team at WEMU, who are providing daily local and National Public Radio coverage of COVID-19 while also bringing entertainment to our homes with the station's distinct blend of news, blues, jazz, world and roots music.
- And finally, our members of the Department of Public Safety, who continue to support our campus and community in a very difficult time, while also finding time to volunteer and support food delivery at Ypsilanti Meals on Wheels. You are truly on the front lines.

I especially want to thank those of you who are considered critical infrastructure or conducting minimum basic operations – while we may not see you every day, we know that you are there, and that you care deeply about our campus and our community.

Unique and difficult times bring out the best in people – and that is certainly true of our employees who continue to work on campus, as well as our students and employees who are working remotely. Many of you are taking part in volunteer activities to support health care workers and others in the community. This is the Eastern Michigan University way. I am proud to be your President. I am proud to be your colleague. And, I am proud of the work you do.

Other accomplishments are listed in the appendix to this report on and the University website.

Thank you, Chairman Webb.
James M. Smith, Ph.D.
President

Recognition

- **Jacquelyn Roberts**, a biochemistry major, has been selected for a **Graduate Research Fellowship Program** award by the **National Science Foundation**. Roberts has been accepted into the Biomedical Sciences Ph.D. program at the University of Michigan, where she will continue her research.
- **Student Gold Medallion Awards** were presented in March to students, student organizations, and faculty to honor outstanding service, mentorship and professionalism at Eastern. Award winners included **Chad Thomson**, Graduate Eagle Ambassador Award; **Anas Pasha**, Undergraduate Eagle Ambassador Award; **Alex Kavali**, Outstanding Graduate Mentor Award; **Mickia Simmons**, Outstanding Undergraduate Mentor Award; **Theodore Johnson**, Graduate Volunteerism Award; **Christopher Clark**, Undergraduate Volunteerism Award; **Jarrold Stober**, Graduate Professionalism Award; **Troy Masserant**, Undergraduate Professionalism Award; **Paul Sommerville**, Graduate Leadership Award; **Savannah Currier**, Graduate Leadership Award; **Camila Henriquez Mora**, Undergraduate Leadership Award; **Brionna Bryant**, Glenna Frank Miller Collegiate Leadership Award; **Financial Management Association**, Outstanding Student Organization Award; **5th Dimension Dance Crew's House of Dimension** program, Outstanding Student Organization Program Award; and, **Karen Ann Craig**, Outstanding Student Organization Advisor Award.
- Professor **Tsu-Yin Wu** and Assistant Professor **Annemarie Kelly** from the College of Health and Human Services were recognized as "**2020s Notable Women in Health Care**" by Crain's Detroit Business for excellence in health care research, mentoring, teaching, and service work.
- Seven faculty members have been honored for their exceptional efforts in teaching research, creative activity, and service to the University. Those honored include: Teaching I, **Jamie Ward**, Communications, Media and Theatre Arts; Teaching II, **Jeffrey Bernstein**, Political Science; Creative Activity, **Howard Cass**, Music and Dance; Creative Activity, **MeeAe Nam**, Music and Dance; Research I, **Carmen McCallum**, Leadership and Counseling; Research II, **Hedeel Evans**, Chemistry; and, Service, **Michael McVey**, Teacher Education.

- **Cal Downing**, flight instructor and program coordinator for the EMU Aviation program was recognized as Michigan's Flight Instructor of the Year by the East Michigan District. **Jerard Delaney II** was recognized as the FAA Safety Team Representative of the Year for both the East Michigan District and the entire state.
- The **master's degree program in Occupational Therapy** has been ranked among the top 50 in the nation and one of the two best programs in Michigan, by U.S. News & World Report.
- The **master's degree program in Educational Leadership, K-12 Administration** has been ranked 6th in the nation by 2020 Best Online Colleges for Value.
- For the third consecutive year, EMU has been named one of the **most military and veteran friendly universities** in the country, according to rankings released by the website, Military Friendly. Emu ranked third in the country and first in Michigan.

Of Note

- Although the 40th annual **Undergraduate Symposium** was canceled due to the COVID-19 epidemic, many academic and creative projects may be viewed on the Symposium's social media channels.
- The March episode of **EMU Today TV** included interviews with two successful EMU alumni – Anthonthy Tomey, former pitcher in the Detroit Tigers organization and owner of one of the largest franchisees of Jimmy John's restaurants, and Eric Brown, an established Detroit-area human resources executive. The program also featured a look at the women's basketball and gymnastics programs. The episode can be viewed on YouTube and on Xfinity On Demand.

Events

- EMU hosted its 10th annual **Digital Divas** STEM conference virtually on April 17. Topics such as coding, sustainability, exploring the solar system with NASA, and making your own lip gloss were offered free of charge to participants.
- **TRUEMU Night at the Red Wings** was held on March 10. Students, faculty, staff and alumni enjoyed a fun night at the Little Caesars Arena. Proceeds from the event supported the EMU GEM Scholarship Fund and participants received a co-branded EMU/Red Wings hat.
- The 3rd annual **Women of Color Feminisms & Leadership Symposium**, sponsored by the Women's Resource Center, Center of Race & Ethnicity, and Women's and Gender Studies department, was held on March 10.

- The 10th annual **EMU Undergraduate Conference in Philosophy** was held March 7-8. Students, faculty, and guests participated in presentations and discussions on a variety of professional topics.
- **EMUiNVENT**, a competition for young inventors from local K-12 schools in affiliation with The Henry Ford's Invention Convention Worldwide, was held on March 6. Winners advanced to the state competition.
- The **EMU Theatre** presented "North Star," directed by Professor Wallace Bridges, from February 7-12.

Athletics

- Basketball (Women): **Jenna Anecchiarico, Kiara Johnson, and Natalia Pineda** were named to the Academic All-MAC Team.
- Basketball (Women): **Areanna Combs** was named to the MAC-All Defensive Team and was included on the Honorable Mention All-MAC Team.
- Basketball (Men): **Derek Ballard, Jr.** was named to the Academic All-MAC Team.
- Basketball (Men): **Boubacar Toure** was named to the Second All-MAC Team and the MAC-All Defensive Team. **Chris James** was named an NSCA All-American by the National Strength and Conditioning Association.
- Gymnastics (Women): **Cortney Bezold, Emili Dobronics, Shannon Gregory, Cali Harden, Carly Kosanovich, Brianna Price, Charlotte Reynolds, Jada Rondeau, and Caitlin Satler** were named to the Academic All-MAC Team.
- Gymnastics (Women): **Jada Rondeau and Caitlin Satler** earned All-MAC Second Team honors.
- Football (Men): **Hunter Andrews, Kobie Beltram, Brody Hoying, Steven Nielsen, Yannik Rohrschneider, and Breck Tuner** were named to the 2020 National Football Foundation Hampshire Honor Society.
- Swimming & Diving (Women): **Amelia Armstrong-Grant, Bethany Berger, Marcella Da Costa, Casey Gavigan, Hunter Ignasiak, Brielle Johnston, Carlee Jones, Amelia Kinnard, Abby Rapien, Micaela Schempf, Meike Staffeldt, Rachel Stark, Ali Staver, Avrie Stewart, Kylie Sutherlin, Sydney Thomas, Sophia Tsafantakis, and Claire Young** were named to the Academic All-MAC Team.
- Swimming & Diving (Women): **Bethany Berger, Micaela Schempf, Meike Staffeldt, Sophia Tsafantakis, and Keira Veltigian** were named to the CSCAA All-American Team.

- Swimming & Diving (Women): **Alyssa Shugarman** won the 500 Freestyle event and the 1650 Yard Freestyle event at the **MAC Championships**. **Claire Young** took silver in the 100 Backstroke and 200 Backstroke events.
- Swimming & Diving (Women): **Micaela Schempf, Sophia Tsafantakis, and Bethany Berger** placed third, fourth and fifth in the 1-Meter and the 3-Meter Diving events at the MAC Championships.
- Swimming & Diving (Women): The Eagles placed third at the **MAC Championships** and Head Coach **Buck Smith** was named **MAC Women's Diving Coach of the Year** for the 11th time in his career.
- Track & Field (Women): **Brenna Cavanaugh, Tiffany Cernej-Garcia, Olivia Chandler, Kadian Clarke, Madison Distelrath, Mair Edwards, Keypathwa Gibson, Morgan Iverson, Savannah Luthman, Brittini Mason, Gianna Salzbrunn, Lexi Seifert, Arianna Short, Graysen Simmons, Emily Smith, Kaitlyn St. Bernard, Alysse Wade, Nina Ward, and Chevonne Wheeler** were named to the Academic All-MAC Team.
- Track & Field (Women): The Eagles won the **2020 MAC Indoor Championship**, their seventh indoor title. **Alyson Davis** was named Freshman Track Performer of the Year.
- Track & Field (Women): **Alyson Davis** placed first in the 60m Dash, with **Brittini Mason** taking second. **Alysse Wade** won the 60m Hurdles event and **Quintella Johnson** won the High Jump event at the MAC Indoor Championships.
- Track & Field (Women): **Gianna Salzbrunn** won the Indoor Pentathlon-Long Jump event, and **Daishon Spann** placed first in the Indoor Pentathlon-800m Run at the MAC Indoor Championships.
- Track & Field (Women): **Alyson Davis, Quintella Johnson, and Alysse Wade** were named to the **All-MAC First Team**.
- Track & Field (Men): **Sean Beckom II, Ronald Brandal, Solomon Costa, Owen Day, Chris Devaney, Joe Ingram, Derek Jones, Baldvin Magnusson, Andy Payne, Owen Richardson, Payne Wylie, Charlie Young, and Eddie Zuercher** were named to the Academic All-MAC Team.
- Track & Field (Men): The Eagles placed second at the **2020 MAC Indoor Championship**.

- Track & Field (Men): **Baboucar Sallah-Mohammed** won the Long Jump event and placed second in the Triple Jump event at the **MAC Indoor Championships**. **Zach Harkey, Taige Bryant, and Kappa Bedoui** placed second, third, and fourth the Weight Throw event. **Baldvin Magnusson** won the 5,000m and 3000m events, with **Chris Devaney** taking third in the 5000m. **Devonte Findlay** won the 60m Hurdles, while **Owen Day** placed first in both the 800m Run and Mile Run.
- Track & Field (Men): **Owen Day, Devonte Findlay, Baldvin Magnusson, and Baboucar Sallah-Mohammed** were named to the **All-MAC First Team**.

Chairman Webb reminded attendees that the next meeting is scheduled for June 18, 2020. He called for any further business to be brought before the Board. There being none, Regent Baird made a motion to adjourn. Regent Treder Lang seconded to adjourn the meeting.

Motion Carried

The meeting was adjourned at 1:23 p.m.

Respectfully submitted:

Vicki Reaume
Vice President and Secretary to the Board of Regents

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 3

DATE:
June 18, 2020

RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 22 staff appointments for the reporting period January 1, 2020 through May 15, 2020.

STAFF SUMMARY

Of the 22 appointments, 9 (41 percent) are males and 13 (59 percent) are females. Demographics of the total group indicate 16 (73 percent) are Caucasians, 3 (14 percent) are African American, 2 (9 percent) are Asian and 1 (5 percent) are not reported.

FISCAL IMPLICATIONS

The salaries are part of the University's 2019-2020 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

June 18, 2020
Date

EASTERN MICHIGAN UNIVERSITY STAFF APPOINTMENTS

For Activity Date Reporting Period January 1, 2020 through May 15, 2020

Last Name	First Name	Job Title	eClass	Grade	Organization Title	Current Hire Date	Annual Salary	Appt %	Ethnicity	Gender
Blaney	Brandon	Asst Coach Football	AC	12	I A Mens Football	02/05/2020	\$55,800.00	60	White	M
Hempen	Katie	Director of Op Womens Bsktbl	AC	11	I A Womens Bktball	01/05/2020	\$28,800.00	60	White	F
Piatkowski	Michael	Asst Coach Football	AC	12	I A Mens Football	02/10/2020	\$45,600.00	60	White	M
Ayres	Kristen	Exec Assist Finance Legal Affa	AP	CDEA1	Chief Financial Officer B and F	03/09/2020	\$46,400.00	80	White	F
Jett	Justin	Dir Rec/IM Prog	AP	MGIL2	Rec IM Admin	05/04/2020	\$68,000.00	80	White	M
Robinson	Jieron	Assistant Dir Honors College	AP	PFSP2	Univ Advising and Career Devel Ctr	03/30/2020	\$48,000.00	80	Black or African American	M
Ayub	Naureen	Admin Assist, Sr Acct Spec	CS	06	Controller	02/24/2020	\$42,899.65	100	Asian	F
Holder	Kathleen	Payroll Practitioner III	CS	07	Controller	03/23/2020	\$48,893.14	100	Not Reported	F
Lathion	Marsha	Sr Secretary	CS	05	Geography and Geology	03/16/2020	\$39,458.01	100	Black or African American	F
Timmo	Vince	Library Assistant III	CS	05	Library General	03/16/2020	\$39,458.01	100	White	M
Yanna	Evalyn	Sr Secretary	CS	05	School of Tech Prof Services Mngmt	03/02/2020	\$36,301.37	92	White	F
Casha	Thomas	Plumber/Maintenance	FM	22	Plumbing	01/02/2020	\$68,892.72	100	White	M
Perez	Jose	Custodian	FM	06*	Custodial Services	01/12/2020	\$28,369.90	100	White	M
Swartz	Stanley	Motor Vehicle & Equip Mechani	FM	22	Plant Support Service	01/27/2020	\$68,892.72	100	White	M
Earl	John	Lab Administrator COT	PE	08	Technology Dean	01/27/2020	\$60,174.40	100	White	M
Horn	Laurie	Accountant/Analyst	PE	08	Controller	03/16/2020	\$51,189.00	100	White	F
Muto	Chelsea	Coord Student Field Placement	PE	09	School of Social Work	01/06/2020	\$57,844.80	100	White	F
Peters	Melissa	Occup Therapy Field Wk Coord	PE	09	School of Health Sciences	03/04/2020	\$61,006.40	100	White	F
Zhao	Yan	Lead Research Analyst, IRIM	PE	09	Institutional Res and Info Mgt	05/11/2020	\$63,003.20	100	Asian	F
Munson	Valerie	Administrative Assistant II	PT	06	School of Health Sciences	01/20/2020	\$42,057.00	100	Black or African American	F
Sprague	Emily	Research Assistant I	PT	05	Biology	02/03/2020	\$36,698.00	100	White	F
Varney	Christina	Supv Laboratory Services	PT	07	Chemistry	01/07/2020	\$37,915.00	83	White	F

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 4

DATE:
June 18, 2020

RECOMMENDATION

STAFF SEPARATIONS/RETIREMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 37 separations and retirements for the reporting period of January 1, 2020 through May 15, 2020.

STAFF SUMMARY

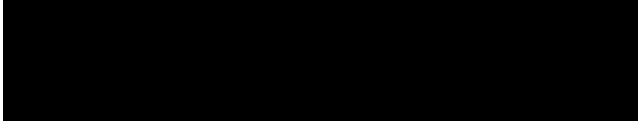
Of the 37 separations and retirements there are 21 (57 percent) females and 16 (43 percent) males. Demographics of the total group indicate 9 (24 percent) African American, 25 (67 percent) Caucasian, 1 (3 percent) Asian, 1 two or more races (3 percent) and 1 not disclosed (3 percent).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer

June 18, 2020
Date

Eastern Michigan University Staff Separations and Retirements

For Termination Date Reporting Period - From January 1, 2020 To May, 15 2020

Last Name	First Name	Job Title	Ecls	Grade	Organization Name	Current Hire Date	Last Work Date	Ethnicity	Gender	Termination Code
Keen	Aaron	Asst Head Coach Football	AC	13	I A Mens Football	5/7/2014	1/15/2020	WH	M	EA
Mulholland	Amy	Dir Learn Org Devl Talent Well	AP	MGIL2	Training and Professional Develop	3/21/2016	4/30/2020	WH	F	PR
Sterling	Beverley	Supv Dining Services	PT	05	Dining Admin	8/2/2010	3/6/2020	BL	F	TV
Frakes	Bradley	Asst Coach(Ftbl/Mn-Wmn Bsktbl)	AC	12	I A Mens Football	1/22/2014	1/27/2020	WH	M	EA
Bofysil	Bridget	Canine Officer Campus Police	CP	02	Public Safety	3/10/2014	3/14/2020	WH	F	PR
Taranto	Calley	Admin Secretary	CS	06	Office of the Registrar	9/3/2013	3/3/2020	WH	F	PR
Mayweather	Darquillius	Coord, Sel Students Support Sv	PT	07	Sel Stdnt Support Sv	6/4/2018	1/3/2020	BL	M	EA
Wilcox	David	Mgr Collections SBS	PE	08	Student Business Services	3/3/1997	3/10/2020	WH	M	RT
Clearwater	Deborah	Exec Asst Acad Student	CA	ASST	Office of the Provost	2/12/2007	2/14/2020	WH	F	EA
Smith	Dyan	Custodian	FM	06	Custodial Services	3/17/1997	2/27/2020	WH	F	RT
Davis	Elissa	Program Coord, BrotherHOOD/Sis	PT	07	BrotherHOOD SisterHOOD Programs	12/4/2017	4/3/2020	BL	F	EA
Jameson	James	Facilities Atdt/Conv Pease IPF	FM	12	Convocation Ctr and Pease Operation	11/5/2013	3/7/2020	WH	M	EA
Carroll	Jayne	Assistant Director	AP	MGIL1	Dining Admin	10/29/1987	1/31/2020	WH	F	EA
Patterson	Jaynelle	Patient Service Representative	CS	05	Business Operations	9/5/2018	3/2/2020	BL	F	EA
Wooten	Jimmy	Asst Coach(Ftbl/Mn-Wmn Bsktbl)	AC	12	I A Mens Basketball	6/1/2017	5/1/2020	WH,BL	M	PR
Charles	John	Technical Supv EMU Theatre	PT	08	School of Comm, Media, Theater Arts	5/14/1984	4/30/2020	WH	M	RT
Davis	Joline	Int Chief HR Officer	AP	MGIL4	Employee Relations	8/22/2016	3/2/2020	BL	F	PR
Staley	Leah	Speech Language Pathologist	PE	08	Autism Collaborative Center	6/22/2018	1/24/2020	WH	F	EA
Smith	Lindsay	COB Academic Advisor	PT	07	COB Graduate Programs	1/2/2014	3/30/2020	WH	F	EA
Marandino	Marcelo	Event Planning Coordinator	PE	07	Student Center Operations	11/26/1984	1/31/2020	NX	M	EA
Delic	Marko	Project Coor Aca Success Part	PE	08	Academic Partnerships	7/22/2019	5/8/2020	WH	M	PR
Schanke	Matthew	Network Systems Engineer, Sr	PT	10*	Infrastructure and Security	1/4/2011	2/28/2020	WH	M	PR
Dailey	Michael	Assistant Dir Honors College	AP	PFSP2	Honors College	8/20/2018	2/15/2020	WH	M	EA
Lombardi	Michael	HR Coordinator	AH	CDEA1	Employee Benefits	9/10/2018	1/24/2020	WH	M	PR
Newton	Mollie	Unit Mgr Dining Serv	PE	07	Dining Admin	2/4/1980	1/3/2020	BL	F	EA
Burks	Naelah	Admissions Advisor	PE	07	Adm Off Campus Outh	8/6/2018	3/19/2020	BL	F	PR
Dockett	Noel	Research Study Coordinator	PE	08	Psychology	9/16/2015	2/14/2020	WH	F	EA
Winters	Peter	Asst Coach Women's Volleyball	AC	11	I A Womens Volleybal	7/26/2017	3/10/2020	WH	M	PR
Mason	Phyllis	Sr Secretary	CS	05	School of Art and Design	10/4/1994	1/17/2020	WH	F	EA
Rice Jr	Pierre	Site Coordinator	PT	07	Stdy Chldrn and Family	8/31/2009	1/31/2020	BL	M	EA
Linderman	Rhonda	Payroll Manager	AP	MGIL1	Controller	9/4/1979	1/31/2020	WH	F	EA
Reeves	Robert	Asst Coach(Ftbl/Mn-Wmn Bsktbl)	AC	12	I A Mens Football	1/15/2018	1/16/2020	WH	M	EA
Pryor	Sean	Athl Acad Prgm Specialist-SASS	PT	06	I A Academic Adv	9/11/2017	2/14/2020	BL	M	PR
Grover	Shucha	Dir Enterprise Appl Svcs	AP	MGIT2	Apps and Services	8/25/2003	3/10/2020	AS	F	EA
Gardner	Susan	Event Planning Coordinator	PE	07	Student Center Operations	8/22/1984	3/31/2020	WH	F	RT
Brown	Tammy	Director MI Skills USA	AP	CDOP1	Technology Dean	10/1/2006	4/30/2020	WH	F	RT
Muscato	Wendy	Din Serv Unit Ldr 1 Retail	FM	12	Dining Admin	8/27/1998	1/3/2020	WH	F	PR

SECTION: 5
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION
EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Status to two (2) former faculty.

Marcia Bombyk, School of Social Work from 1996 to 2019 who retired after 23 years and Susan Moeller, Department of Accounting and Finance from 1990 to 2019 who retired 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.

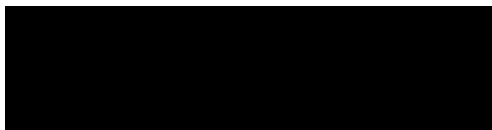
The nominations for these individuals have received the support of the Department Head or School Director, the Dean of the College, and the Provost and Executive Vice President for Academic and Student Affairs.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

**EASTERN MICHIGAN UNIVERSITY
EMERITUS FACULTY RECOMMENDATION
April 23, 2020**

Marcia Bombyk

Professor, School of Social Work
(23 years)

Doctorate	University of Michigan
Masters	University of Michigan
Baccalaureate	University of Michigan

Susan Moeller

Professor, Department of Accounting and Finance
(29 years)

Doctorate	Michigan State University
Masters	Michigan State University
Baccalaureate	Michigan State University



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Social Work recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Marcia "Marti" Bombyk

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 9-1-96 Retirement Date: 12-31-19

Number of Years at EMU: 23 (Minimum of 15 years of service required)

Degree(s)/Institutions Doctoral: University of Michigan

Masters: University of Michigan

Baccalaureate University of Michigan

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Jane T Okagbue-Reaves 1-15-2020
Recommended by (please print) Date

[Redacted] 1-22-2020
Department Head Date

[Redacted] 1-23-2020
Dean Date

[Redacted] 1-23-2020
Provost Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

January 7, 2020

Proposal for the nomination of Dr. Marcia "Marti" Bombyk for Emeritus Faculty

Dear Social Work Faculty,

I am writing this letter of recommendation for Dr. Marcia "Marti" Bombyk, Professor in the College of Health and Human Services, School of Social Work. Dr. Bombyk leaves a legacy that reflects a commitment to high quality teaching, collaborative learning, and outstanding mentorship. She has been a source of support, guidance, and inspiration to me and other members of the faculty in the School of Social Work during her years as a faculty member.

Dr. Bombyk has been my mentor and friend the past 15 years that I have been teaching at EMU. She was instrumental in affecting change in our undergraduate and graduate curriculum and policies through her work on the Instructional and other school committees tasked with the governance of our programs. She was instrumental in the design and implementation of our School's Master of Social Work Program, which she directed for four years. She assisted, not only myself, but all of the faculty in understanding past challenges in the program and our need to work collaboratively to establish goals for the program and an action plan to achieve them with a focus on social justice, community advocacy, and developing macro practice skills in students.

Dr. Bombyk is a macro practitioner, specializing in community organizing. She has management experience from serving as the Director of the Fordham University Homeless Project, Director of the EMU MSW Program, and Director of the Civic Engagement Initiative of the EMU-Ypsilanti Community Outreach Partnership Center. Her leadership skills in task groups have served EMU as the Chair of the Graduate Council, Chair of the Distinguished Faculty Awards Committee, and as a longstanding member of the Faculty Senate and its Executive Committee. Additionally, she served on the Task Force on Poverty for Washtenaw County Government. Her activist roots in the environmental, labor, feminist, and progressive social work movements for social change led to leadership positions early in her career. She was also one of the founding members of the Bertha Capen Reynolds Society, a national organization with a focus on activism for social and economic justice, now known as the Social Welfare Action Alliance. She is currently developing several resident councils and tenant associations for low-income residents in Washtenaw County, serving on the Board of Directors of the Washtenaw County Housing Alliance, and chairing its Advocacy Committee.

Dr. Bombyk is the lead faculty for the school in building macro practice educational opportunities. She designed a graduate certificate program in Community Building has facilitated Community Action seminars, and has ensured content of social work curriculum included groups organizations and communities, social justice, and social change strategies. She revised the undergraduate practice

sequence with organizations and communities course to include a service learning component which promotes direct engagement by students with the local community and is one of the few experiential learning opportunities for students in developing macro practice skills. She worked diligently to establish a school of social work alumni group and continues to look for opportunities to help alumni stay connected to the school through maintenance of the Facebook page for alumni.

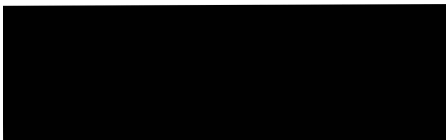
Dr. Bombyk has a passion for international social work and served as a field instructor for an EMU Social Work practicum in Morelia, Mexico as well as previous work in post-Soviet Russia, serving on the Board of the Association of American and Russian Women, and consulting for the Russian Federation Committee on Higher Education.

Dr. Bombyk has had numerous national and local grant projects. Locally she collaborated in the GEAR UP grant's writing and implementation to assist low income youth in entering college 2006–2010: \$6.8 million, US Department of Education. She was also a co-author and participant in the EMU-City of Ypsilanti Community Outreach Partnership Center 2001-2003: \$2.3 million and directed its Civic Engagement Initiatives, US Department of Housing and Urban Development. She also consulted on grant development for Mott Community College and SOS Community Crisis Center in Ypsilanti.

Dr. Bombyk's social work in the community has received media attention from local community publications, and her mentorship of award-winning Social Work students and alumni has been acknowledged on several occasions. She earned the Dale Rice Award for Faculty Innovation and the area Girl Scouts honored her as a Woman of Distinction. Her doctoral dissertation was recognized as a Leading Dissertation of the Year and she was invited to speak at the University of Michigan School of Social Work on two different anniversaries of its Doctoral Program in Social Work and Social Science.

She is a generous, thoughtful, and courageous individual who has a passion for social justice and fairness. She has high ethical standards for herself and for others and believes in solution focused efforts to address problems and issues, large and small. She has been an inspiration to me and others during her years at EMU and she is highly respected by faculty, staff and students. She is truly deserving of Emeritus Status.

Sincerely,



Janet Okagbue-Reaves LMSW, PhD
BSW Program Director
Professor EMU School of Social Work

January 17, 2020

EMU Board of Regents
207 Welch Hall
Ypsilanti, MI 48197

Subject: Dr. Susan Moeller, Emeritus Statement of Support

Dear Board of Regents:

I would like to recommend Dr. Susan Moeller for emeritus faculty status. She has been a valued and productive member of the EMU faculty for almost 30 years and is very deserving of this recognition for her support of faculty, students and the university as a whole.

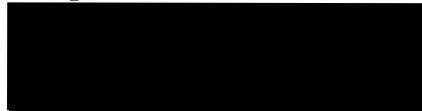
In December 2019, Dr. Susan Moeller retired from Eastern Michigan University after almost 30 years. She began her career at EMU in September 1990 as an associate professor teaching finance in the College of Business. After gaining tenure in 1993, Professor Moeller was appointed Associate Dean of the College of Business by former Dean Stewart Tubbs. This appointment was the beginning of a 9-year career as an administrator at EMU. In Fall 1995, Dr. Moeller became the Director of Budget and Operations in the Provost's Office, appointed by former Provost Ron Collins, where she oversaw the Academic Affairs budget and human resource operations until 2002. In 2002, Dr. Moeller returned to teaching and was promoted to full professor in 2003. During her years as an administrator, she gained the respect of the faculty as a fair administrator and for her many years teaching she has always been committed to student learning and success.

In 2003, Dr. Moeller was elected by the faculty to be President of the EMU/AAUP faculty union. She has often told me this was an important personal milestone for her in that after years of being an administrator often dealing with union issues, the faculty voted her into the main leadership position of their union. For the next 14 years, Dr. Moeller was involved in the leadership of the faculty union as its president, vice president, and treasurer. She was a grievance officer during the entire 14 years, sat on five negotiating teams for the union and twice served as the chief negotiator. Dr. Moeller was also active in the Michigan AAUP and served as its' President for four years. She served as a member for a number of years on the National AAUP and Collective Bargaining Council Executive Committees as one of their Michigan representatives.

Since 2002, Dr. Moeller actively taught in the finance program in the Department of Accounting/Finance. She served on a number of department and college committees over the

years as chair and as a member. Throughout her academic career, her focus has always been on the support of faculty and students, making EMU a better place to work, teach, and study. I feel honored having worked with her over the past four and a half years and can attest to her dedication to her colleagues and students. I am pleased to recommend her for Emeritus faculty status.

Regards,



Karen Ann Craig, Ph.D.
Assistant Professor of Finance

SECTION: 6
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

HONORARY EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Honorary Emeritus Status for Meritorious Service to Dr. Arnold Fleischmann, who provided exceptional leadership in his role as a Department Head and faculty member for 10 years.

During his time at the University Dr. Fleischmann served as the Department Head for Political Science for seven (7) of his 10 years. When he returned to faculty he spearheaded a new minor in urban studies, designed and offered two new undergraduate courses, maintained the department newsletter, was a mentor to the new chair and generously supported scholarship funding all while maintaining a high standard of teaching, produced the third edition of a textbook “Georgia Politics” and co-authored a new textbook “Understanding Urban Politics: Institutions, Representation, and Policies.”

He has brought great energy and success to the Department over the years and we hope to maintain a strong connection with him.

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.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 7

DATE:
June 18, 2020

RECOMMENDATION

**ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL
APPOINTMENTS AND TRANSFERS**

ACTION REQUESTED

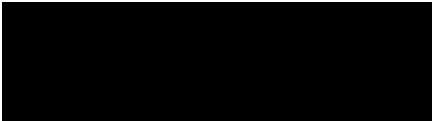
It is recommended that the Board of Regents approve four (4) Administrative/Professional appointments at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2020-2021 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS

Name	Effective Date	Salary	Rank
Koch, Ellen	5/1/2020	\$133,500	Academic Department Head, Department of Psychology
Beatty, Joy	7/1/2020	\$180,000	Academic Department Head, Department of Management (Includes rank of Associate Professor in the Department of Management)
Keelon, Maria	7/1/2020	\$128,900	Director, Physician Assistant Program
Staunton, John	7/1/2020	\$116,541	Associate Dean, Honors College

SECTION: 8
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

ACADEMIC RETIREMENTS/SEPARATIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve six (6) retirements and five (5) separations for the period of January 1, 2020 through May 15, 2020.

STAFF SUMMARY

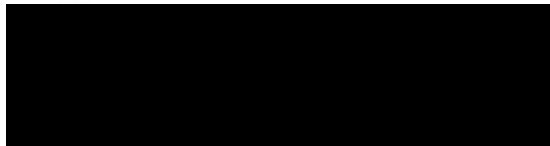
Of the eleven (11) retirements and separations, eight (8) are female and three (3) are male. Demographics show that six (55%) are Caucasian, three (27%) are African-American and two (18%) are Asian.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Academic Retirements/Separations
January 1, 2020 to May 15, 2020

EMU Board of Regents
June 18, 2020

Name	E-Class	Current Hire Date	Term Date	Job Title	Department	Gender	Ethnicity	Term Reason
Roche, Renuka	FA	9/15/15	01/27/2020	Associate Professor	School of Health Sciences	F	AS	Term - Personal
Horace-Moore, Marilyn	LE	9/1/13	04/08/2020	Lecturer II	Sociology, Anthropology&Criminolog	F	BL	Term - Deceased
Rashid, Amani B	FA	8/29/18	04/27/2020	Assistant Professor	Economics	F	WH	Term - Personal
Chao, Paul	FA	7/1/04	04/30/2020	Professor	Marketing	M	AS	Term - Deceased
Finch, Carolyn M	FA	3/1/99	04/30/2020	Professor	Teacher Education	F	BL	Term - Retirement
Stein, James	FA	8/28/91	04/30/2020	Professor	School Visual Built Environments	M	WH	Term - Retirement
Walsh, Pamela J	FA	8/31/05	04/30/2020	Associate Professor	School of Health Sciences	F	WH	Term - Retirement
Cooper, Rolland K	LE	9/1/04	04/30/2020	Lecturer II	Accounting and Finance	M	WH	Term - Retirement
Patterson, Margaret P	LE	8/29/01	04/30/2020	Lecturer III	COE Offc Aca Service	F	WH	Term - Retirement
Victor, Kelly A	LE	8/29/01	04/30/2020	Lecturer III	Geography & Geology	F	WH	Term - Retirement
Caesar, Tiffany D	VF	9/1/19	04/30/2020	Visiting Assistant Professor	Africology,African American Studies	F	BL	Term - End Appointment

Academic Retirements/Separations
January 1, 2020 to May 15, 2020

EMU Board of Regents
June 18, 2020

Name	E-Class	Current Hire Date	Term Date	Job Title	Department	Gender	Ethnicity
Roche, Renuka	FA	9/15/15	01/27/2020	Associate Professor	School of Health Sciences	F	AS
Horace-Moore, Marilyn	LE	9/1/13	04/08/2020	Lecturer II	Sociology, Anthropology&Criminolog	F	BL
Rashid, Amani B	FA	8/29/18	04/27/2020	Assistant Professor	Economics	F	WH
Chao, Paul	FA	7/1/04	04/30/2020	Professor	Marketing	M	AS
Finch, Carolyn M	FA	3/1/99	04/30/2020	Professor	Teacher Education	F	BL
Stein, James	FA	8/28/91	04/30/2020	Professor	School Visual Built Environments	M	WH
Walsh, Pamela J	FA	8/31/05	04/30/2020	Associate Professor	School of Health Sciences	F	WH
Cooper, Rolland K	LE	9/1/04	04/30/2020	Lecturer II	Accounting and Finance	M	WH
Patterson, Margaret P	LE	8/29/01	04/30/2020	Lecturer III	COE Offc Aca Service	F	WH
Victor, Kelly A	LE	8/29/01	04/30/2020	Lecturer III	Geography & Geology	F	WH
Caesar, Tiffany D	VF	9/1/19	04/30/2020	Visiting Assistant Professor	Africology,African American Studies	F	BL

SECTION: 9
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION
FACULTY APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve nine (9) new faculty appointments for the 2020-2021 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

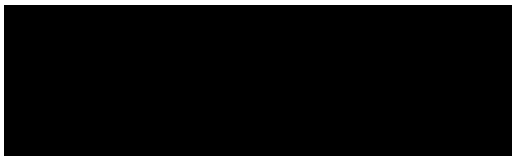
Of the nine (9) appointments, four (4) are male and five (5) are female. Demographics show that two (20%) have online teaching experience.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

NEW FACULTY APPOINTMENTS

Blackmer, Peter

Assistant Professor (Africology & African American Studies) in the Department of Africology & African American Studies effective 8/24/2020 at an academic year base salary of \$65,000.

Education

PhD – University of Massachusetts Amherst, 2018
M.A. – University of Massachusetts Amherst, 2014
M.S.Ed. – Wagner College, 2011
B.A. – Wagner College, 2010

Bogedain, Adam

Instructor (Construction Management) in the School of Visual & Built Environment effective 8/24/2020 at an academic year base salary of \$70,000.

Education

M.S. – Eastern Michigan University, 2014
B.S. – Eastern Michigan University, 2012
A.S. – Henry Ford Community College, 1993

Cox, Sarah

Assistant Professor (Special Education) in the Department of Special Education & Communication Sciences & Disorders effective 8/24/2020 at an academic year base salary of \$69,500.

Education

PhD – Florida State University, 2019
M.Ed. – University of South Carolina, 2006
B.S. – Illinois State University, 2003

Donovan, Elizabeth

Assistant Professor (Paralegal Studies) in the School of Technology & Professional Services Management effective 8/24/2020 at an academic year base salary of \$68,000.

Education

M.A. – University of Michigan, 2000
J.D. – University of Washington School of Law, 1990
B.A. – State University of New York at Albany, 1985

Grewal, Imandeep

Assistant Professor (Teacher Education) in the Department of Teacher Education effective 8/24/2020 at an academic year base salary of \$67,000.

Education

PhD – Eastern Michigan University, 2014
M.A. – Eastern Michigan University, 1992
M.Sc. – Punjab University (India), 1988
B.Sc. – Punjab University (India), 1986

Koscielniak, Michael

Assistant Professor (Urban & Regional Planning) in the Department of Geography & Geology effective 8/24/2020 at an academic year base salary of \$64,000.

Education

PhD - University of Michigan, 2020

M.S.W. – Washington University in St. Louis, 2011

B.A. – University of Missouri, 2008

Maher, Amanda

Assistant Professor (Social Studies Methodology) in the Department of History & Philosophy effective 8/24/2020 at an academic year base salary of \$62,000.

Education

PhD – Eastern Michigan University, 2019

M.A. –University of Michigan, 1998

B.A. – Tulane University, 1997

Manohar, Uttara

Assistant Professor (Intercultural / Interracial Communication) in the School of Communication, Media and Theatre Arts effective 8/24/2020 at an academic year base salary of \$59,000.

Education

PhD – The Ohio State University, 2015

M.A. – The Ohio State University, 2011

M.A. – Amity University (India), 2007

B.S. – Pune University with Honors (India), 2005

Smith, John

Assistant Professor (Associate Director of Bands) in the School of Music & Dance effective 7/16/2020 at an academic year base salary of \$59,000.

Education

D.M.A. – University of Minnesota School of Music, 2020

M.M. – University of Michigan, 2017

B.M. – Auburn University, 2009

SECTION: 10
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

FACULTY REAPPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the report from the Division of Academic and Student Affairs pertaining to the reappointment of sixteen (16) probationary faculty members for the 2020-2021 academic year.

STAFF SUMMARY

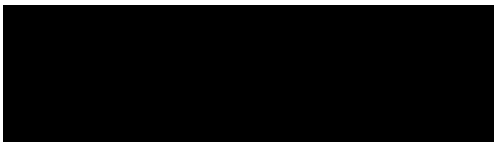
Newly-hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible for reappointment for five (5) or six (6) years; Assistant Professors for four (4) or five (5) years; Associate Professors for three (3) or four (4) years; and Professors for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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Faculty Reappointments
2020-2021

EMU Board of Regents
June 18, 2020

Last Name	First Name	Department	Rank
Bavery	Ashley	History & Philosophy	Assistant Professor
Carter	Jonathan	School of Communication, Media & Theatre Arts	Assistant Professor
Connolly	Brian	Bology	Assistant Professor
Dobbins	Margaret	English Language & Literature	Assistant Professor
Kelly	Annemarie	School of Health Sciences	Assistant Professor
Khan	Tareq	School of Engineering	Assistant Professor
Laurin-Phelan	Deborah	Teacher Education	Assistant Professor
Lawler	Jamie	Psychology	Assistant Professor
Pauli	Valerie	School of Nursing	Assistant Professor
Portenga	Eric	Geography & Geology	Assistant Professor
Rowan	Jean	School of Health Sciences	Assistant Professor
Schroeder	Rachel	Sociology, Anthropology and Criminology	Assistant Professor
Spragg	Rebecca	School of Health Promotion & Human Performance	Assistant Professor
Struminger	Aaron	School of Health Promotion & Human Performance	Assistant Professor
Stype	Amanda	Economics	Assistant Professor
Xu	Peng	Mathematics	Assistant Professor

SECTION: 11
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION
FACULTY PROMOTIONS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2020.

STAFF SUMMARY

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

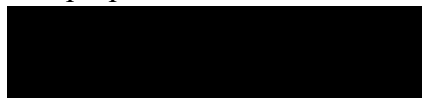
The fifty-two (52) faculty members listed on the attached page meet the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Promotion of Faculty Members

EMU Board of Regents

June 18, 2020

Last Name	First Name	Department	Rank
Allen	Amanda	English Language & Literature	Professor
Avery	Jennifer	School of Nursing	Associate Professor
Badics	Joseph	University Library	Associate Professor
Bahorski	Zenia	Computer Science	Professor
Blair	Stephen	Mathematics and Statistics	Professor
Blondy	Laurie	School of Nursing	Professor
Caboral-Stevens	Meriam	School of Nursing	Associate Professor
Cass	Howard	School of Communication, Media & Theatre Arts	Professor
Choi	Jihung	Marketing	Associate Professor
Craig	Karen	Accounting & Finance	Associate Professor
Drossel	Claudia	Psychology	Associate Professor
Farley	Jennifer	School of Social Work	Associate Professor
Farrugia	Audrey	Special Education	Associate Professor
Fay	Brendan	School of Art & Design	Associate Professor
Fedel	Frank	School of Health Promotion & Human Performance	Professor
Finger	Tricia	School of Health Sciences	Associate Professor
Flowers	Ronald	Leadership & Counseling	Professor
Gellasch	Christopher	Geography & Geology	Associate Professor
Graham	Charles	School of Social Work	Associate Professor
Greenwald	Katherine	Biology	Professor
Hashimoto	Naomi	Special Education	Associate Professor
Hopkins	Holly	School of Nursing	Associate Professor
Hu	Qin	School of Engineering	Associate Professor
Islam	Khairul	Mathematics and Statistics	Associate Professor
Kauffman	Jesse	History & Philosophy	Professor
Keelon	Maria	Physician Assistant Program (HHP)	Associate Professor
Leon	Raul	Leadership & Counseling	Professor
Li	You	School of Communication, Media & Theatre Arts	Associate Professor
Lukomski	Angela	School of Nursing	Professor
Mann-Williams	Angie	School of Social Work	Associate Professor
Manroop	Laxmikant	Management	Associate Professor
McAllen	Dorothy	School of Tech Prof Serv Mgt	Associate Professor
McCallum	Carmen	Leadership & Counseling	Associate Professor
McCurdy	Rodney	School of Health Sciences	Associate Professor
McMahon	Laura	History & Philosophy	Associate Professor
Mirtes	Christina	Teacher Education	Associate Professor
Moon	Hakil	Marketing	Associate Professor
Paradis	Eric	Physics & Astronomy	Associate Professor
Pawlowski	David	Physics & Astronomy	Professor
Putzu	Caren	School of Social Work	Associate Professor
Quilter	Shawn	Teacher Education	Professor
Rescorla	Kim	Mathematics and Statistics	Professor
Reynolds	Rema	Leadership & Counseling	Associate Professor
Schumacher	Jodi	School of Health Promotion & Human Performance	Associate Professor
Shah	Rita	Sociology, Anthropology & Criminology	Associate Professor
Silverschanz	Perigrine	School of Social Work	Associate Professor
Sonnega	John	School of Health Promotion & Human Performance	Associate Professor
Staley	Tucker	Political Science	Associate Professor
Staples	Angela	Psychology	Associate Professor
Wozniak	David	Accounting & Finance	Professor
Zhang	Yu	Accounting & Finance	Professor
Zonder	Erica	School of Health Promotion & Human Performance	Associate Professor

SECTION: 12
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

FACULTY TENURE APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2020 fall semester, for thirty-five (35) faculty members.

STAFF SUMMARY

The thirty-five (35) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2020 Fall semester.

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

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Faculty Tenure Appointments
Effective 2020-2021

EMU Board of Regents
June 18, 2020

Last Name	First Name	Department	Rank
Avery	Jennifer	School of Nursing	Associate Professor
Caboral-Stevens	Meriam	School of Nursing	Associate Professor
Choi	Jihung	Marketing	Associate Professor
Craig	Karen	Accounting & Finance	Associate Professor
Drossel	Claudia	Psychology	Associate Professor
Farley	Jennifer	School of Social Work	Associate Professor
Farrugia	Audrey	Special Education	Associate Professor
Fay	Brendan	School of Art & Design	Associate Professor
Finger	Tricia	School of Health Sciences	Associate Professor
Gellasch	Christopher	Geography & Geology	Associate Professor
Graham	Charles	School of Social Work	Associate Professor
Hashimoto	Naomi	Special Education	Associate Professor
Hopkins	Holly	School of Nursing	Associate Professor
Hu	Qin	School of Engineering	Associate Professor
Islam	Khairul	Mathematics and Statistics	Associate Professor
Keelon	Maria	Physician Assistant Program (HHP)	Associate Professor
Li	You	School of Communication, Media & Theatre Arts	Associate Professor
Mann-Williams	Angie	School of Social Work	Associate Professor
Manroop	Laxmikant	Management	Associate Professor
McAllen	Dorothy	School of Tech Prof Serv Mgt	Associate Professor
McCallum	Carmen	Leadership & Counseling	Associate Professor
McCurdy	Rodney	School of Health Sciences	Associate Professor
McMahon	Laura	History & Philosophy	Associate Professor
Mirtes	Christina	Teacher Education	Associate Professor
Moon	Hakil	Marketing	Associate Professor
Paradis	Eric	Physics & Astronomy	Associate Professor
Putzu	Caren	School of Social Work	Associate Professor
Randazzo	Chalice	English Language and Literature	Assistant Professor
Reynolds	Rema	Leadership & Counseling	Associate Professor
Shah	Rita	Sociology, Anthropology & Criminology	Associate Professor
Silverschanz	Perigrine	School of Social Work	Associate Professor
Sonnega	John	School of Health Promotion & Human Performance	Associate Professor
Staley	Tucker	Political Science	Associate Professor
Staples	Angela	Psychology	Associate Professor
Zonder	Erica	School of Health Promotion & Human Performance	Associate Professor

SECTION: 13
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

LECTURER PROMOTIONS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2020-2021.

STAFF SUMMARY

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

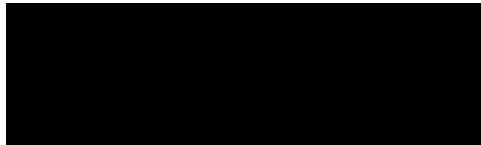
The seven (7) lecturers listed on the attached page meets the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Promotion of Lecturers
Effective 2020-2021

EMU Board of Regents
June 18, 2020

Last Name	First Name	Department	Rank
Bearinger	Amy	School of Communication, Media & Theatre Arts	Lecturer II
Bush	David	Physics & Astronomy	Lecturer III
Foder	William	Physics & Astronomy	Lecturer III
Foster	Jean	School of Health Promotion and Human Performance	Lecturer II
Holt	Sharon	School of Health Sciences	Lecturer III
Kurek	Anthony	Accounting & Finance	Lecturer III
Sayman	Tumer	Physics & Astronomy	Lecturer III

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 14

DATE:
June 18, 2020

RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED

It is requested that the Board of Regents receive and place on file the working agenda for the June 18, 2020 meeting and December 13, 2019 minutes.

STAFF SUMMARY

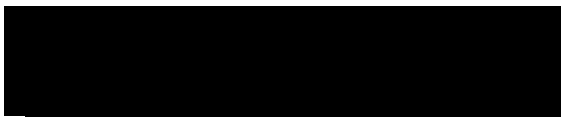
- 2019-20 Community Service Hours Update
- Development Updates-Dan McLean
- Sports Update
- External Relations-Andy Rowdon
- Spring 2020 Academic Update

FISCAL IMPLICATIONS

To be determined

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer

6-1-2020

Date

**BOARD OF REGENTS
ATHLETIC AFFAIRS COMMITTEE
June 18, 2020
201 Welch Hall**

A G E N D A

- A. **2019-20 Community Service Hours Update**
 - a. Service Hours up until March 1
 - b. St. Joe help with laundry
 - c. Helping DPS with supplies

- B. **Development Updates-Dan McLean**

- C. **Sports Update**
 - a. Winter Sports
 - b. Spring Sports
 - c. Fall Plan

- D. **External Relations-Andy Rowdon**
 - a. New Ticketing Platform
 - b. Football Season Ticket Renewals
 - c. Social Media Number

- E. **Spring 2020 Academic Update**
 - a. APR
 - b. GPA

**Eastern Michigan University
Board of Regents
ATHLETIC AFFAIRS COMMITTEE
Minutes of December 13, 2019**

Members:

Regents: Michael Hawks, Mary Treder Lang

Athletics: Scott Wetherbee, Athletics Director/Vice President

The Athletic Affairs Committee meeting was called to order at 10:30a.m.

Community Service Update:

Student-Athletes continued to be active in the campus and local communities, finding meaningful ways to positively impact others. The Athletics Department goal for this year is to complete 8,000 hours of service and we have logged around 2,000 hours to date. There are many more initiative scheduled for our teams, including the MLK Celebration, Mental Health Awareness Week and EMU Relay for Life.

Fall Sports Wrap Up:

The fall sports season ended on a high note with MAC Championship wins for both Men's and Women's Cross Country teams. This was the fifth straight MAC Championship for our Women's Cross Country team. Senior Natalie Cizmas represented EMU at the NCAA National Championship. The women's soccer team finished the season strong, winning four straight games before falling to Bowling Green on penalty kicks in the MAC Championship game.

Development Update:

On October 12, 2019, Eastern Michigan Athletics hosted the inaugural All-Sports Reunion in conjunction with the homecoming game versus Ball State. In total, we hosted 450 guests, including more than 250 Student-Athlete Alumni, at this great event and look forward to making this an annual homecoming tradition.

Highlight Department-Women's Swimming & Diving-Head Swimming Coach-Derek Perkins:

Derek Perkins was named Head Coach on August 30, 2019 after having spent the last eight seasons as the Associate Head Coach at the University of Kentucky.

Meeting was adjourned at 11:15 a.m.

Respectfully submitted,

Lori Barron
Administrative Secretary



EASTERN MICHIGAN UNIVERSITY

Board of Regents Meeting *Athletic Affairs*

June 18, 2020

Community Service Update

- 2019-20 Department Goal = 8,000 hours
- EMU Athletics has logged almost 5,000 hours of service
- Some of the services we have provided during COVID-19:
 - Partnered with St. Joe Health to provide laundry service for gowns and bedding (April 15 - Current)
 - Donated mask, gloves, and sanitizing equipment to University Police

Development Update

- Fundraising Report - FY 20 to Date
- Championship Building Plan Fund Report
- Fall Events
 - Football Season Premiere Dinner (Virtual Format)
 - 100th Homecoming / All-Sports Reunion
 - MAC XC Championship / XC Alumni Weekend
 - E-Club Athletic Hall of Fame
 - Men's Basketball Sweet 16 30th Anniversary

Winter Sports Update

- Men's Basketball
- Women's Basketball
- Gymnastics
- Women's Indoor Track & Field
- Men's Indoor Track & Field
- Women's Swimming and Diving

Sports Update

- Spring Sport Cancellations
- Summer Camps Cancelled
- Fall Sport Planning

External Relations

- New Ticketing Platform
 - Athletics & Convocation Center Ticket Office transitioned to Paciolan Ticketing
 - Paciolan is a global leader in ticketing, marketing, data analytics solutions
 - Over 40 years of industry experience
 - Serves over 500 organizations & sells over 120 million tickets per year
 - Comprehensive ticketing solution
 - Reinvented e-commerce site
 - Marketing Automation
 - Industry leading CRM
 - Social & Digital Marketing solutions
- Football Season Ticket Renewal Update
 - Delayed due to COVID-19
 - Launched May 3rd
 - Positive early results

External Relations

- EMUEagles.com & Social Media Highlights
 - Website Year In Review
 - Surpassed 2M page views - 7th Consecutive Year
 - Produced and average of 10.3 stories per day
 - 10.5% increase in mobile users over 2019
 - Social Year In Review
 - EMUAthletics Twitter engagement rate ranked 3rd in the MAC
 - Growth across all social media accounts
 - Twitter: 6.85% avg growth
 - Facebook: 8.27% avg growth
 - Quick Lane Bowl Social Media value \$1.2M and 42M impressions reached
 - INFLCR partnership
 - Upload / Deliver / Share strategy
 - Nealy 3,000 downloads & expanded our audience reach by ~100k

External Relations



External Relations

- COVID-19 Social Media Strategy
 - Direct pivot in strategy due to pandemic outbreak
 - New content strategy examples:
 - Greatest victories (football, men's and women's basketball)
 - From The Vault
 - House Calls with Scott Wetherbee
 - Super Bowl champions
 - Senior Spotlight
 - Leveraged national trends
 - Pick your quarantine house
 - Thankful Thursdays
 - Takeout Tuesday

Winter 2020 Academic Update

- 3.332 - Overall Athletic Department Winter 2020 Cumulative GPA
- 3.516 - Overall Athletic Department Winter 2020 Term GPA
- Highest Male Winter 2020 Team GPA - Men's Golf (3.754)
- Highest Female Winter 2020 Team GPA - Women's Gymnastics (3.869)
- 62 Student-Athletes earned a 4.0 GPA in Winter 2020 (only SAs without P/F option)
- 86% of Student-Athletes earned a 3.0+ GPA in Winter 2020
- All teams earned a 3.0+ GPA in Winter 2020

NCAA APR Update

- All 18 teams had multi-year APR rates of 955 or greater.
- Six teams had perfect 1000 single-year APR scores - baseball, men's golf, women's cross country, women's golf, women's gymnastics and volleyball.
- Men's golf, women's golf and volleyball posted the highest APR scores in the MAC, while football ranked second in the league.

SECTION: 15
DATE: June 18, 2020

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 June 18, 2020 and minutes of the February 12, 2020 meeting be received and placed on file.

STAFF SUMMARY

The primary items for the June 18, 2020 Educational Policies Committee meeting include:

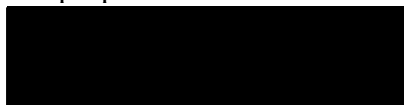
Approval of the Agenda and Minutes; Emeritus Faculty Recommendations; Honorary Emeritus Faculty Recommendation; Reauthorization of Charter Schools; Reappointment of Charter School Board Members; Summer 2020 Faculty Research and Creative Activity Awards; 2020-2021 Sabbatical Leave Awards; 2020-2021 Faculty Research and Creative Activity Fellowships; Winter 2020 GameAbove Faculty First Faculty Professional Development and Innovation Awards; Winter 2020 and Fall 2020 GameAbove Faculty First Undergraduate Research Stimulus Awards; Winter 2020 Undergraduate Research Stimulus Program Awards; New Academic Program and Degree – Master of Public Health (MPH); Academic Program Phase-Out – Geology Hydrogeology; Board Policy Revisions; and a presentation on Retention and Graduation Activities.

FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

EASTERN MICHIGAN UNIVERSITY

Board of Regents
Educational Policies Committee

June 18, 2020
10:00 a.m. 201 Welch Hall

AGENDA

- Section 15: Agenda and Minutes (*Regent Beagen, Chair*)
- Section 5: Emeritus Faculty Recommendations (*Rhonda Longworth*)
- Section 6: Honorary Emeritus Faculty Recommendation (*Rhonda Longworth*)
- Section 7: Academic Affairs Administrative/Professional Appointments/Transfers (*Brian Papas*)
- Section 8: Academic Retirements/Separations (*Brian Papas*)
- Section 9: Faculty Appointments (*Brian Papas*)
- Section 10: Faculty Reappointments (*Brian Papas*)
- Section 11: Faculty Promotions (*Brian Papas*)
- Section 12: Faculty Tenure Appointments (*Brian Papas*)
- Section 13: Lecturer Promotions (*Brian Papas*)
- Section 16: Reauthorization of Charter Schools (*Malverne Winborne*)
- Section 17: Reappointment of Charter School Board Members (*Malverne Winborne*)
- Section 18: Summer 2020 Faculty Research and Creative Activity Awards (*Wade Tornquist*)
- Section 19: 2020-2021 Sabbatical Leave Awards (*Wade Tornquist*)
- Section 20: 2020-2021 Faculty Research and Creative Activity Fellowships (*Wade Tornquist*)
- Section 21: Winter 2020 GameAbove Faculty First Professional Development and Innovation Awards (*Wade Tornquist*)
- Section 22: Winter 2020 and Fall 2020 GameAbove Faculty First Undergraduate Research Stimulus Awards (*Wade Tornquist*)

Section 23: Winter 2020 Undergraduate Research Stimulus Program Awards (*Wade Tornquist*)

Section 24: New Academic Program and Degree: Master of Public Health (*Rhonda Longworth*)

Section 25: Academic Program Phase-Out: Geology Hydrogeology, Bachelor of Science (*Rhonda Longworth*)

Tab B: Board Policy Revisions (*Rhonda Longworth*)

- 6.1.1 Degrees, Certificates and Requirements for Graduation
- 6.1.2 General Undergraduate Curricular Requirements
- 12.1.3 Assessment and Collection of Tuition and Fees
- 12.2.8 Program Costs for Extended or Non-Traditional Programs

Presentation: Retention and Graduation Activities – College Persistence Teams (*Michael Tew*)

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS
EDUCATIONAL POLICIES COMMITTEE MINUTES

February 12, 2020

3:00 p.m.

205 Welch Hall

Attendees: (seated at tables) R. Baird (Vice Chair), D. Beagen (Chair), Regent Crumm, D. Clearwater, A. Ducher, R. Longworth, B. Pappas, M. Tew, W. Tornquist and Regent Webb, M. Winborne

Guests: (as signed in): J. Ammons, S. Ashur, J. Becker, L. Comben, N. Copeland, J. Egge, A. Eisenberg, B. Hamed, J. Heck, T. Jones, W. Kraft, K. Kucera, G. Larcom, L. London, K. Lord, M. McVey, T. McGuire, W. Moylan, M. Nair, K. Pittsley-Sousa, S. Procter, M. Qatu, C. Shell, President Smith, and D. Winder

Regent Jeffries convened the meeting at 3:00 p.m.

Report and Minutes (Section 10)

Regent Beagen requested that the Educational Policies Committee Agenda for February 12, 2020 and Minutes of the December 13, 2019 meeting be received and placed on file.

Academic Affairs Administrative/Professional Transfer (Section 5)

Dr. Brian Pappas, Assistant VP for Academic Affairs recommended that the Board of Regents approve three (3) Administrative/Professional transfer.

Academic Retirements/Separations (Section 6)

Dr. Brian Pappas recommended that the Board of Regents approve thirteen (13) retirements and one (1) separation for the period of October 1, 2019 through December 31, 2019.

STAFF SUMMARY

Of the fourteen (14) retirements and separations, ten (10) are female and four (4) are male. Demographics show that 12 (86%) are Caucasian, and 2 (1%) are African-American.

Emeritus Faculty (Section 7)

Dr. Rhonda Longworth, Provost and Executive Vice President Academic and Student Affairs, recommended that the Board of Regents grant Emeritus Faculty Status recommended that the Board of Regents grant Emeritus Status to ten (10) former faculty and one (1) former lecturer.

Faculty:

Elizabeth Broughton, Department of Leadership and Counseling from 1997 to 2019 who retired after 22 years; Nancy Copeland, Department of Teacher Education from 1990 to 2019 who retired after 29 years; Sam Fullerton, Department of Marketing from 1982 to 2019 who retired after 37 years; Susan Gregory, School of Technology and Professional Services Management from 2002 to 2019 who retired after 17 years; William Moylan, School of Visual and built Environments from 2002 to 2019 who retired after 17 years; David Pierce, School of Music and Dance from 1990 to 2019 who retired after 29 years; Rebecca Sipe, Department of English Language and Literature from 1997 to 2019 who retired after 22 years; Toni Stokes Jones, Department of Teacher Education from 1999 to 2019 who retired after 20 years; Darcelle White, School of Technology and Professional Services Management from 1995 to 2019

Educational Policies Committee Meeting Minutes February 12, 2020 continued

who retired after 24 years and Diane Winder, School of Music and Dance from 1988 to 2020 who retired after 31 years.

Lecturer:

Rick Rogers, Department of History and Philosophy from 1992 to 2019 who retired after 28 years.

STAFF SUMMARY

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

The nominations for these individuals have received the support of the Department Head or School Director, the Dean of the College, and the Provost and Executive Vice President for Academic and Student Affairs.

Appointment of Charter Schools Board Members (Section 11)

Dr. Malverne Winborne, Director Charter Schools recommended that the Board of Regents re-appoint Tammy Smith to a three-year term on the Board of Directors of the Academy for Business and Technology; appoint Michelle Raube to a two year term, and Markeen Baker and Reginald Williams to three-year terms on the Board of Directors of Woodley Leadership Academy.

STAFF SUMMARY

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

Academy for Business and Technology

Tammy Smith has been employed with the Ford Motor Company in Dearborn, Michigan since 1996 and is currently a Forward Planning Analyst. She earned a Bachelor of Arts degree in Business Administration from Davenport University, Dearborn, Michigan. This is a re-appointment.

Woodley Leadership Academy

Michelle Raube has been employed with Delta College in University Center, Michigan since 2008 and is currently the Associate Dean of Retention. She earned both a Bachelor of Arts degree in Exercise and Sports Science at Carthage College in Kenosha, Wisconsin and a Master of Science in Health Physical Education and Recreation at Illinois State University in Normal, Illinois. This is a new appointment.

Markeen Baker has been employed with PCMI Services in Saginaw, Michigan since 2016 and is currently a Substitute Teacher. He earned a Bachelor of Arts in Social Work at Saginaw Valley State University in Saginaw, Michigan. He is a Veteran of the United States Army. This is a new appointment.

Reginald Williams has been a law enforcement professional since 1998 and is currently the Public Safety Director & Police Chief for Buena Vista Charter Township in Saginaw, Michigan. He is a graduate of the Police Academy and earned an Associate degree at Delta Community College in University Center, Michigan. He is a Certified Prevention Specialist through Michigan Certification Board of Addiction Professionals. This is a new appointment.

New Academic Program; Civil Engineering, Bachelor of Science (Section 12)

Dr. Rhonda Longworth and Dean Mohamad Qatu recommended that the Board of Regents approve a New Academic Program: Civil Engineering (Bachelor of Science).

STAFF SUMMARY

The *Bachelor of Science in Civil Engineering* is dedicated to preparing students for productive careers in Civil Engineering with an emphasis on structural engineering, transportation, water resources, environmental engineering, and construction management.

PROPOSAL ELEMENTS

Rationale The health of the infrastructure (e.g., bridges, drinking water, rail, roads, transit, and solid waste) is a critical component to the society and the economy of the U.S. in general and the State of Michigan in particular.

The most recent American Society of Civil Engineers (ASCE) report on the infrastructure rated Michigan as D+. Also, the report stated a need for investing \$3.6 trillion in the U.S. by 2020 to fix infrastructure issues. In Michigan, the report says that the following investments in infrastructure are needed, schools (\$9 billion), wastewater systems (\$4 billion), drinking water infrastructure (\$14 billion), and transportation systems (\$4 billion).

The U.S. Bureau of Labor Statistics' latest projections of national employment projected an 8% growth in Civil Engineering employment in the 2014-2024 time frame.

Program Distinction The program is unique given the integration of EMU's General Education program. Our students having completed the general education requirements are prepared to participate in the global community. Students in the B.S. in Civil Engineering program will learn in and beyond the classroom, and graduates will be ready to solve future engineering problems locally and globally.

Curriculum Design Students will take courses that involve civil engineering materials, soil mechanics, fluid mechanics, construction management, transportation engineering, and concrete and steel design. 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 major requires 85-86 credit hours.

The civil 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.

This a STEM (science, technology, engineering, and math) designated program.

Projected Enrollment

Educational Policies Committee Meeting Minutes February 12, 2020 continued

Based upon present interest, the School of Visual and Built Environments anticipate graduating the program's first class of 15-20 students by April 2023 and plan on building the enrollment as they advertise the new major.

Academic Program Phase-Outs (Section 13)

Dr. Rhonda Longworth recommended that the Board of Regents receive and place on file this notification of the following five (5) Academic Program Phase-Outs: Language and International Careers - French, (BA), Language and International Careers – Spanish (BA), Secondary Education French (BA), Secondary Education German Language and Literature (BA), and Secondary Education Spanish Language Teaching (BA)

STAFF SUMMARY

With the changing teacher education landscape and low enrollment, the World Language department has phased out their secondary education programs and will focus on their K-12 teacher education programs. Also, the Spanish and French faculty consolidated existing majors into single Spanish (BA) and French (BA) majors, resulting in the phase-out of Language and International Careers - French (BA) and Language and International Careers – Spanish (BA) programs.

Discussions

Dr. Wade Tornquist gave a report on the GameAbove Faculty First Awards.

Dr. Micheal Tew, Associate Provost and AVP Academic Program gave updates on retention and graduation activities.

Regent Beagen thanked those in attendance, and adjourned the meeting at 3:45 p.m.

Respectfully submitted,



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



EASTERN MICHIGAN UNIVERSITY

College Persistence Teams

EMU Board of Regents
Educational Policies Committee
June 18, 2020

College Persistence Teams

- Each of the five Colleges have Teams of Faculty, Instructional Staff, Administrators, and Staff
- Charge:
 - Identify barriers to student persistence in college, department, program
 - Identify opportunities to enhance likelihood of persistence and completion
 - Establish action plans to respond, intervene, and optimize

Status as of Early March 2020

- **Program maps completed**
 - Clear articulation of program requirements and 4 year completion plan
- **Analysis Underway**
 - Pre-requisite conflicts
 - Hidden requirements
 - Coordination with General Education Requirements
 - Second Admit program requirements, application, and approval
- **Streamlining Processes and Support**
 - Coordination with College Advising Offices, Administration, Faculty
 - Removal of program admission pre-requisites/approvals via input system

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

REISSUANCE OF CHARTER – ANN ARBOR LEARNING COMMUNITY (K-12)

REISSUANCE OF CHARTER – ACADEMY FOR BUSINESS AND TECHNOLOGY (K-12)

REISSUANCE OF CHARTER – GREAT LAKES ACADEMY (K-6)

REISSUANCE OF CHARTER -- HOPE ACADEMY (K-8)

ACTION REQUESTED

It is recommended that the Eastern Michigan University Board of Regents reissue the charter for *Ann Arbor Learning Community* and authorize the president of the University to execute a new two-year contract which will expire June 30, 2022.

It is recommended that the Eastern Michigan University Board of Regents reissue the charter for the *Academy for Business and Technology* and authorize the president of the University to execute a new five-year contract which will expire June 30, 2025.

It is recommended that the Eastern Michigan University Board of Regents reissue the charter for *Great Lakes Academy* and authorize the president of the University to execute a new four-year contract which will expire June 30, 2024.

It is recommended that the Eastern Michigan University Board of Regents reissue the charter for *Hope Academy* and authorize the president of the University to execute a new five-year contract which will expire June 30, 2025.

Accompanying this recommendation are profiles of Ann Arbor Learning Community, Academy for Business and Technology, Great Lakes Academy and Hope Academy.

SCHOOL PROFILES

Ann Arbor Learning Community

Ann Arbor Learning Community (AALC) opened as a K-6 school in 1998. In 2018-19 the academy was approved to expand enrollment to K-12 with a blended-learning high school academy. The overall enrollment for 2019-20 was 320 students. The student body is comprised of a wide diversity of social and economic backgrounds from Ann Arbor, Ypsilanti and several surrounding communities.

AALC is committed to the rigorous development of student intellect, curiosity and cooperation with a focus on helping students value themselves, their peers and their community. A safe and nurturing environment supports the social and emotional development of children, which is fundamental for effective student learning.

AALC is proud of the following accomplishments:

- The high school moved to a new location in Pittsfield Township at 4377 Textile Road. This new facility provides a larger community area, a gymnasium, and a stage for future performances.
- Students in the middle school recently competed in the Michigan History Day competition. Students created intensive projects based the theme, “Triumph and Tragedy.” One exhibit, “The Italian Hall Mining Disaster,” and two websites, “Women’s Suffrage” and “Frederick-Douglas’s Life and Death” advanced to the state finals.
- Expansion of its academic offerings to include a blended-learning high school academy.

Academy for Business and Technology

The Academy for Business and Technology Elementary School (ABTE) is a school of choice in Dearborn, Michigan enrolling students in grades K-5. Presently, ABTE has an enrollment of 275 students in grades K-5. ABTE is fully accredited by AdvancEd and the North Central Association on Accreditation and School Improvement. ABTE offers a challenging curriculum which is aligned to the State of Michigan Standards.

The vision of ABTE is, “Academic Success for All,” and, as such, the goal is to provide the academic support system necessary to make this a reality for every student. This is accomplished by providing a safe, secure school culture, a Positive Behavior Intervention Support system, an English as a Second Language program, tutoring for all grade levels, a summer academic camp, and a structured Multi-Tier System of Supports (MTSS) program designed to bring all students to grade level achievement.

ABTE is proud to offer:

- **Highly Qualified Staff:** Teachers who are highly qualified and dedicated. They go above and beyond for our students and families.
- **Multi-Tier-Systems of Support (MTSS):** A system to support students who are struggling academically and behaviorally.
- **Michigan School Safety Grant:** ABT was the recipient of the Michigan School Safety Grant. Through the grant they were able to ensure that all exterior doors were secure as well as having cordless phones installed throughout the school.
- **Renovated School:** During the summer of 2018, they replaced all of the flooring in the classrooms and various districts around the school donated more than 200 desks, 50 tables, 200 chairs, office furniture, and carpets.

The Academy for Business and Technology Secondary School (ABT MS/HS) is a tuition free public charter school located in Melvindale, MI that serves 285 students in grades 6-12. This school is accredited by the North Central Association. ABT MS/HS offers a rigorous curriculum aligned to the State of Michigan standards that prepares students to be college ready. In addition

to the core-curriculum, ABT MS/HS offers classes to create well-rounded students in the areas of science, technology, engineering, mathematics (STEM) and business.

ABT MS/HS operates with the foundational belief that all students can learn. They dedicate resources to supporting students both academically and socially. For example, ABT MS/HS offers free after-school tutoring, school day academic and behavior support through the Multi-Tiered System of Support (MTSS) program, social work services, and guidance counseling. By working with their various community partners, ABT MS/HS also offers students a variety of experiences to learn, grow and become productive citizens. This includes college fairs and tours, career day speakers, and field trip opportunities. ABT MS/HS also offers several sports programs including football, softball, basketball and cheerleading.

ABT Middle/High School is most proud of the following accomplishments:

- Implementing a robotics team which participated in several competitions and increased the school's ranking at each competition.
- Exposing our students to several colleges and universities via campus tours such as: Eastern Michigan University, Michigan State University, University of Michigan, Western Michigan University, Henry Ford College, Grand Valley State University, Wayne County Community College District and Wayne State University.

Great Lakes Academy

Great Lakes Academy is celebrating 23 years of service to the city of Pontiac. Great Lakes Academy began operations in the fall of 1997 as a K-3 school. The school added a grade level each year for the first five years, leading to the current configuration of providing a public education for 151 students in grades K-8. Presently, Great Lakes Academy has an enrollment of 155 students.

Great Lakes Academy's programming is built around the shared vision of educating children in a safe and nurturing environment. Great Lakes Academy is committed to giving every student the opportunity to be responsible for their academic success and to put them on the path to lifelong learning.

Great Lakes Academy is most proud of these achievements:

- Exceeded last year's scores in reading and math in the NWEA Assessment.
- Talented, dedicated and highly qualified teachers.
- Experienced school leader.
- Chromebooks for every student
- School-wide field trips
- After school tutoring
- Summer school
- Smaller class size
- Extended learning day
- Full-day kindergarten
- Peaceful learning environment
- Individualized learning paths for each student

Hope Academy

Hope Academy began the process, promise and commitment to educate students in July 1998, enrolling 288 students in kindergarten through 3rd grade. Presently, Hope Academy has an enrollment of 500 students in grades K-8. Each grade cluster contains 2-3 classes. Students in grades 4-8 are departmentalized. All Hope Academy teachers are certified and highly qualified.

To enrich the students' education, Hope Academy offers students music, physical education, instructional technology, and science labs for both elementary and middle school students. As Hope Academy implements the Common Core State Standards (CCSS) in all academic classes, the special subject and special education teachers are responsible for including the CCSS in their lesson planning and classroom instruction. The Academy also offers intervention classes to meet the challenges of diverse learners and special needs students. Programs are designed for students who are exceeding the standards consistently at Hope Academy. All Hope Academy students are challenged to reach greater heights.

Hope Academy continues to engage students in extracurricular activities to enhance their learning experiences. Its overall focus is to provide a well-rounded education that addresses the needs of the whole child. In-school and after-school tutorial services and programs include: academic games, Boy and Girl Scouts, basketball leagues for boys and girls, academic tutoring, Spanish, chess club, art, drama, Boys to Men male mentoring, and summer school programs.

Hope Academy is most proud of the following accomplishments:

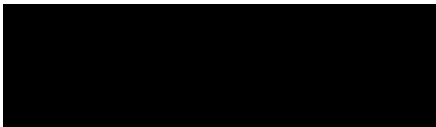
- Establishing a district-wide Multi-Tiered System of Support (MTSS). This includes a procedural guide for academics and behavior.
- Professional Learning was impactful and included the five (5) power strategies for improving student academic achievement: Reciprocal Teaching; Gradual Release Method; Cornell notes; Close Reading; and Frayer Model Vocabulary.
- All staff receive on-going training in restorative practices and differentiated instruction.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer

Date

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

ACTION REQUESTED

It is recommended that the Board of Regents re-appoint David Vincent to a three-year term on the Board of Directors of the Academy for Business and Technology; re-appoint Cynthia Smith and Grace Vereen to three-year terms on the Board of Directors of Commonwealth Community Development Academy; re-appoint Kenneth Dettloff, Rolanda Williams and Shawn Yates to three-year terms on the Board of Directors of Detroit Public Safety Academy; re-appoint Elaine Miller to a three-year term on the Board of Directors of Great Lakes Academy; and re-appoint Chedrin Chambers to a three-year term on the Board of Directors of Hope Academy.

STAFF SUMMARY

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

Academy for Business and Technology

David Vincent is currently a Laboratory Manager at KAMAX L.P. in Troy, Michigan. He is a parent of children attending the Academy for Business and Technology. Mr. Vincent is a product of the Southgate Community Schools System. This is a re-appointment.

Commonwealth Community Development Academy

Cynthia Smith is the vice president and branch manager of PNC Bank in Oak Park. She has been employed at the bank since 1979. Ms. Smith attended Michigan State University. She is involved in community outreach in a feed the hungry lunch program and serves as a youth trainer in her church. This is a re-appointment.

Grace Vereen is employed at Michigan State University as an Elementary Education Field Instructor. She earned an Administrative Certificate in Elementary Administration and a Masters of Education in Elementary Education both from Wayne State University in Detroit, Michigan. She currently serves as assistant dean of Christian Education in Calvary District Congress of Christian Education and as Superintendent of Sunday School in Mt. Zion Baptist Church in Ecorse, Michigan. This is a re-appointment.

Detroit Public Safety Academy

Kenneth Dettloff has been a corrections officer at the Michigan Department of Corrections – 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 re-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 re-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 Associate 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 re-appointment.

Great Lakes Academy

Elaine Miller retired from General Motors Corporation in Pontiac, Michigan in 2003 where she held the position of Program Manager-Engineering Operations since 1972. She earned a Bachelor of Business Administration from Alcorn State University in Lorman, Mississippi and attended Michigan State University. This is a re-appointment.

Hope Academy

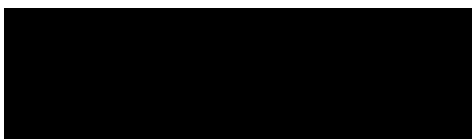
Chedrin Chambers is a Restoration Service Specialist for Lowes of Southfield, Michigan since 2005. He attended trade school studying Flight Science at Western Michigan University in Kalamazoo, Michigan. He is certified as a Private Pilot and a Notary. This is a re-appointment.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

David M. Vincent

CAREER SUMMARY

Laboratory Manager/Test Technician/Environmental Health and Safety Coordinator with broad experience in all levels of product testing seeking rewarding employment in the industrial, aerospace or automotive industries. Substantial experience in adapting and designing test setups to suit needs of each individual customer for the global automotive markets. Areas of proficiency scheduling, budgeting, adapting to rapidly changing customers requirements hazardous waste management and test setup design. I enjoy a challenge, able to learn quickly and work with others. I am customer service orientated and quality driven.

PROFESSIONAL EXPERIENCE

KAMAX L.P.

Laboratory Manager

October 2013 - Present

- Managed the Corporate Test and development Laboratory where Design Verification, Production Validation, Annual Validation, and R & D evaluation of our worldwide offering of products was conducted for automotive fasteners.
- Manager team of 8 direct report employees.
- Work within and maintain compliance to all ESH guidelines and directives regarding set worth by MIOSHA, DOT, and KAMAX policies.
- Work with wide variety of test equipment including but not limited Durability Testers, Tensile/Compression frame, Data Accusation Systems, and Hand Force Gages.
- Work on cross functional team on 8D investigations and root cause analysis
- Calibration coordinator responsible for scheduling and maintaining all records for the test lab, engineering, quality, and the production departments in compliance with TS 16949 procedures.
- PPAP coordinator for the corporate lab for all customers.
- Maintain lab metrics for generating internal reports on tracking departmental efficiency through equipment utilization, productivity, employee hours worked and other related issues.
- Maintain supply of common use materials for lab i.e.- consumable test supplies, tools , safety products and internal resources from plants.
- Trained in metallurgical sample prep, durability testing, life cycle testing, Rockwell hardness on metal, durometer testing, corrosion testing, cleanliness testing, tensile and compression testing to customer requirements, Rockwell and Brunel hardness testing, leak testing, tensile and compression testing, dye penetration testing, impact testing, rub wear, block on ring, abrasion testing, reflective cavitation testing, and surface finish testing.

KOSTAL Kontakt Systeme, Inc (KKS-A)

Laboratory Technician and Calibration Coordinator

April 2013 – October 2013

Work on all aspects of electrical connector testing.

- Testing on Design Verification, Production Validation, Annual Validation, and R & D evaluation of our worldwide offering of various multi pin connectors.
- Work within and maintain compliance to all ESH guidelines and directives regarding set worth by MIOSHA, DOT, and KOSATAL policies.
- Work with team to build and prove out new test equipment for emerging product to meet and exceed customer specifications.
- Work with wide variety of test equipment including but not limited to Electro Mechanical Shaker, Environmental chambers, Durability Testers, Tensile/Compression frame, Data Acquisition Systems, and Hand Force Gages.
- Design and build test fixtures and specialized test setups for non-standard components.
- Work on cross functional team on 8D investigations and root cause analysis
- Calibration coordinator responsible for scheduling and maintaining all records for the test lab, engineering, quality, and the production departments in compliance with TS 16949 procedures.

Infotree Services working at - Eaton Corporation

Laboratory Technician – Contract short term assignment

Oct 2012 – April 2013

Work on all aspects of in Tank product testing for worldwide customers of Eaton Corp.

- Testing on Design Verification, Production Validation, Annual Validation, and R & D evaluation of our worldwide offering of various in tank products – e.g. roll over valves, shut off valves, flapper valves, liquid trap drain valves, fill line vent valves.
- Build, test, and certify proto type parts prior to delivery to customers.
- Work within and maintain compliance to all ESH guidelines and directives regarding set worth by MIOSHA, DOT, and Eaton policies.
- Work with team to build and prove out new test equipment for emerging product to meet and exceed customer specifications.
- Work with wide variety of test fuels and certified fuels
- Design and build test fixtures and specialized test setups for non-standard components.
- Conduct fuel tank and related product testing, including but not limited to fill test, slosh test, roll over leak test, shut off height test, reopening pressure test, flow rate test, life cycle test, liquid leak test, air leak test, pivot slosh and drain test.

TI Automotive

Laboratory Technician – Contract short term assignment

July 2012 – Oct 2012

Oversee all aspects HVAC testing for worldwide customers of TI Automotive.

- Work with R134a and new HFO1234ya refrigerants for air conditioning assemblies and components.
- Operate and maintain refrigerant gas reclamation systems and control emissions.
- Testing on Design Verification, Production Validation, Annual Validation, and R & D evaluation of our worldwide offering of products was conducted for fuel connectors, adaptors, EOC / TOC hose assemblies, Injection molded thermoplastic components, and stamped metal brackets.
- Work within and maintain compliance to all ESH guidelines and directives regarding set worth by MIOSHA, DOT, and TI Auto policies and ISO 14001 recordkeeping.

Our Lady Queen Of Angels – Catholic Church

Chairman of Parish Finance Counsel

Nov 2011 – Present

Oversee all aspects of parish financial operations including, but not limited to budget, cost estimating, soliciting and review of bids, and commissioning work.

- Chair five member counsel overseeing parish budget and spending.
- Direct fundraising activities and solicit donations for food pantry, shelter for the homeless, and other charitable functions.
- Manage all aspects of bi-annual rummage sale, Christmas wreath sale, back to school event, mom to mom sale.
- Final approver for all expenses for parish over \$2000.
- Champion waste reduction, cost saving initiatives, and environmental green programs.
- Lead Archdiocese Parish Merger Team.

Hutchinson FTS

Laboratory Manager – Contract short term assignment

Feb 2011 – Nov 2011

Oversee all aspects of day to day operation of lab resources and management for 4 technical employees.

- Managed the Corporate Test and development Laboratory where Design Verification, Production Validation, Annual Validation, and R & D evaluation of our worldwide offering of products was conducted for radiator hose, water hose, air conditioning assemblies and components.
- Stepped in and took over total operation of corporate lab on short notice when previous manager left the company.
- Managed all chemical inventory and waste disposal in compliance with Michigan Department of Environmental Quality, DOT & EPA requirements.
- Maintain lab metrics for generating internal reports on tracking departmental efficiency through equipment utilization, productivity, employee hours worked and other related issues.
- Maintained supply of common use materials for lab i.e.- consumable test supplies, tools , safety products and internal resources from plants.
- Designed and implemented systems for data collection, reporting, and preventive maintenance program.
- Coordinated, facilitated, and oversaw all aspects of laboratory relocation from corporate offices in Troy, MI. to new location in Livingston, TN.
- Oversee cost estimating of internal testing and review of quotes from out source testing. Coordinate off site testing to insure compliance to all test requirements.
- Worked extensively with internal quality department on suspect defective customer returned parts for warrantee and related issues. Coordinated out side test analysis when needed.
- Trained current employees and coop students on lab practices and testing procedures.
- Streamlined test setup and portable equipment using universal connector system (multi pin) to eliminate confusion and assure desired results first time – every time.

U.S. Census Bureau - Department of the U.S. Camber of Commerce

Crew Leader

2009-2010

Oversee all aspects of day to day operation of field enumeration and management for 27 enumerators.

- Supervised 24 enumerators and 3 crew leader assistants during field operations.
- Located space for training, and notified new employees of training locations, dates, and times.
- Conducted training sessions for 25 trainees.

- Implemented mandatory training by using classroom instructions, practice interviews, and on-the-job guidance.
- Provided instruction on enumeration procedures and familiarized trainees with reports and forms used to collect data.
- Performed preparatory duties such as checking boundaries and becoming familiar with the areas where employees would work.
- Assigned duty areas to employees, observed employees in the field, and provided on-the-spot assistance and supervision.
- Reviewed and certified daily payroll and progress reports and ensured that work was completed within established time schedules.
- Advised supervisor of progress and performance, and made recommendations for dismissal of those who could not or would not perform required duties.

COOPER-STANDARD AUTOMOTIVE, Auburn Hills, MI

1997-2009

NVH control sealing and fluid systems supplier; 72nd largest tier 1 global automotive supplier.

ITT Industries FHS was purchased by COOPER STANDARD in 2006

Lead Technician/Lab Supervisor

2006-2009

Oversee all aspects of day to day operation of lab resources and management for 12 technical employees.

- Supervised the Corporate Reliability Test Laboratory where Design Verification, Production Validation, Annual Validation, and R & D evaluation of our worldwide offering of products was conducted for fuel connectors, adaptors, EOC / TOC hose assemblies, injection molded thermoplastic components, and stamped metal brackets.
- Managed all chemical inventory and waste disposal in compliance with Michigan Department of Environmental Quality, DOT & EPA requirements.
- Facility officer for approval of all new chemicals brought in to corporate lab.
- Maintained MSDS data base and reviewed all old documents for updated as required.
- Coordinated all safety and environmental training for all key lab personnel.
- Emergency responder/Fire Captain for building fire and safety committee and business continuity plan team. 24 hour on call person for the facility, primary contact for building emergencies.
- Trained as hazmat spill response commander, onsite waste management and prepared hazardous and nonhazardous materials for transport to disposal sites.
- Moved the corporate lab from a low quantity waste generator to a conditionally exempt location meeting MIDEQ and EPA requirements.
- Worked with and trained staff on proper use of lab equipment, including but not limited to VOM, oscilloscope, soldering station, data acquisition equipment, proprietary software systems, specialized hand tools, custom test equipment.
- Maintain lab metrics for generating internal reports on tracking departmental efficiency through equipment utilization, productivity, employee hours worked and other related issues.
- Maintained supply of common use materials for lab i.e.- consumable test supplies, tools , safety products and internal resources from plants.
- Designed and implemented new lab layout for maximum efficiency in support of lab move and expansion due to consolidation of related facilities. Lab went from 48,000 to 76,000 square feet and absorbed equipment from multiple locations throughout North America.
- Worked extensively with and served as local liaison in support of production facilities in South America, Europe, Asia, and Pacific Rim to meet O.E.M. global testing requirements.
- Responsible for cost estimating of internal testing and review of quotes from out source testing. Coordinate off site testing to insure compliance to all test requirements.
- Specify requirements, collect bids, review, recommend, and purchase new lab equipment and services.

ITT Industries FHS, Auburn Hills, MI
Global fuel and break systems supplier

Lead Technician/Lab Supervisor (ITT Industries FHS)

1997-2006

Oversee all aspects of day to day operation of lab resources and management for 25 technical employees.

- Implemented a 24 hour monitoring and data acquisition system for the electromechanical shakers, eliminating the need for a 2nd and 3rd shift.
- Conducted testing on fuel and break lines, connectors, couplers, tubes, hoses, adapters, and assemblies for all phases from design verification, PPAP, production validation, and annual validation.
- Designed and implemented new test fixture for long term test that doubled equipment efficiency and a cost avoidance of 2.5 million dollars.
- Trained in metallurgical sample prep, durability testing, life cycle testing, Rockwell hardness on metal, durometer testing on elastomeric products, permeation of multi layer polymer tube, leak testing, burn through testing, corrosion testing, cleanliness testing, VLD testing, tensile and compression testing to customer requirements.
- Trained new employees co-op students and interns in operation of all lab test equipment, maintained training records in compliance with internal audit and TS16949 procedures.
- Environmental, Health and Safety coordinator for facility trained in hazardous and non hazardous material handling & storage, preparation for transport in compliance with D.O.T. requirements. Maintained MIDEQ and ISO14001 records.
- Preventative maintenance coordinator for facility responsible for performing, scheduling and maintaining records and logs in compliance with TS16949 audit procedures.
- Member of building fire and safety committee and business continuity plan team. 24 hour on call person for the facility, primary contact for building emergencies.
- Started a PPE program in the building, creating and defining zones that required specific PPE.
- Instated industrial hygiene monitoring program, a hearing conservation program, and annual training for all affected employees.
- Emergency responder/Fire Captain for building fire and safety committee and business continuity plan team. 24 hour on call person for the facility, primary contact for building emergencies.
- Created and implemented a multi-level training system for lab and non-lab personnel related to hazmat and PPE awareness.
- Worked extensively with internal quality department on suspect defective customer returned parts for warrantee and related issues. Frequently on FEMA teams.
- Worked with internal and external customers to substantially reduce volume of annual testing for cost savings for all involved.
- Specify requirements, collect bids, review, recommend, and purchase new lab equipment and services.

Climax Research Services, Farmington Hills, MI
Metallurgical test and analysis laboratory

Lead Technician and Project Coordinator

1995-1997

Responsible for conducting tests to meet specification requirements. Work independently and direct other technicians to meet goals and deadlines.

- Originally started in lab as associate technician and worked up through promotions to lead technician and project coordinator.
- Trained in metallurgical sample prep, Rockwell and Brunel hardness testing, leak testing, tensile and compression testing, dye penetration testing, impact testing, rub wear, block on ring, abrasion testing, reflective cavitation testing, and surface finish testing.
- Preventative maintenance coordinator for facility responsible for performing, scheduling and maintaining records and logs in compliance with A2LA audit procedures.
- Trained new employees and interns to meet lab standards on test procedures and equipment.

ADDITIONAL TRAINING

Team Leadership, 8D investigation, MS Office 2003, D.O.T. Haz Mat & R.C.R.A certified, familiar with ISO, and TS audit procedures and record keeping.
Enhanced Michigan Drivers License with Chauffeur Endorsement
Powered fork truck operator.

MEMBERSHIPS / AFFILIATIONS

Society of Automotive Engineers, Associate Member

2003 to present

www.linkedin.com/pub/dave-vincent

Cynthia D Smith



Branch Manager in the Detroit market Results-focused executive leader adept at maximizing revenue and customer acquisitions. 40-year successful history in banking industry. Talented manager and proactive decision maker. Results-focused executive leader adept at maximizing revenue and customer acquisitions. 40-year successful history in banking industry. Talented manager and proactive decision maker.

-
- | | |
|--|---|
| <ul style="list-style-type: none">• Loan approvals• Analytical problem solving• Staff training• Sales proficiency• Professional demeanor | <ul style="list-style-type: none">• Revenue generation• Risk mitigation• Security knowledge• Operations management |
|--|---|
-

Branch Manager Vice President, 10/1979 to 02/2020

PNC Bank – Detroit, MI

- Upheld stringent bank standards for loans, money handling and legal considerations.
- Utilized up-to-date information to make effective decisions governing bank operations.
- Built and maintained productive relationships with internal and external C-level executives to facilitate business success.
- Defined strategies for and made proactive adjustments to maintain results.
- Encouraged employee development and promoted management staff from within.
- Recruited, interviewed, hired and trained employees and implemented mentoring program to promote positive feedback and engagement.

Grace E.Vereen

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

EDUCATION POSTGRADUATE STUDIES

Wayne State University

- Administrative Certificate, Elementary Administration (1992)
- Masters of Education, Elementary Education (1980)

EXPERIENCE Field Instructor, Michigan State University

(August 2005-Present)

- Plan and conduct TE 501 and 502 seminar bi-weekly
- Explain expectations for all written assignments, lesson plans, school projects, and participation in school activities
- Schedule and conduct mid-term and final conferences with interns and mentor teacher
- Conduct bi-weekly observations of interns in their classrooms
- Prepare written observation notes, and feedback forms
- Attend Detroit/ SEMI monthly staff meetings
- Facilitate new mentor teacher sessions during annual mentor teacher conference

Principal, Detroit Public Schools (1999-2005)

Westside Multicultural Academy

Medicine Bear Native American Academy

- Responsible for the closure and consolidation of two educational facilities and programs into one Pre-Kindergarten through Eighth Grade School Community.
- Manager and administrator for the daily operations of an elementary through middle school facility.

- Monitor and evaluate instructional and non-instructional staff
- Facilitate parental involvement activities
- Prepare and manage facility and program budget
- Provide school improvement leadership
- Develop extracurricular activities to enhance academic achievement
- Oversight of construction and expansion of school facility

Professional Development

- Special Education Seminar, 2020
- Mentors As Teacher Educators 2019

REFERENCES: Furnished upon request

Kenneth G. Dettloff

PROFILE

I would like to continue my service as a Board Member of the Detroit Public Safety Academy. Over the past few years, I feel I was an asset to the Board as I volunteered for various assignments and was appointed to be the Treasurer of Board of Directors

EXPERIENCE

Correction Officer, MDOC, 6/1/1997

Over the past 20 years, I have worked at numerous prisons in the State of Michigan and have worked all types of inmates from the mentally ill to parole violators and male and female inmates. This experience brings a special knowledge to the Board as I have done one of the jobs that we are training students for and what they need to succeed in that profession.

EDUCATION

Eastern Michigan University, 8/1982, BS in Education

Washtenaw Community College, 1992, AD in Criminal Justice

SKILLS


Over the past few years, I feel I have been an asset to the Board of Directors and to the Detroit Public Safety Academy. I have volunteered for various assignments and was appointed to the position of Treasurer on the Board. I have attended numerous school functions from football and volleyball games to homecoming and proms to senior pinnings and graduation ceremonies.

[REDACTED]

[REDACTED]

[REDACTED]

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



Elaine Miller

Objective	To obtain a position that will allow me to utilize my professional and personal experiences to advance the vision and mission of the organization. (Available – Now).		
Experience	1972-2003 (Retired)	General Motors Corporation	Pontiac, MI
	Positions Held		
	Program Manager – Engineering Operations		
	Administrative Coordinator – Correspondence Center - Engineering		
	Office Administrator – Engineering Specifications		
	Administrative Secretary to Manufacturing Director		
	Responsibilities Included		
	<ul style="list-style-type: none">▪ Coordination and facilitation of workshops and seminars for large groups▪ Provided Administrative support to managers and Directors of Programs Management Office.▪ Supervision of several Administrative Centers▪ Providing structure and organizational resolutions▪ Development and maintenance of effective and manageable budgets▪ Development of effective concepts in project management		
	1989-2014	New Mount Moriah MBC	Pontiac, MI
	Positions Held		
	Executive Administrator		
	Administrative Coordinator for the Full Gospel Baptist Church Fellowship		
	Christian Education Instructor		
	Member, Bishop's Cabinet		
	Responsibilities included Payroll Coordinator as well as HRM Facilitator		
	Great Lakes Academy Board Member (Treasurer)		
	Substitute Teacher for the Pontiac Schools		
	Responsibilities Included		
	<ul style="list-style-type: none">▪ Coordination of the day-to-day operations of the ministry▪ Supervision of ministry staff & volunteers▪ Coordination of major events to include Conferences, Workshops, and Seminars▪ Providing the Bishop with information needed to make informed decisions regarding the administrative needs of the ministry		
	1978-2012 (Part-time)	Pontiac School System	Pontiac, MI
	Instructor		
	Part-time instructor for Accounting and Shorthand		
	1969-1971	Central High School	Liberty, MS
	Administration		
	Handled administrative needs of the Principal		

Education	1965-1969	Alcorn State University	Lorman, MS
	B.A., Business Administration		
	1974-1975	Michigan State University	Troy, MI
Skills		▪ Extension courses in Counseling and Administration	
		▪ Extensive Workshops in management and Administration	
		▪ Strong leadership and management skills including the ability to direct others and make wise decisions based on technology and economics	
		▪ Extensive background in counseling, instruction and program development.	
		▪ Benchmarking and comparative organizational evaluation studies	
		▪ Proficient in Microsoft Office Suite and Quickbooks	
	▪ Experienced in Accounting and Finance		

CHEDRIN CHAMBERS



PROFESSIONAL SUMMARY

Seasoned management professional who excels in establishing excellent working relationships with customers, employees, vendors and contractors. High-energy Manager successful in building and motivating dynamic teams. Cultivates a company culture in which staff members feel comfortable voicing questions and concerns, as well as contributing new ideas that drive company growth. Specialist with broad background in operations, project and risk management. Enthusiastic team player dedicated to process improvements and staff development.

SKILLS

- Exceptional interpersonal communication
- Effective leader
- Efficient multi-tasker
- Organized
- Client account management
- Staff training/development
- Consistently meet goals
- Deadline-oriented
- Conflict resolution

WORK HISTORY

Restoration Services Specialist, 09/2014 to Current

Lowes, Inc. – State Of Michigan, MI

- Built relationships with contractors to increase likelihood of repeat business.
- Engaged with contractors in a sincere and friendly manner.
- Contacted other store locations to determine merchandise availability.
- Responded to contractor/customer questions and requests in a prompt and efficient manner.
- Recommended merchandise to contractors/customers based on their needs and preferences.

Project Specialist Exterior, 12/2011 to 09/2014

Lowes, Inc – Southfield, MI

- Greeted customers in a timely fashion while quickly determining their needs.
- Recommended merchandise to customers based on their needs and preferences.
- Wrote sales slips and sales contracts.
- Maintained knowledge of current sales and promotions, policies regarding payment and exchanges and security practices.
- Contributed to team success by exceeding team sales goals by 30%.

Department Manager Plumbing/Electrical, Lowes, Inc., 12/2009 to 12/2011

Lowes, Inc. – Southfield, MI

- Partnered successfully with other home services departments to produce a seamless customer experience.
- Worked directly with the kitchen and bathroom departments, clients, to achieve an unmatched high quality of customer service.
- Hired and trained new staff.

Department Manager Flooring/Appliance and Kitchens, Lowes, Inc., 12/2008 to 12/2009

Lowes, Inc. – White Lake, MI

- Accurately estimated time and materials costs for projects.
- Provided accurate measurements and estimates for all projects.
- Consistently assumed additional responsibilities and worked extended hours to meet project deadlines.
- Loaded and unloaded building materials used for construction.

Department Manager Seasonal, Lowes, Inc., 01/2007 to 12/2008

Lowes, Inc. – Southfield, MI

- Directed 12 warehouse seasonal associates.

- Led warehouse improvement initiatives to advance operational efficiencies.
- Received, stored and shipped goods and materials.
- Cleaned and maintained the warehouse in compliance with OSHA safety standards.
Operated forklifts and other heavy machinery safely.

Installed sales Manager, 12/2005 to 01/2007

Lowes, Inc. – Southfield, MI

- Supervised a sales force of six sales associates.
- Supported the sales team in writing proposals and closing contracts.
- Developed quarterly and annual sales department budgets.
- Planned and directed staff training and performance evaluations.
- Trained all incoming sales team members.
- Contacted customers by phone and email in response to inquiries.
- Promptly resolved all customer requests, questions and complaints.
- Built relationships with customers and the community to establish long-term business growth.

EDUCATION

Field of Study: Flight Science, 1995-1997

Western Michigan University - Kalamazoo, MI

High School Diploma: 1995

Benjamin Oliver Davis Areospace and Technical H.S. - Detroit, MI

CERTIFICATIONS

Michigan Sales License

Private Pilots License

Notary Public

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

SUMMER 2020 FACULTY RESEARCH AND CREATIVE ACTIVITY AWARDS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on the Summer 2020 Faculty Research and Creative Activity Awards.

STAFF SUMMARY

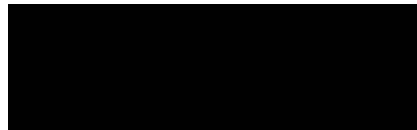
The Summer Research/Creative Activity Award is intended to encourage and support the research, creative, artistic, and scholarly endeavors of full-time tenured or tenure-track EMU faculty during the summer months (May-August) by providing stipends of \$12,000 for outstanding proposals in lieu of summer 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.

FISCAL IMPLICATIONS

None. The cost of the fellowships is contained in the instructional budget.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Eastern Michigan University
Division of Academic and Student Affairs

2020 SUMMER RESEARCH AWARDS

1. Mohammed Noraden Alsaleh, (Information Security and Applied Computing). “Automated and Provable Hypothesis Investigation for Cyber Threat Hunting.”
2. Eamonn Arble, (Psychology). “Contributions of Personality to Successful Aging.”
3. Cassandra Barragan, (Social Work). “Trauma Informed Complementary Health Interventions for Veterans with PTSD.”
4. Kimberly Barrett, (Sociology, Anthropology and Criminology). “Violations, Extractions, & Penalties in the Petroleum Industry: Testing the Treadmill of Crime.”
5. Adam Briggs, (Psychology). “Effectively Training Behavioral Technicians at EMU’s Autism Collaborative Center Efficiently: A Sequential Analysis.”
6. Jonathan Carter, (Communication, Media, and Theatre Arts). “Public Media, Private Screens: Exploring the Rise of Intimate Mass Media.”
7. Sean Xiangdong Che, (Information Security and Applied Computing). “A Digital Twin Simulation Approach for Vehicle Security Research.”
8. Chong Man Chow, (Psychology). “Supportive Weight Talk in Mother-Adolescent Daughter Relationships: Implications for Weight Status, Weight Management, and Body Image.”
9. Michael Doan, (History and Philosophy). “Writing a Book on the Philosophy of James Boggs.”
10. Margaret Dobbins, (English Language and Literature). “Aesthetically Disgusting: Rudyard Kipling in the Age of Decolonization.”
11. Cory Emal, (Chemistry). “Initial Investigations into Core Modifications of Inhibitors of Plasminogen Activator Inhibitor-1 (PAI-1).”
12. Ryan English, (Visual & Built Environments). “Hand Made: Design, Development, and Creation of a New Sculpture.”
13. Bradley Ensor, (Sociology, Anthropology and Criminology). “Archaeological Investigations of Coastal Communities at the Camaronera Lagoon, Veracruz, Mexico.”
14. Xianghong Feng, (Sociology, Anthropology and Criminology). “One Journal Article, One External Grant Proposal, and One Short Ethnographic Film: Entrepreneurialism, Local Governance, and Family Relations in a Tourism Context in China.”

15. Catherine Gammon, (Health Promotion and Human Performance). "Exploring Physical Health, Wellbeing, and Cognitive Function Among Preschoolers, Young Adolescents, and College Students."
16. Maria Luz Garcia, (Sociology, Anthropology and Criminology). "The Road Home: The Effects of Immigration in Maya Communities in Guatemala."
17. Sarah Ginsberg, (Special Education). "Peer Mentoring to Improve Peer Reviews."
18. Rob Halpern, (English Language and Literature). "My Augustine."
19. Jenni Hoffman, (Nursing). "An Innovative Community/Public Health Nursing Virtual Simulation: A Mixed Methods Study."
20. Khairul Islam, (Mathematics and Statistics). "Confidence Interval Estimates of the Average Time 15 Years and Older Spend per Day by Engaging in Physical Activities in the United States."
21. Brandon Johnson, (Music and Dance). "Composition, Performance, and Recording of an Original Musical Score, for Choir, String Quartet, Lighting, and Narrator(s)."
22. Andrii Kashliev, (Computer Science). "Storing and Querying Provenance Data in Big Data Databases."
23. Myung-Sook Koh, (Special Education). "Teacher Efficacy in Classroom Management and Discipline: The Comparative Perceptions and Perspectives of Korean Teachers and Students."
24. Jamie Lawler, (Psychology). "A Longitudinal Study of the Development of Self-Control in Early Childhood and Its Implications for Socioemotional Development and Mental Health."
25. Elizabeth Loomis, (Nursing). "A Shared Decision-Making Tool for Opioid Prescribing Following Cesarean Delivery: An Initiative to Decrease the Reservoir of Opioids in the Community."
26. Cynthia Macknish, (World Languages). "Writing a Book Entitled, Reflecting on Academic Service-Learning in TESOL."
27. Andrew Mansfield, (Engineering Technology). "Initial Investigation of the Supercritical Combustion of Acetic Acid - A Pathway to Alternative Energy."
28. Alexandros Maragakis, (Psychology). "Pediatric Primary Care Training for Anxiety, Depression, and Neurobehavioral Disorders."
29. Salar Mesdaghinia, (Management). "Stopping Business Misconduct."
30. Paul Price, (Biology). "Mixed-Culture Fermentation in Antibiotic Discovery."

31. Pejman Rezakhani, (Visual & Built Environments). "Development of a Dynamic Data-Driven Project Scheduling and Resource Allocation Model for Effective Project Management Under Uncertainty."
32. Renuka Roche, (Health and Human Service). "A Qualitative Study of Current Rehab Practices for Muscular Dystrophies: Views and Experiences of Rehab Professionals."
33. Jodonnis Rodriguez, (Accounting and Finance). "The Effect of Racial and Ethnic Diversity on Small, Publicly-Traded Companies."
34. Gabriel Rudebusch, (Chemistry). "Building Functional Metal-like Molecules."
35. Ken Saldanha, (Social Work). "Farmworkers and the 2020 Census: Enhancing and Researching Their Participation."
36. Joel Schoenhals, (Music and Dance). "Chopin at Home: Reviving Techniques from the Golden Age of the Piano."
37. Rachel Schroeder, (Sociology, Anthropology and Criminology). "Allergic to Life, It's Not a Joke: The Lived Experience of the Stigmatization and Unbelievability of Mast Cell Disease."
38. Hannah Seidel, (Biology). "Imaging Pre-Replication in Stem Cells Using Expansion Microscopy."
39. Macarthur Lamar Stewart, (Engineering Technology). "A Prototyping Method to Evaluate 3D Printed Prosthetic Leg Sockets."
40. Amanda Stype, (Economics). "An Examination of the Determinants of Veteran Use of VA Care, Community Care, and the Implications for the MISSION Act."
41. Weitian Tong, (Computer Science). "Build a Smarter City Via More Efficient Communication Networks."
42. Christina Topolewski, (Social Work). "Examination of the Rewards of Aging Parental Caregivers of Adult Children with Autism."
43. Stephanie Wladkowski (Social Work). "Evaluating a Protocol for Live Discharge from Hospice."

SECTION: 19
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

2020-2021 SABBATICAL LEAVE AWARDS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on 2020-2021 Sabbatical Leave Awards.

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 Executive Vice President of Academic and Student Affairs. A list of the approved projects is included with Board materials.

In 2020-2021, seven (7) two-semester and twenty (20) one-semester leaves will be awarded.

FISCAL IMPLICATIONS

The salary cost of sabbatical leaves will be absorbed in the 2020-2021 faculty salary budget. Additional research support costs for two semester sabbatical leaves will be absorbed in the 2020-2021 budget.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Eastern Michigan University
Division of Academic and Student Affairs

2020-2021 SABBATICAL LEAVE AWARDS

One Semester

Leslie Atzmon, Art and Design. “Place/Performance/Identity: Historical and Contemporary Perspectives on Spatial Experience.”

Kimberly Barrett, Sociology, Anthropology and Criminology. “Environmental Enforcement and Greenhouse Gas Emissions in the United States.”

Wallace Bridges, Communication, Media and Theater Arts. “Complete Fulbright Documentary.”

Geffrey Colon-Rivera, Health Promotion and Human Performance. “Qualitative Analysis and Categorization of Fundamental Motor Skills Stages from Archive Video Data-Michigan State University Motor Performance Longitudinal Study.”

Jennifer Desiderio, Special Education. “The Benefits of Team-Based Learning for Content Mastery and Collaboration Skills of Future Special Education Teachers and Speech-Language Pathologists.”

John Dunn, English Language and Literature. “What Citizens Can Learn from Public Discourse: A Rhetorical Analysis of Selected Newspaper Opinion Columns on the 2018 U.S. Immigration Controversy.”

Debra Gombert, Music and Dance. “Multicultural Education in Music Therapy: Writing a New Song.”

Heather Hutchins-Wiese, Health Sciences. “Mediterranean Diet and Lifestyle Research with Local and Global Implications.”

David Kass, Biology. “Generation of Manuscripts of Scientific Investigations That Will Incorporate Fifteen EMU Student Co-Authors.”

Ebrahim Khalifeh-Soltani, Political Science. “Sociopolitical Factors Contributing to Mental Health Disorders among Syrian and Iraqi Refugees Resettling in the United States.”

Matthew Kirkpatrick, English Language and Literature. “The Alchemists (a novel).”

Myung Koh, Special Education. “Empowering Korean Teachers with Proactive Classroom Behavior Management Skills.”

Allen Kurta, Biology. “Bats of the West Indies: Winged Mammals in an Island Environment.”

Paul Leighton, Sociology, Anthropology and Criminology. “Developing a New Specialty in Marijuana Control that will Produce an EMU Class and Start a line of Research Addressing the harms of Marijuana Prohibition.”

Janet Okagbue-Reaves, Social Work. “Collegiate Recovery Model for Inclusion.”

Barbara Patrick, Political Science. “Variations in Discrimination Case Outcomes: A Look at State Civil Rights Commissions’ Policies and Administrative Practices.”

James Saunoris, Economics. “What are the Main Drivers of Homelessness in the U.S.? New Evidence from a Dynamic Analysis.”

Joel Schoenhals, Music and Dance. “Schubert and the Dance at Home.”

Sarah Walsh, Health Sciences. “Using the National Health and Aging Trends Study to Reduce Health Care Utilization Costs for Older Adults with Chronic Disease.”

Yu Zhang, Accounting and Finance. “Are Overconfident CEOs More Capable? --- Hints from CEOs’ Letters to Shareholders.”

Two Semester

Leslie Atzmon, Art and Design. “Place/Performance/Identity: Historical and Contemporary Perspectives on Spatial Experience.”

Alexis Braun Marks, University Library. “Preserving the History of the University: A Comprehensive Survey and Proposed Policy for Records Transfer to University Archives.”

Debra Gombert, Music and Dance. “Multicultural Education in Music Therapy: Writing a New Song.”

Myung Koh, Special Education. “Empowering Korean Teachers with Proactive Classroom Behavior Management Skills.”

Paul Leighton, Sociology, Anthropology and Criminology. “Developing a New Specialty and EMU Class on Marijuana Decriminalization, and Producing a Second Edition of a Book on Private Prisons.”

Robert Peavler, Music and Dance. “The 21st-Century American Art Song Anthology for Young Singers.”

Ildiko Porter-Szucs, World Languages. “Textbook: How do you know that your Students are Learning: A Practical Guide to Language Assessment.”

SECTION: 20
DATE: June 18, 2020

BOARD OF REGENTS

EAST ERN MICH I G AN UNIV ERSIT Y

RECOMMENDATION

2020-2021 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 2020-2021 Faculty Research and Creative Activity Fellowship awards.

STAFF SUMMARY

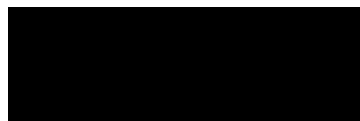
Faculty Research and Creative Activity Fellowships are competitive awards given to faculty who submit meritorious research or special study proposals. The fellowships award up to 100% release time from teaching for one semester to help build a foundation for a faculty member's future research or creative 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 of Academic and Student Affairs. A listing of the approved projects is included with Board materials. Fifty-one (51) faculty will be supported.

FISCAL IMPLICATIONS

None. The cost of the fellowships is contained in the instructional budget.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Eastern Michigan University
Division of Academic and Student Affairs

2020-21 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS

1. Muhammad Ahmed, (Engineering Technology). "A Modified Artificial Intelligence Tool for Automatically Scoring Open-Ended Responses."
2. Amanda Allen, (English Language and Literature). "Special Friends, Roommates, and Companions: The Queer Women Who Produced Early Cold War American Children's Literature."
3. Cassandra Barragan, (Social Work). "Development of Validated Measure: Assessing the Social Impact of Community-Based Fitness and Activity/Intervention-Based Programs for Older Adults."
4. Kimberly Barrett, (Sociology, Anthropology and Criminology). "Environmental Enforcement and Greenhouse Gas Emissions in the United States."
5. Ashley Bavery, (History and Philosophy). "Islam in the Heartland: Muslim Communities and the Racial Politics of the Midwest, 1900-1950."
6. Peter Bednekoff, (Biology). "Looking out for the neighbors? Leveraging automated tracking data to examine sentinel behavior across neighborhoods of Florida scrub-jays."
7. Minnie Bluhm, (Health Sciences). "The Science of Population Health and Happiness: Proposal for a State-of-the-Art Literature Review."
8. Jie Cao, (Information Security and Applied Computing). "Self-driving Golf Cart on EMU Campus."
9. Howard Cass, (Music and Dance). "Music Composition and Recording of a Large-Scale Jazz Quartet Suite."
10. Sean Xiangdong Che, (Information Security and Applied Computing). "A Simulation-Based Teaching and Research Platform for SCADA Security."
11. Sock Chung, (Computer Information Systems). "Key Success Factors for International Students: An International Academic Partnership."
12. Daniel Clemans, (Biology). "An Analysis of Biofilm Formation by Probiotic Microbes Obtained from Natural Sources."
13. Karen Ann Craig, (Accounting and Finance). "Impact of Gender on Investment Decisions."
14. Jennifer Desiderio, (Special Education). "The Impact of Team-Based Learning on the Content Mastery and Collaboration Skills of Future Special Education Teachers and Speech-Language Pathologists."

15. Michael Doan, (History and Philosophy). "Completing a Book on the Philosophy of James Boggs."
16. Margaret Dobbins, (English Language and Literature). "Aesthetically Disgusting: Rudyard Kipling in the Age of Decolonization."
17. John Dunn, (English Language and Literature). "What Citizens Can Learn from Public Discourse: A Rhetorical Analysis of Selected Newspaper Opinion Columns on the 2018 U.S. Immigration Controversy."
18. Bradley Ensor, (Sociology, Anthropology and Criminology). "EMU Archaeology Field School Book Preparation."
19. Michael Foster, (World Languages). "Incorporating Theory and Affect into New Language Teacher Education."
20. Steven Francoeur, (Biology). "Linking "Green" and "Brown" Food Webs: The Importance of Algae."
21. Debra Gombert, (Music and Dance). "Multicultural Education in Music Therapy: Writing a New Song."
22. Jillian Graves, (Social Work). "Interprofessional Collaboration and Coordination Between Social Workers and Special Needs Planners for Individualized Needs Evaluations."
23. Jenni Hoffman, (Nursing). "Researching the Effectiveness of an Online Human Trafficking Awareness Program Among Nursing Students."
24. Qin Hu, (Engineering Technology). "Electroporation and Magnetic Hyperthermia Induced by Time Varying Magnetic Fields in Cancer Cells."
25. Christine Hume, (English Language and Literature). "Finishing *The Unregistered*: A New Book of Creative Nonfiction."
26. Khairul Islam, (Mathematics and Statistics). "On Association and Risk of Factors Affecting Parental Involvement in Education."
27. Kristin Judd, (Biology). "(un)Dammed if you do, Dammed if you don't? Assessing the Ecological Impacts of the Peninsular Dam and its Removal."
28. David Kass, (Biology). "Generation of Manuscripts Incorporating Fifteen EMU Student Co-Authors, and Advancing Investigations of Mobile DNA in Mammalian Genomes."
29. Jesse Kauffman, (History and Philosophy). "Blood-Dimmed Tide: Central Europe's Long Great War."
30. Annemarie Kelly, (Health Sciences). "Interprofessional Collaboration and Coordination Between Social Workers and Special Needs Planners for Individualized Needs Evaluations."

31. Tareq Khan, (Engineering Technology). "A Smart Baby Monitor with Automatic Sleeping Posture Detection and Notification."
32. Matthew Kirkpatrick, (English Language and Literature). "The Alchemists (a novel)."
33. Allen Kurta, (Biology). "Bats of the West Indies: Winged Mammals in an Island Environment."
34. Laxmikant Manroop, (Management). "The Ethical Implications of Big Data in Human Resource Management: A Qualitative Study."
35. Tammy McCullough, (Marketing). "An Investigation of Green Consumption Behaviors and Consumers' Attitudes towards Green Marketing Initiatives."
36. Laura McMahon, (History and Philosophy). "Research Project on Phenomenology, Decolonialism, and Multicultural Politics."
37. Christina Mirtes, (Teacher Education). "Contemporary Play: Analyzing the use of Technology During Play in Preschool Environments."
38. Paul Price, (Biology). "Purification and Characterization of Novel Antibiotic Compounds."
39. Chris Reilly, (Art and Design). "Exhibition of New Photographic Artwork and Publication of Video Training Course on LinkedIn Learning."
40. Pejman Rezakhani, (Visual Built Environments). "Natural Disaster Recovery Model for Resilient Societies."
41. Maria Ruggiero, (Art and Design). "Entanglement."
42. Ken Saldanha, (Social Work). "A minority community becomes a majority: Tracing the history of Latinos from migrants to residents in western Michigan."
43. James Saunoris, (Economics). "What are the Main Drivers of Homelessness in the U.S.? New Evidence from a Dynamic Analysis."
44. J. Michael Scoville, (History and Philosophy). "On the Normative Reasons Relevant to Addressing Climate Change."
45. Hannah Seidel, (Biology). "Genetics of Color Production in Ball Pythons."
46. Rita Shah, (Sociology, Anthropology and Criminology). "Understanding the Impact of Building Design on Probation and Parole Supervision."
47. John Staunton, (English Language and Literature). "Micro-Financing Cultural Capital: Re-Serializing fin-de-siècle American Women Writers for 21st Century Contexts."

48. Samir Tout, (Information Security and Applied Computing). “Initiating Industry-Supported Experimental Research in Mobility, IoT, and Autonomy Cybersecurity (MIoTAC).”
49. Gary Victor, (Marketing). “Profit over People--When Corporations Decide to Protect Profit Over the Health and Safety of the Public.”
50. Xining Yang, (Geography and Geology). “Two Manuscripts: Examining Human Dynamics with Geospatial Technology.”
51. Yu Zhang, (Accounting and Finance). “Are Overconfident CEOs More Capable? – Hints from CEOs' Letters to Shareholders.”

SECTION: 21
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

**WINTER 2020 GAMEABOVE FACULTY FIRST PROFESSIONAL DEVELOPMENT
AND INNOVATION AWARDS**

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the report on the Winter 2020 GameAbove Faculty First Professional Development and Innovation awards.

STAFF SUMMARY

The GameAbove Faculty First Professional Development and Innovation awards for Winter 2020 have been identified. Information on the award recipients 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 research activity by these faculty, whether it be in receiving internal or external grant awards, patents, or other recognition for their scholarship. In this manner we hope to portray a continuum of faculty research activity.

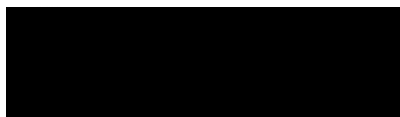
The purpose of the fund is to facilitate faculty professional development and innovation through a broad range of activities, including but not limited to, things such as (1) reassigned time from teaching for scholarly, creative, and innovative endeavor; (2) conference presentations; (3) travel; (4) 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.

FISCAL IMPLICATIONS

None. The cost of awards is covered by an expendable fund associated with the GameAbove Faculty First Professional Development and Innovation funds.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

E GameAbove Faculty Professional Development and Innovation Fund

As a result of generous support from the GameAbove program, the Provost's Office is eager to announce that it is funding 10 faculty projects for Winter 2020. GameAbove is a diverse group of passionate Eastern Michigan Alumni who desire to give back to the University through supporting campus initiatives focused on research, entrepreneurship, and innovation. To learn more about GameAbove, please see their website and contact information here. The purpose of the GameAbove Faculty Professional Development and Innovation Fund award program is to facilitate faculty professional development through activities such as research, curriculum development, community service, and professional travel and training. The awards, totaling **\$50,112**, are presented to faculty from the College of Arts and Sciences (six), the College of Business (two), the College of Health and Human Services (three), the College of Education (one), and the College of Engineering and Technology (one).

We congratulate the following faculty for their Faculty First projects!



Fathi Amsaad (School of Information Security & Applied Computing). "Strengthening Autonomous Vehicles Cybersecurity with Hardware-Based Biometrics" \$5,000. Autonomous vehicles show promise for advancing transportation through improving travel time, traffic flow, and crash avoidance. However, this technology lacks system security and user authentication processes, making it susceptible to cyberattacks. Dr. Amsaad's project aims to develop secure autonomous vehicle services that integrate human/hardware-based biometric authentication processes. Funding for this project will be used for technical materials and salary support for an undergraduate student.

Karen Ann Craig and Ivan Rodriguez (Department of Accounting and Finance). "Active Learning in Finance Utilizing a Stock Ticker" \$7,726.

Stock tickers provide real-time access to market fluctuations throughout the day. Dr. Craig and Dr. Rodriguez will be using this award to purchase a ticker for the Bloomberg Lab and plan to integrate this tool into courses starting Fall 2020. The ticker will promote active learning in the classroom through implementing exercises in collecting and analyzing ticker readings in connection with possible catalysts, such as world events, that may cause the stock price fluctuation.



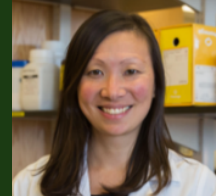
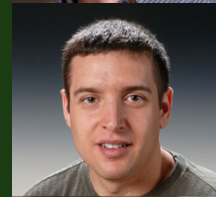
Audrey Farrugia (Department of Special Education). "The Starting Line: Beginning the Conversation About Autism Spectrum Disorders in Early Intervention" \$4,700.

Dr. Farrugia will be investigating how early intervention speech-language pathologists discuss the initial diagnosis of autism to families. This project will continue building upon previous work of Dr. Farrugia regarding the need for adequate training and resources to prepare early speech-language pathologists to hold these conversations with families. After completing literature reviews and in-depth interviewing, Dr. Farrugia will be developing best-practices training resources, including a free webinar, for early interventionists in Michigan.



Aaron Liepman and Paul Price (Department of Biology) and Brittany Albaugh (Department of Chemistry). "An HPLC Autosampler to Enable Innovative Biology and Chemistry Research" \$9,125.

The funding from this award will be used to purchase an autosampler module for a high-performance liquid chromatography (HPLC) system utilized by several research groups in Cellular/Molecular Biology & Biochemistry. The autosampler will triple to quadruple the number of samples analyzed per day/night through automated sample analyses as opposed to the current system of manual sample input after the previous one is completed. This will allow for efficient sample analysis by increasing productivity and decreasing user error. Data collected from this device will be used in scientific publications and presentations by lab members.





Joel Schoenhals (Department of Music and Dance). "Bach and Chopin on the Arno 284" \$4,000.

Professor Joel Schoenhals is the first pianist ever to record on the Arno 284, an historic instrument that has changed the way pianos are designed. In 2018 and 2019, Professor Schoenhals recorded works of Johann Sebastian Bach and Frédéric Chopin on the Arno 284. This award will allow for professional digital editing and publication of the recordings through three CDs distributed by Naxos, the largest distributor of classical music recordings in the world.

Jeff Schulz (School of Health Promotion and Human Performance). "Forest Bathing Training and Research", \$4,036.

Forest bathing is a purposeful immersion into nature that establishes mindful use of all five senses. This practice has been shown to have positive impacts on stress levels but has not been widely researched in the United States. Dr. Schulz will be attending Forest Therapy Guide Certification training in the fall and, upon return, will be developing forest bathing coursework and workshop opportunities for the EMU community. Additionally, Dr. Schulz plans to collaborate with the Collegiate Recovery Programs and Dawn Farm to implement these practices for those in recovery from Substance Use Disorder.



Tucker Staley (Department of Political Science). "Online Training for Nonprofit Professionals", \$3,825.

Staley will be designing eight online nonprofit training courses available to the general public. These courses will be non-credit bearing and available starting Fall 2020 semester. Additionally, they will be promoted and administered by Professional Programs & Training (Engage@EMU), while members of the Political Science Department will lead instruction. These courses will provide professional nonprofit knowledge and resources to the community as well as EMU students.



John Staunton (Department of English Language and Literature). "On the Trail of Champlain's 'Parrot' —Developing Interdisciplinary Inquiry Modules for NEH Summer Seminar for Teachers" 3,825.

Dr. Staunton will be developing three interdisciplinary pedagogical inquiry modules that examine gaps in American literature. Specifically, Dr. Staunton will be investigating a 400-year-old unsolved mystery of New World explorer Samuel de Champlain's encounter with an unidentified bird that led to his separation from his companions in the woods. Dr. Staunton will use these modules to explore how we question texts, judge possible solutions to historical puzzles, and interpret findings. The completion of these modules will support the core curriculum towards a full proposal to the National Endowment for the Humanities' Summer Seminar/Institute for K-12 Educators program.



Sarah Walsh (School of Health Sciences). "ICPSR Workshop Registration: Longitudinal Data Analysis" \$1,800.

Dr. Walsh will be attending a week-long intensive training program titled "Longitudinal Data Analysis, Including Categorical Outcomes" in August 2020. This program is offered through the Inter-University Consortium for Political and Social Research (ICPSR) and will provide the necessary tools and knowledge to complete robust analyses of data. Dr. Walsh is exploring strategies to help older adults maintain their independence through analysis of data from the publicly available National Health and Aging Trends Study of approximately 8,500 Medicare enrollees since 2011. By completing the training program, Dr. Walsh will be able to complete longitudinal analysis of this complex dataset.



Stephanie Wladkowski (School of Social Work) "Improving Service Delivery: Evaluation of a Protocol for Live Discharge From Hospice" \$6,075.

Dr. Wladkowski, alongside a national advisory committee, is in the process of developing a live discharge protocol for hospice patients. There is currently no protocol in place to support both the patient and their primary caregiver at the time of live discharge. Funding from this award will allow Dr. Wladkowski to develop a training manual for hospice practitioners to implement the live discharge protocol and evaluate the practitioner's engagement during the live discharge process along with patients and caregivers. Additionally, Dr. Wladkowski will collect preliminary outcomes for patients and caregivers following discharge.



SECTION: 22
DATE: June 18, 2020

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

WINTER 2020 AND FALL 2020 GAMEABOVE FACULTY FIRST UNDERGRADUATE RESEARCH STIMULUS AWARDS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on the Winter 2020 and Fall 2020 GameAbove Faculty First Undergraduate Research Stimulus Awards.

STAFF SUMMARY

The GameAbove Faculty First Undergraduate Research Stimulus Award is intended to facilitate research partnerships between undergraduate students and Eastern Michigan University faculty. Student awardees will receive a \$2,000 stipend in support of their research efforts, which will be paid in bi-weekly installments throughout the award period. The collaborating faculty member may receive \$500 to be used for lab/studio supplies or equipment, professional travel, or other professional expenses.

WINTER 2020: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$6,000 to three (3) undergraduate students and \$1,500 to three (3) Eastern Michigan University faculty for Winter 2020 research and creative projects under the GameAbove Faculty First Undergraduate Research Stimulus Award.

FALL 2020: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$42,000 to twenty-two (22) undergraduate students and \$9,672 to twenty-one (21) Eastern Michigan University faculty for Fall 2020 research and creative projects under the GameAbove Faculty First Undergraduate Research Stimulus Program.

FISCAL IMPLICATIONS

None. The cost of awards is covered by an expendable fund associated with the GameAbove Faculty First Undergraduate Research Stimulus Awards funds.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

WINTER 2020 GAMEABOVE FACULTY FIRST UNDERGRADUATE RESEARCH STIMULUS AWARDS

1. Allison Giniel, (majoring in Nursing). “Do Postpartum Doulas Help Women Achieve Their Breastfeeding Goals?” Faculty mentor: Holly Hopkins (School of Nursing).
2. Dillon Kilroy, (majoring in Computer Science Curriculum). “Automating the Identification of Pumping-Induced Groundwater Fluctuations from a Large Data Set.” Faculty mentor: Chris Gellasch (Department of Geography and Geology).
3. Janae White (majoring in Biology). “What Factors Influence the Success of Prairie Restorations?” Faculty mentor: Emily Grman (Department of Biology).

FALL 2020 GAMEABOVE FACULTY FIRST UNDERGRADUATE RESEARCH STIMULUS AWARDS

1. Iqra Akhlaq, (majoring in Biology). “Analyzing interaction between Arabidopsis VTC1 & KONJAC.” Faculty mentor: Aaron Liepman (Department of Biology).
2. Jacquylne Ali, (majoring in Social Work). “Securing Mental Health: Social Work Meets Police Suicide Crisis.” Faculty mentor: Peregrine Silverschanz (School of Social Work).
3. Autumn Brown, (majoring in Biology). “Establishing Ball Pythons as a Model System for Pigmentation Genetics.” Faculty mentor: Hannah Seidel (Department of Biology).
4. Armando Chacon, (majoring in Psychology). “Parental Executive Function Predicting Child Executive Functions Outcomes, Mediated by Parent-child Attachment.” Faculty mentor: Jamie Lawler (Department of Psychology).
5. Chase Chitwood, (majoring in Biochemistry). “Mutated Autophagic Proteins and Their Binding Partners.” Faculty mentor: Steven Backues (Department of Chemistry).
6. Jack Collins, (majoring in Children's Literature and Theater for the Young). “Representations in Queer Children's Literature with Applications for Local Libraries.” Faculty mentor: Ramona Caponegro (Department of English Language and Literature).
7. David DeLisle, (majoring in Electrical and Computer Engineering). “Autonomous Golf Cart Control System Research.” Faculty mentor: Qin Hu (School of Engineering Technology).
8. Daniella Diaz, (majoring in Nursing). “Improving Breast Cancer-Related Health Outcomes and Quality of Life for Filipina Women.” Faculty mentor: Tsu-Yin Wu (School of Nursing).

9. Amanda Fox, (majoring in French and International Affairs). “The Presence of Terrorism Organizations in France.” Faculty mentor: Michael Foster (Department of World Languages).
10. Sarah Garon, (majoring in Secondary Education Language, Literature and Writing) and Sara Restum, (majoring in Secondary Education Mathematic and TESOL). “Examining the Impact of a Short-Term Intensive English Program on Adult EFL Learners’ Language Learning Beliefs and Autonomous Use of English Resources.” Faculty mentor: Zuzana Tomas (Department of World Languages).
11. Samuel Grone, (majoring in Computer Science - Applied). “Are Smart Contracts Reliable? An Expanded Agency Model Using Deterrents to Enforce Truthful Behavior.” Faculty mentor: Weitian Tong (Department of Computer Science).
12. Joel Harris, (majoring in Environmental Science - Hydrology Concentration). “Identifying the Original Position of Glacial Erratics by Measuring Rock Surface Weathering with a Schmidt Hammer.” Faculty mentor: Eric Portenga (Department of Geography and Geology).
13. Emma Krietemeyer, (majoring in Mathematics - Statistics). “Analysis of Diabetes Discrepancies by Levels of Education in the United States Using the CDC Data.” Faculty mentor: Khairul Islam (Department of Mathematics and Statistics).
14. Joanne Martinez, (majoring in Engineering Physics). “A Custom Electronic Circuit to Characterize Solar Cells for Use in Instructional Labs.” Faculty mentor: Ernest Behringer (Department of Physics and Astronomy).
15. Brandon Paul, (majoring in Information Assurance). “Investigating Vulnerabilities and Exploits in Mobile 4G/LTE Technologies.” Faculty mentor: Xiandong Che (School of Information Security and Applied Computing).
16. Raleigh Shimrack, (majoring in Dance and Communication Sciences and Disorders) “The Effects of Phonology on Naming Response Times.” Faculty mentor: Naomi Hashimoto (Department of Special Education).
17. Lilly Vael, (majoring in Biology and Political Science). “Promoting Antibiotic Activity from Silent Biosynthetic Gene Clusters via Polysaccharide Variation.” Faculty mentor: Paul Price (Department of Biology).
18. Marcus Whitters, (majoring in Urban and Regional Planning). “Exploring the Relationship between Road Conditions and Municipal Finances in the Southeast Michigan Region.” Faculty mentor: William Welsh (Department of Geography and Geology).

19. Catherine Williams, (majoring in Engineering Physics) “A Novel, Interactive Data Visualization Tool.” Faculty mentor: David Pawlowski (Department of Physics and Astronomy).
20. Victoria Woolnough, (majoring in Music Education) “The Effect of Tonal Context and Children's Singing Accuracy.” Faculty mentor: Heather Shouldice (School of Music and Dance).
21. Madeleine Yaw, (majoring in Mechanical Engineering) “Developing a Supercritical Batch Reactor System for the Investigation of Biomass-to-energy.” Faculty mentor: Andrew Mansfield (School of Engineering Technology).

SECTION: 23
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

WINTER 2020 UNDERGRADUATE RESEARCH STIMULUS PROGRAM AWARDS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the Report on the Winter 2020 Undergraduate Research Stimulus Program Awards.

STAFF SUMMARY

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

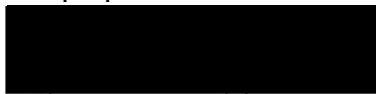
The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$20,000 to ten (10) undergraduate students and \$4,000 to eight (8) Eastern Michigan University faculty for Winter 2020 research and creative projects under the Undergraduate Research Stimulus Program.

FISCAL IMPLICATIONS

The cost of Undergraduate Research Stimulus Program awards will be funded from the Provost's indirect cost recovery.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Eastern Michigan University
Division of Academic and Student Affairs

**WINTER 2020 UNDERGRADUATE RESEARCH STIMULUS PROGRAM
AWARDS**

1. Megan Angriawan, (majoring in Piano Performance). “The Landmark of Nineteenth Century Music - Liszt's Sonata in B Minor.” Faculty mentor: Garik Pedersen (School of Music and Dance).
2. Sara Baghdadi, (majoring in General Biochemistry). “Promoting Antibiotic Activity from Silent Biosynthetic Gene Clusters in Soil Microbes.” Faculty mentor: Paul Price (Department of Biology).
3. Alexa Cooley, (majoring in Political Science). “The Congressional Staffer's Role in Developing a Politician's Public Persona.” Faculty mentor: Jeffrey Bernstein (Department of Political Science).
4. Olivia Harvey, (majoring in Psychology). “Effectively Training Behavioral Technicians at EMU’s Autism Collaborative Center Efficiently: A Sequential Analysis.” Faculty mentor: Adam Briggs (Department of Psychology).
5. Janelle Janisse, (majoring in Clinical Laboratory Science - Pre-professional). “The Effects of Aquamin on the Bacteria of the Microbiome of the Digestive System.” Faculty mentor: Lynne Shetron (School of Health Sciences).
6. Megan Morrison, (majoring in Anthropology). “Addressing the Stigma of Alzheimer’s Disease and Related Dementias in Arab Americans.” Faculty mentor: Kristine Ajrouch (Department of Sociology, Anthropology and Criminology).
7. Verginio Persicone, (majoring in Biology). “Characterization of Cofilin in *Xenopus laevis*.” Faculty mentor: Robert Winning (Department of Biology).
8. Daniel Scrochi, (majoring in Anthropology). “Washtenaw Drug Recovery: An Anthropological Perspective.” Faculty mentor: Maria Garcia (Department of Sociology, Anthropology and Criminology).
9. Ronald Stempien, (majoring in Computer Science - Applied). “Using Deep Learning to Create a Model for PM2.5 Pollution.” Faculty mentor: Weitian Tong (Department of Computer Science).
10. Chelsea Van Buskirk, (majoring in Professional Chemistry). “Resin the Dead: A DART-MS Analysis of “Resin” on an Old Kingdom Mummy.” Faculty mentor: Ruth Ann Armitage (Department of Chemistry).

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

NEW ACADEMIC PROGRAM AND DEGREE: MASTER OF PUBLIC HEALTH

ACTION REQUESTED

It is recommended that the Board of Regents approve a New Academic Program and Degree Type: Master of Public Health.

STAFF SUMMARY

The *Master of Public Health (MPH)* program prepares culturally competent public health professionals to partner with individuals and communities to prevent disease and injury and promote optimal health for all people.

PROPOSAL ELEMENTS

Rationale Internal and external factors drive the need for a Master of Public Health (MPH) degree. The evolution of health education, health promotion, and public health disciplines caused a philosophical and structural shifts in traditional health education academic programs. Public health is the most recognizable term for encompassing these shared disciplines making the MPH degree the most recognized and valued in terms of employment.

Changes in the profession provided the impetus for the introduction of our BS in Public Health program in 2015-2016. For consistency and accuracy in reflecting the philosophical foundation of our Public Health Education program, it is necessary to be consistent with the degrees offered, thus improving the clarity of mission.

Furthermore, the development of this new degree program better positions program faculty to achieve several goals.

1. Obtain Council on Education for Public Health accreditation for both the undergraduate and graduate public health programs.
2. The creation of an accredited 5-year combined undergraduate-graduate public health degree; the first and only such program in the state.
3. This positions faculty to partner with programs across the University to expand cognate areas (e.g., social work, nutrition, environmental health).

Program Distinction Currently, the majority of our peer institutions have an MPH degree, including CMU, WMU, UM-Flint, OU, and UT. Except for UT and UM-Flint, all other programs are generalist degrees. This program is unique among public health graduate programs, given its defined focus on Public Health Education. The advantage to this degree is that students will have achieved the National

Commission for Health Education Credentialing (NCHEC) core competencies and be eligible to sit for the Certified Health Education Specialist (CHES) exam, which many employers require.

Many students expect to engage with the community while pursuing their degrees. The University's proximity to the Washtenaw County health department, as well as health departments in surrounding counties, and the Michigan Department of Community Health in Lansing, offers unique opportunities for student involvement, potential field placement or employment.

Curriculum Design The program, as designed, will provide students with an abundance of graduate-level courses and professional experiences to enhance their readiness and level of employability in the public health field. The program will prepare students as masters educated public health education specialists. A program that prepares graduates competent in the NCHEC professional areas of responsibility and professionally prepared health education specialists. This program prepares students to sit for and pass the voluntary CHES exam.

The program requires 36 credit hours of required coursework. Students have the option of completing either an internship, project, or thesis to satisfy the capstone requirement.

Projected Enrollment Year one projected enrollment, as indicated by program faculty, is 15-18 students. Faculty project maintaining current enrollment and graduation levels from their existing Master of Science in Health Education (MSHE) program, which will be phased-out when the MPH program is approved. The proposed program includes no new courses; all 36 credit hours are existing courses.

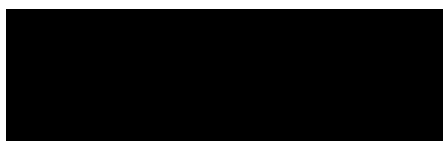
With increased marketing efforts and continued growth in the undergraduate public health major, the anticipation is that enrollment will continue to grow over the next two years. It is reasonable to expect the MPH to be a more attractive degree than the MSHE, thereby increasing prospective enrollment from the community by several students. Also, the current global health crisis as a result of COVID-19 may also spur interest in pursuing a public health degree.

FISCAL IMPLICATIONS

The current Academic Affairs budget will absorb program costs.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

Public Health [MPH]

New Program [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.]

The **Master of Public Health** program prepares culturally competent public health professionals to partner with individuals and communities to prevent disease and injury, and promote optimal health for all people.

Program Admission

An applicant seeking admission must meet the following minimum requirements:

- Meet the minimum [Graduate School](#) requirements for admission.
- Hold an undergraduate degree from an accredited institution.
- Submit three professional letters of recommendation.
- International students must meet minimum graduate school requirements for admission.

[Apply Now](#) →

Admission Process

Applications are accepted year-round for enrollment beginning either Fall or Winter semesters.

A note to International applicants: Currently, we are not permitted to admit you into this program if you need a student visa to study in the United States. **At this time**, Eastern Michigan University is unauthorized to issue I-20s for this program for students on an F1 visa. *Please continue to check this page to see if this status changes.*

School Information

[Health Promotion & Human Performance](#) | Christopher Herman, Ph.D., Director | 319J Porter, 734.487.2815, cherman2@emich.edu

Advisor Information

Please contact the school for advisor information.

Degree Requirements: 36 hours

Required Core: 33 hours

- [HLED 550 - Theoretical and Philosophical Foundations of Health Education](#) 3 hrs
- [HLED 555 - Current Health Issues and Trends](#) 3 hrs
- [HLED 558 - Health Education Methods and Materials](#) 3 hrs
- [HLED 562 - Health Education Program Planning](#) 3 hrs
- [HLED 564 - Health Education for Diverse Populations](#) 3 hrs
- [HLED 570 - Measurement in Health Education](#) 3 hrs

- [HLED 575 - Implementation and Administration of Health Education Programs](#) 3 hrs
- [HLED 695 - Seminar in Health Education](#) 3 hrs
- [HPHP 505 - Basic Statistics in Health Promotion and Human Performance](#) 3 hrs
- [HPHP 677 - Research, Theory and Design in Health Promotion and Human Performance](#) 3 hrs

In addition to the courses listed above, a student will choose one additional HLED course (3 hrs, 500-level and above).
Course selection requires advisor approval.

Capstone: 3 hours

Choose one course from the following.

- [HLED 686 - Internship in Community Health Education](#) 3 hrs
 - [HLED 690 - Project in Health Education](#) 3 hrs
 - [HLED 692 - Thesis in Health Education](#) 3 hrs
-

SECTION: 25
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

ACADEMIC PROGRAM PHASE-OUT

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file this notification of an academic program phase-out: Geology – Hydrogeology, Bachelor of Science.

STAFF SUMMARY

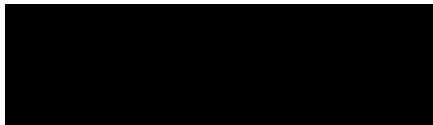
To improve advising and streamline course offerings, the Geography & Geology Department consolidated their Geology majors under a single major with concentrations. As a result, the Geology – Hydrogeology, BS will be phased out effective Fall 2020.

FISCAL IMPLICATIONS

The current Academic Affairs budget will absorb program costs.

ADMINISTRATIVE RECOMMENDATION

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



June 1, 2020

University Executive Officer
Rhonda Longworth, Ph.D.

Date

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 26

DATE:
June 18, 2020

RECOMMENDATION

FINANCE AND INVESTMENT COMMITTEE

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the minutes from the February 13, 2020 Finance and Investment Committee meeting and the Working Agenda for the June 18, 2020 meeting.

STAFF SUMMARY

February 13, 2020 Meeting Agenda

Agenda items

- FY19 Single Audit Report
- University Signage Operating Agreement

June 18, 2020 Meeting Agenda

Agenda items

- AY21 Tuition & Fee
- FY21 General Fund Operating Budget
- FY21 Auxiliary Funds Operating Budget

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer

June 18, 2020
Date

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

FINANCE AND INVESTMENT COMMITTEE
Thursday, June 18, 2020
11:45 am.

REGULAR AGENDA

- AY21 Tuition & Fee
- FY21 General Fund Operating Budget
- FY21 Auxiliary Funds Operating Budget

Eastern Michigan University
Finance and Investment Committee
Meeting Minutes
February 13, 2020

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 December 13, 2019 Finance and Investment Committee meeting.

The agenda included two (2) items.

Section 15: Recommendation: FY19 Single Audit Report

It is recommended that the Board of Regents receive and place on file the Federal Single Audit Financial reports for the year ended June 30, 2019.

Section 16: Recommendation: FY 2020-21 Capital Budget

It is recommended that the Board of Regents delegate to the President or designee to negotiate and execute an agreement for the construction and operation of electronic signage at strategic locations on the University's campus. The agreement provides a term of 30 (thirty) years.

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

Respectfully submitted,
Daniel Kelly
Senior Associate to the Chief Financial Officer

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 27

DATE:
June 18, 2020

**RECOMMENDATION
ACADEMIC YEAR 2020-21 TUITION AND FEES**

ACTION REQUESTED

It is recommended that the Board of Regents approve a 2.9% increase in undergraduate tuition and a 4.9% increase in graduate and doctoral tuition. For an entering Freshman taking 30 credit hours, this equates to an increase of \$375.00 for AY21.

Also, recommended are changes to some mandatory, program and elective fees. Those fees are shown on the attached Tuition and Fee document. The aggregate increase, as calculated under the State of Michigan tuition restraint formula is less than the 4.25% increase recommend by the Governor for tuition restraint.

If there are changes to the assumptions used to develop the general fund budget when the State of Michigan budget is approved, this recommendation allows the President to adjust tuition and fees in order to continue to maintain a balanced budget. In any event, this increase will not exceed any tuition restraint cap that the State of Michigan may impose.

	<u>2019-20</u>	<u>2020-21</u>	<u>\$ Increase</u>
Freshman Tuition (30 SCH)	\$13,125.00	\$13,500.00	\$375.00

STAFF SUMMARY

With this increase, Eastern Michigan University's average annual tuition and fee increases over more than the last decade is 3.9%.

FISCAL IMPLICATIONS

The recommended tuition and fee increases are incorporated in the recommended 2020-21 General Fund Revenue Budget of \$288.6 million.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer

June 18, 2020
Date

Eastern Michigan University
Tuition, Mandatory, Program, and Elective Fees

<u>Tuition (per SCH)</u>	Recommended Academic Year 2020-21
<u>Undergraduate</u>	
Resident	\$ 450.00
Non-Resident	\$ 450.00
International (entering Fall 2018 class)	\$ 450.00
Non-Resident (entering before Fall 2016)	\$ 1,100.00
International (entering before Fall 2018)	\$ 1,100.00
<u>Signature Programs (Graduate/Doctoral)</u>	
CAS - COSC (Resident)	\$ 879.32
CAS - COSC (Non-Resident)	\$ 1,554.00
COB - Finance (Resident)	\$ 1,154.00
COB - Finance (Non-Resident)	\$ 1,784.00
COE - Speech and Language Pathology (Resident)	\$ 865.50
COE - Speech and Language Pathology (Non-Resident)	\$ 1,541.00
CHHS - Clinical Lab Research (Resident)	\$ 865.50
CHHS - Clinical Lab Research (Non-Resident)	\$ 1,541.00
CHHS - Nursing (Resident)	\$ 900.00
CHHS - Nursing (Non-Resident)	\$ 1,575.00
CHHS - Physician's Assistant (Resident)	\$ 886.50
CHHS - Physician's Assistant (Non-Resident)	\$ 1,562.00
CHHS - Orthotics and Prosthetics (Resident)	\$ 865.50
CHHS - Orthotics and Prosthetics (Non-Resident)	\$ 1,541.00
CAS - Clinical Psychology PHD (Resident)	\$ 998.00
CAS - Clinical Psychology PHD (Non-Resident)	\$ 1,743.00
<u>Graduate (Not Listed Above)</u>	
Resident	\$ 826.00
Non-Resident	\$ 1,469.00
<u>Doctoral (Not Listed Above)</u>	
Resident	\$ 952.50
Non-Resident	\$ 1,663.00
<u>Differential Grad/Doc Tuition Pricing (Not Listed Above)</u>	
CAS - Art and Music	\$ 15.75
COB	\$ 15.75
COT	\$ 15.75
<u>Mandatory fees</u>	
Registration Fee (per semester)	\$ 55.00
<u>Program fees - UGR only (per SCH)</u>	
CAS - Sciences	\$ 38.50
CAS - Arts, Humanities, & Social Sciences	\$ 38.50
College of Business	\$ 55.00
College of Education	\$ 38.50
College of Technology	\$ 55.00
College of Technology - Engineering	\$ 75.00
CHHS - Health Sciences, HPHP, Social Work	\$ 38.50
CHHS - Nursing	\$ 100.00
All Other courses - UGR	\$ 38.50
<u>Elective fees</u>	
Application fee - Undergraduate	\$ 35.00
Application fee - Graduate	\$ 45.00
Credit by exam	1 SCH
Graduation	\$ 110.00
Installment	\$ 60.00
Payment plan	\$ 35.00
Late registration	\$ 200.00
Late payment	\$ 70.00
Program adjustment - drop	\$ 20.00
New student fee - transfer	\$ 200.00
New student fee - freshmen	\$ 200.00
New student fee - graduate	\$ 200.00
Student Teaching	\$ 200.00
On-line/hybrid course fee	\$ 80.00
<u>Refundable Fee</u>	
Rec IM facility fee (Opt-Out)	\$50/semester

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 28

DATE:

June 18, 2020

**RECOMMENDATION
FISCAL YEAR 2020-21 GENERAL FUND OPERATING BUDGET**

ACTION REQUESTED

It is recommended that the Board of Regents approve the University's General Fund operating expenditure budget of \$288.1 million for the 2020-21 fiscal year.

STAFF SUMMARY

The recommended 2020-21 General Fund operating budget is summarized on the attachment and includes \$288.1 million of revenues and corresponding expenses. This is a reduction of \$5.5 million from the 2019-20 General Fund Budget, which was \$17.1 million less than the 2018-19 General Fund operating budget.

Recommended revenues include \$207.2 million in tuition and fees, \$77.5 million in state appropriations, and \$2.7 million in departmental activities and other revenue sources. The revenue budget reflects the tuition and fee recommendation contained in Section 27, no increase in state appropriations and a student credit hour projection of 375,000 hours.

The recommended expenditure budget includes total personnel costs of \$175.2 million, an increase of \$1.5 million from the 2019-20 General Fund operating budget. It also includes \$51.3 million in University-sponsored financial aid, a slight increase of \$0.5 million compared to last year's budget.

FISCAL IMPLICATIONS

Approval of the 2020-21 budget recommendation outlined above and on the attachment establishes the spending authorization for General Fund operations.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer

June 18, 2020
Date

Eastern Michigan University
General Fund Operating Budget
Fiscal Years 2019-20 and 2020-21

FY 2019-20 FY 2020-21
Approved Budget Recommended Budget

(In millions)

Revenues

Tuition	\$	210.3	\$	207.2
State Appropriation	\$	77.7	\$	77.5
Investment Income	\$	2.0	\$	-
Departmental Activities	\$	3.0	\$	2.7
Other Revenue	\$	0.6	\$	0.7
Total Revenue	\$	293.6	\$	288.1

Expenditures

Salaries	\$	126.3	\$	126.0
Benefits	\$	47.5	\$	49.2
Total Personnel Costs	\$	173.7	\$	175.2
Financial Aid	\$	50.8	\$	51.3
Net transfers	\$	35.4	\$	29.2
SS&M / Other	\$	33.7	\$	32.4
Total Expenditures	\$	293.6	\$	288.1

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 29

DATE:

June 18, 2020

RECOMMENDATION
FISCAL YEAR 2020-21 AUXILIARY FUND OPERATING BUDGET

ACTION REQUESTED

It is recommended that the Board of Regents approve the University's Auxiliary Fund net operating expenditure budget totaling \$38.5 million for the 2020-21 fiscal year.

STAFF SUMMARY

The recommended Auxiliary Activities 2020-21 revenues, expenditures and transfers are summarized on the attachment. The recommended revenue budget for Auxiliary Activities of \$38.5 million reflects the Room, Board, and Apartment rates approved by the Board of Regents on December 13, 2019.

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

FISCAL IMPLICATIONS

Approval of the 2020-21 budget recommendation outlined above and on the attachment establishes the spending authorization for the Auxiliary Activities.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer

June 18, 2020

Date

Eastern Michigan University
Auxiliary Activities Operating Budget
Fiscal Years 2019-20 and 2020-21

	<u>FY 2019-20</u>	<u>FY 2020-21</u>
	Approved Budget	Recommended Budget
<i>(in millions)</i>		
Revenues		
(by Auxiliary)		
Residence Halls/Apartments	\$ 17.5	\$ 14.0
Dining	\$ 15.4	\$ 12.5
Athletics	\$ 5.6	\$ 5.5
Rec IM	\$ 1.8	\$ 1.7
Eagle Crest	\$ 1.7	\$ 1.6
Autism Collaborative	\$ 1.2	\$ 0.9
All Other Auxiliaries	\$ 3.5	\$ 2.3
Total Revenue	\$ 46.7	\$ 38.5
Expenses		
Salaries & Wages	\$ 10.9	\$ 10.0
Overtime/temps/EC	\$ 0.7	\$ 0.6
Student help/GA	\$ 2.6	\$ 2.2
Benefits	\$ 4.3	\$ 3.8
Total Personnel Costs	\$ 18.5	\$ 16.6
Financial Aid	\$ 2.0	\$ 2.2
SS&M	\$ 24.8	\$ 21.5
Debt Service	\$ 4.6	\$ 4.6
Net Transfers/Admin Fee/etc	\$ (3.2)	\$ (6.4)
Total Expenditures	\$ 46.7	\$ 38.5

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

SECTION: **B**

DATE:

June 18, 2020

RECOMMENDATION TO APPROVE REVISIONS TO BOARD POLICIES

ACTION REQUESTED

It is recommended that the Board of Regents of Eastern Michigan University approve the attached revisions to existing Board Policies:

Revisions

Section 3.2.4	Vacation
Section 6.1.1	Degrees, Certificates, and Requirements for Graduation
Section 6.1.2	General Undergraduate Curricular Requirements
Section 12.1.3	Assessment and Collection of Tuition and Fees
Section 12.2.8	Program Costs for Extended Non-Traditional Programs

STAFF SUMMARY

All University policies must be approved by The Board of Regents of Eastern Michigan University. A University policy is defined by all of the following: a) has broad application throughout the University; and b) helps to ensure compliance with applicable laws and regulations, promotes operational efficiencies, enhances the university's mission or reduces institutional risks.

In an ongoing effort to enhance the transparency of the actions of the University and to align University practice with Board policy, Board Policies are subject to ongoing review and updated as appropriate. All Board Policies are published.


The policies listed for revisions above contain recommended updates in accordance with the attachments, which include the existing policies with the changes highlighted.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer
Lauren M. London
General Counsel

6/18/2020

Date

3.2.4 Vacation

Effective Date:

2-25-87

Revision Date:

6-18-20

University Policy Statement

The University shall develop an Administrative Policy or Procedure for the accrual and redemption of vacation pay, using the following parameters:

~~Vacation pay shall accrue in accordance with the following:~~

~~Bargained-For Employee Groups~~

~~Bargained-For Employee~~ Vacation vacation pay is allotted per the guidelines developed in each employee group's collective bargaining agreement. Bargained-for employees should reference their collective bargaining agreements for detailed information.

Non-Bargained-For staff shall accrue 20 days (160 hours) of vacation per year.

Part-time employees shall accumulate prorated vacation time based on the number of hours regularly worked.

~~Non-Bargained for Employee Groups~~

~~Athletic Coaches (AC), Administrative Hourly (AH), Administrative Professional (AP), and Confidential Assistant (CA) Staff.~~

~~AC, AH, AP, and CA staff accrue 20 days (160 hours) of vacation per year. Maximum carry over from one fiscal year to the next is limited at 160 hours.~~

~~Part-time employees shall accumulate prorated vacation time based on the number of hours regularly worked.~~

~~If an employee is terminated prior to completing 12 months of continuous service, he or she shall automatically forfeit all accrued rights to a vacation with pay. Such an employee however, may be permitted to use his or her accrued credits prior to completion of 12 months of continuous service. In such cases, he or she shall sign a form provided by the Employer stating that if his or her employment shall be terminated~~

~~prior to the completion of 12 months of continuous service, he or she shall reimburse the Employer for vacation pay received and shall authorize the Employer to deduct that amount of money from his or her final pay check. If an employee is terminated after having completed 12 months of continuous service, he or she shall be entitled to receive all vacation rights accrued to the date of his or her termination.~~

The vacation pay of any employee (including regular part-time employees) will be based on the number of hours (excluding any hours for which overtime is paid) he or she regularly works and will be computed on the basis of the rate of pay he or she is earning, excluding any shift premiums, at the time he or she takes his or her vacation.

Any remaining accumulated vVacation days ~~accumulated~~ will be paid to the employee at termination.

All vacation must have the approval of the employee's supervisor. The vacation period shall commence on July 1 of each year and end on the following June 30 of each year. ~~Any vacation rights accrued as of June 30 of each year must be taken during the immediately following vacation period and any employee who fails to take his/her vacation within that period shall forfeit all rights to such vacation time with the following exception:-~~

~~If an employee is unable to take his/her vacation during the appropriate vacation period because the Employer's work needs prevent it, he or she shall be allowed to carry over such accrued vacation into the next vacation period, with the written approval of Human Resources and the division executive. Any such carry over vacation time must be taken within the first ninety (90) days of the next fiscal year. The Chief Financial Officer shall be informed of all vacation carry over requests.~~

~~Additional regulation on this subject may also be found and may supersede this policy for employees covered by collective bargaining agreements.~~

Prior Revision Date: 6-18-13

3.2.4 Vacation

Effective Date:

2-25-87

Revision Date:

6-18-20

University Policy Statement

The University shall develop an Administrative Policy or Procedure for the accrual and redemption of vacation pay, using the following parameters:

Bargained-For Employee vacation pay is allotted per the guidelines developed in each employee group's collective bargaining agreement.

Non-Bargained-For staff shall accrue 20 days (160 hours) of vacation per year.

Part-time employees shall accumulate prorated vacation time based on the number of hours regularly worked.

The vacation pay of any employee (including regular part-time employees) will be based on the number of hours (excluding any hours for which overtime is paid) he or she regularly works and will be computed on the basis of the rate of pay he or she is earning, excluding any shift premiums, at the time he or she takes his or her vacation.

Any remaining accumulated vacation days will be paid to the employee at termination.

All vacation must have the approval of the employee's supervisor. The vacation period shall commence on July 1 of each year and end on the following June 30 of each year.

Prior Revision Date: 6-18-13

6.1.1 Degrees, Certificates and Requirements for Graduation

[Printable Version](#)

Effective Date:

6-9-60

Revision Date:

~~12-15-17~~ [16-18-20](#)

Degrees

The Board of Regents of Eastern Michigan University, on recommendation of the president and the faculty, may confer the following degrees:

- Doctor of Philosophy, Doctor of Nursing Practice
- Specialist ~~in~~ Arts
- Master of Arts, Master of Science, Master of Business Administration, Master of Business Education, Master of Arts Teaching, Master of Fine Arts, Master of Public Administration, Master of Health Administration, Master of Liberal Studies, Master of Music, Master of Public Health, Master of Occupational Therapy, Master of Science in Nursing, Master of Social Work, Master of Athletic Training
- Graduate Certificates
- Post-baccalaureate Certificates
- Bachelor of Science, Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Business Education, Bachelor of Business Administration, Bachelor of Music Education, Bachelor of Art Education, Bachelor of Science in Athletic Training, Bachelor of General Studies, Bachelor of Music, Bachelor of Music Therapy, Bachelor of Science in Nursing, Bachelor of Social Work
- Undergraduate Certificates

Teaching Certificates

Teaching certificates are issued by the State Board of Education upon recommendation of Eastern Michigan University.

The University will recommend for certification only those individuals who have satisfied the curricular requirements in one of the many teacher education programs, ~~and~~ successfully passed the appropriate State of Michigan Board of Education subject competency tests (MTTC).

Other Professional Certificates

(Not issued by Eastern Michigan University, but for which students may be eligible based on their education at Eastern Michigan University)

Certificate in Medical Technology

The American Society of Clinical Pathologists awards a certificate for registration as a medical technologist upon successful completion of the medical technology curriculum and the national examination conducted by the Board of Registry of Medical Technologists.

Certificate in Occupational Therapy

The American Occupational Therapy Association issues a certificate in occupational therapy upon successful completion of the Occupational Therapy curriculum and the board examinations administered by the American Occupational Therapy Association. This certificate qualifies the holder for professional registration with the American Occupational Therapy Association.

Certificate in Dietetics

The American Dietetic Association issues a certificate in dietetics upon successful completion of the coordinated dietetics curriculum. Successful completion of the national examination administered by the American Dietetic Association results in professional registration status with the American Dietetics Association.

Certificate in Speech Pathology

The American Speech and Hearing Association issues Certificates of Clinical Competence to individuals who present satisfactory evidence of their ability to provide independent clinical services to persons who have disorders of communication (speech, language, and/or hearing). An individual who meets these requirements may be awarded a Certificate in Speech Pathology or in Audiology, depending upon the emphasis of his preparation. Note: The program at Eastern Michigan prepares individuals to meet the requirements in Speech Pathology only. Specific requirements may be obtained from the advisers in Speech Pathology.

Licensure in Nursing

Graduates of the nursing program receive a Bachelor of Science in Nursing degree and are eligible to qualify as registered nurses through the Michigan State Board of Nursing Licensure Examination. This examination is given at times and places specified by the State Board of Nursing, usually three times a year. Candidates should file application immediately after official completion date of degree requirements. Upon receipt of application and all credentials, a temporary permit to practice will be issued and examination date assigned. Licensure is granted upon successful completion of the State Board of Licensure Examination.

Requirements for Graduation

Each undergraduate student will be responsible for the fulfillment of the requirements or their equivalents of the Eastern Michigan University catalog in force at the time of his or her initial registration at a college or university or a subsequent catalog including the one in effect at the time of his or her graduation.

In the event an undergraduate student does not complete the degree requirements within seven years of the date of his or her original registration at a college or university, the student may be required to have his or her credits re-evaluated by the academic department(s) of his or her major/minor in keeping with catalog requirements in force during the year of his or her graduation.

See the Graduate Catalog for graduate student requirements.

Application for Graduation - Financial Obligations

A formal application for graduation must be filed by candidates for graduation and/or certification during their final semester. The application should be filed after final registration is complete but as near the beginning of the final semester as possible.

Failure to meet an application deadline could result in the candidate's graduation being delayed until the following graduation period.

Submitted Applications must be submitted with the will incur a graduation fee charged to the student account. This fee is non-refundable, even if the graduation application is denied by the university.

Students are eligible for receipt of diplomas and final academic transcripts only after all of their financial obligations to the University have been met.

A candidate for graduation who enrolls at another college or university for credit to be transferred to Eastern Michigan University and applied toward meeting degree requirements must submit an official transcript of such credit prior to the closing date of the semester in which the degree is to be awarded. Delay of at least one enrollment period in granting the degree will result if transfer credit has not been received by that time. Grade reports and/or letters from instructors will not be accepted in lieu of official transcript.

Last Revision Date:

12-15-17

6.1.1 Degrees, Certificates and Requirements for Graduation

[Printable Version](#)

Effective Date:

6-9-60

Revision Date:

6-18-20

Degrees

The Board of Regents of Eastern Michigan University, on recommendation of the president and the faculty, may confer the following degrees:

- Doctor of Philosophy, Doctor of Nursing Practice
- Specialist of Arts
- Master of Arts, Master of Science, Master of Business Administration, Master of Business Education, Master of Arts Teaching, Master of Fine Arts, Master of Public Administration, Master of Health Administration, Master of Liberal Studies, Master of Music, Master of Public Health, Master of Occupational Therapy, Master of Science in Nursing, Master of Social Work, Master of Athletic Training
- Graduate Certificates
- Post-baccalaureate Certificates
- Bachelor of Science, Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Business Education, Bachelor of Business Administration, Bachelor of Music Education, Bachelor of Art Education, Bachelor of Science in Athletic Training, Bachelor of General Studies, Bachelor of Music, Bachelor of Music Therapy, Bachelor of Science in Nursing, Bachelor of Social Work
- Undergraduate Certificates

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Requirements for Graduation

Each undergraduate student will be responsible for the fulfillment of the requirements or their equivalents of the Eastern Michigan University catalog in force at the time of his or her initial registration at a college or university or a subsequent catalog including the one in effect at the time of his or her graduation.

In the event an undergraduate student does not complete the degree requirements within seven years of the date of his or her original registration at a college or university, the student may be required to have his or her credits re-evaluated by the academic department(s) of his or her major/minor in keeping with catalog requirements in force during the year of his or her graduation.

See the Graduate Catalog for graduate student requirements.

Application for Graduation - Financial Obligations

A formal application for graduation must be filed by candidates for graduation and/or certification during their final semester. The application should be filed after final registration is complete but as near the beginning of the final semester as possible.

Failure to meet an application deadline could result in the candidate's graduation being delayed until the following graduation period.

Submitted applications will incur a graduation fee charged to the student account. This fee is non-refundable, even if the graduation application is denied by the university.

Students are eligible for receipt of diplomas and final academic transcripts only after all of their financial obligations to the University have been met.

A candidate for graduation who enrolls at another college or university for credit to be transferred to Eastern Michigan University and applied toward meeting degree requirements must submit an official transcript of such credit prior to the closing date of the semester in which the degree is to be awarded. Delay of at least one enrollment period in granting the degree will result if transfer credit has not been received by that time. Grade reports and/or letters from instructors will not be accepted in lieu of official transcript.

Last Revision Date:

12-15-17

6.1.2 General Undergraduate Curricular Requirements

[Printable Version](#)

Effective Date:

3-2-64

Revision Date:

6-~~22~~18-~~2018~~

Degree Requirements

Each curriculum leading to a bachelor's degree requires a minimum of 124 semester hours of academic credit at the 100-level and above. Courses with numbers below 100 will not be counted toward this degree requirement. No more than eight hours of credit in physical education activity courses may be applied to this minimum of 124 semester hours except that students majoring in Physical Education, Recreation or Dance may apply to the minimum 124 credit hours the minimum number of hours in activity courses required for their respective majors.

General Education Program Requirements

The General Education Program sets up minimum requirements which all students in the University must meet in five broad areas of study: Effective Communication, Quantitative Reasoning, Perspectives on Diversity, Knowledge of the Disciplines, Learning Beyond the Classroom.

A minimum total of 39 semester hours in the General Education Program is required.

Requirements In Majors and Minors

Each student must complete a major of at least 30 unique semester hours and a minor of not less than 20 unique semester hours with the following exceptions: [a student who completes a major which requires more than 50 hours will not be required to complete a minor, unless required by the major program.](#)

~~A. A student in the elementary teaching curriculum may present three minors of not less than 20 semester hours each, at least two of the minors being subject fields taught in elementary grades.~~

~~B.A. _____ A student who completes a major which requires more than 50 hours will not be required to complete a minor, unless required by the major program.~~

Hours of credit counted in a minor may not also be applied to a major or another minor, or vice versa. General Education courses may be applied toward a major or minor, where appropriate.

Credits in the required 121 English composition course and credits in professional education courses do not count toward majors and minors, except in cases where such courses are specifically required or indicated as permissible as part of that major or minor.

Residence-Residency Requirements

Candidates for the bachelor's degree must earn at least 30 semester hours at Eastern Michigan University. These 30 hours may be taken on or off campus, or online.

Of the last 30 semester hours prior to the granting of the bachelor's degree, at least 10 hours must be taken in courses offered by Eastern Michigan University. These 10 hours may be taken either on or off campus or online.

Students with credit from a junior or community college must earn a minimum of 60 semester hours exclusive of junior or community college credit. This rule may be waived if a program-to-program articulation agreement is involved and the agreement is approved by the appropriate Eastern Michigan University departmental faculty, department head, and college dean and a Provost's office representative.

Scholarship

No student will be graduated if his or her cumulative grade point average is less than 2.0. To be eligible for graduation, a student must also maintain a minimum grade point average of 2.0 in each major and minor (some programs may require a higher GPA based on approved program requirements).

Course Level

At least 6 credits in 300-level or higher courses must be earned at EMU in each minor.

At least 9 credits in 300-level or higher courses must be earned at EMU in each major.

At least 15 credits in 300-level or higher courses must be earned at EMU in each major which does not require a minor.

Limit on Hours In One Subject

Not more than 60 semester hours in any one subject code may be applied toward the minimum of 124 hours required for a bachelor's degree, unless specifically waived as part of the curriculum approval process.

Requirements for Undergraduate Certificates

The following are the minimum requirements for an Undergraduate Certificate:

- An undergraduate certificate may only be offered in conjunction with or subsequent to a baccalaureate degree. They cannot be 'stand-alone' certificates, offered to students who are not pursuing or do not have a previously earned bachelor's degree. For students pursuing an undergraduate certificate concurrent with a bachelor's degree, the certificate will be awarded upon graduation.
- An undergraduate certificate will consist of a minimum of six credits at the 300-level or above, all of which must be taken at EMU. Prerequisite or lower-level coursework may be transferred from another university or community college.
- Credits used to satisfy certificate course requirements cannot also be used to satisfy major, minor, or general education requirements.

An undergraduate certificate must require a minimum of 15 credit hours.

The University Graduate and Undergraduate catalog are the organs for promulgation of official University policy concerning curriculum, degree requirements, course offerings, and the like. The Catalogs are revised annually and, upon approval of the Board of Regents, become official University policy.

Authority for Creation and Revision

Minutes of the Board of Regents, March 2, 1964; para. .8.01.41M.
Minutes of the Board of Regents, February 19, 1969; para. .753M.
Minutes of the Board of Regents, March 19, 1980; para. 2214M.
Minutes of the Board of Regents, June 17, 1997; para. .5250M.
Minutes of the Board of Regents, February 19, 2013
Minutes of the Board of Regents, December 15, 2017
Minutes of the Board of Regents, June 22, 2018

Last Review Date: June 2018

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Minutes of the Board of Regents, February 19, 2013

Minutes of the Board of Regents, December 15, 2017

Minutes of the Board of Regents, June 22, 2018

Last Review Date: June 2018

12.1.3 Assessment And Collection Of Tuition And Fees

Printable Version

Effective Date:

4-24-68

Revision Date:

6-~~1822~~-2018

University Policy Statement

Tuition and Fees shall only be assessed in an amount approved by the University Board of Regents [except as defined in Policy 12.2.8. These expenses-~~and~~](#) shall be collected in a timely, effective, and professional manner.

University Practice

University practice for administering this policy includes:

1. Any modification in tuition and fees shall be presented to the Board of Regents annually for their approval.
2. Students who elect to pay in installments including a University-sanctioned external installment payment plan may be assessed an installment fee.
3. Students who fail to remit appropriate payment on established due dates may be assessed a late fee.
4. Students who withdraw from the University or reduce their academic load shall have their assessment of tuition and fees reduced in accordance with published course load reduction schedules. This reduction in assessment shall satisfy the federally mandated "Fair and Equitable Refund" rules issued by the Secretary of Education or any other federally mandated refund rule which may, in the future, supersede this act. A Program Adjustment Fee and/or Registration Fee may be assessed.
5. Students who fail to pay their tuition and fee assessment on time and in a sufficient amount may have all University services withheld until such time that they satisfy the University's payment requirements.
6. Students who accounts become seriously delinquent, which is defined as 90 days past due, are subject to assignment to an external professional agency for collection action. Accounts are subject to collection pursuant to applicable law.
7. The administration shall report to the Board on a regular basis the status, aging and collection action of student accounts receivable.

Responsibility for Implementation

The Student Business Services department is primarily responsible for administering this policy on a daily basis. Other University departments which provide student services shall assist with the administering of the policy as required.

Only the President and/or Chief Financial Officer or designee shall have the authority to make exceptions to this policy when circumstances of an exceptional nature exist or the best interest of the University is clearly served.

Scope of Policy Coverage

The assessment and collection of tuition applies to all currently enrolled students and/or former students who may still have an outstanding financial obligation to the University.

Authority for Creation and Revision

Minutes of the Board of Regents, April 24, 1968
Minutes of the Board of Regents, November 18, 1997; para. .5301M.
Minutes of the Board of Regents, June 22, 2018

Last Review Date: June 2018

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4-24-68

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Minutes of the Board of Regents, November 18, 1997; para. .5301M.
Minutes of the Board of Regents, June 22, 2018

Last Review Date: June 2018

12.2.8 Program Costs For Extended or Non-Traditional Programs

[Printable Version](#)

Effective Date:

6-17-97

Revision Date:

~~12-14-18~~ [6-18-20](#)

University Policy Statement

The University offers an array of non-traditional courses and programs which are consistent with the University's mission. Program costs, both direct and indirect, ~~in excess of normal course delivery expenses,~~ may be assessed on a market driven basis to program participants and/or sponsoring agencies. These costs may be assessed in the form of a specific course/program fee or by assessing the costs on an itemized basis. A course or program also may be offered to an organization at a market-based single price contract.

University Practice

1. Program costs include, but are not limited to, instructional site and room deposits/rentals, equipment rental, purchase of airfare prior to the actual course dates, rental of compressed video studios and transmission expenses including temporary technician support, field trip admissions fees, special services offered to the class, hotel and per diem costs, etc.
2. Program costs may be applicable to both credit courses and programs and non-credit training and programs.
3. Program costs shall be identified prior to the course/program offering and provided in a timely and informative manner to course/program subscribers.
4. In those instances where the University has incurred non-refundable program costs, such costs shall also be non-refundable to program participants.
5. For certain programs and course offerings, where market conditions allow, assessments to program participants and/or sponsoring agencies may include a reasonable return on investment which shall be used to support the University's mission.

Responsibility for Implementation

The [Vice President for Enrollment Management and the](#) Provost and Executive Vice President for Academic and Student Affairs or designee ~~has~~ [have](#) responsibility for determining the

appropriate costs to be assessed. The Vice President for Business and Finance or designee has responsibility for collection.

Scope of Policy Coverage

This policy applies to all extended or non-traditional programs which incur program costs regardless of the course/program location.

Authority for Creation and Revision

Minutes of the Board of Regents, June 17, 1997; para. .5246M.

Minutes of the Board of Regents, June 17, 2003; para. .6132M.

Minutes of the Board of Regents, December 14, 2018

Last Review Date: December 2018

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Printable Version

Effective Date:

6-17-97

Revision Date:

6-18-20

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Minutes of the Board of Regents, December 14, 2018

Last Review Date: December 2018

SECTION: D
DATE: June 18, 2020

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

**NEGOTIATION AND EXECUTION OF A COLLECTIVE BARGAINING
AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND
THE UAW/TOP LOCAL 1976**

ACTION REQUESTED

It is recommended that the Board of Regents authorize the President to negotiate and execute on its behalf a collective bargaining agreement with the UAW/TOP Local 1976 (“PT Union”) so long as the substantive terms of the collective bargaining agreement do not exceed the following parameters:

- 2 year term; PT Union members’ wages to increase by 0% for the 1st year and by 1% for the 2nd year; parking charges to increase to \$156.00 for the first year and by 5% each year thereafter; and covered employee healthcare costs to increase by 8.5% every year;

or

- 6 month term; all terms of the PT Union’s existing contract ending June 30, 2020 remain frozen except parking charges to increase to \$156.00 effective immediately, by 5% on 6/30/2021, and by 5% on each anniversary of said date thereafter.

STAFF SUMMARY

Despite their good faith efforts to do so, as of the date of this Recommendation the parties have not yet agreed upon a successor agreement to the collective bargaining agreement between them, currently set to expire on June 30, 2020. Nevertheless, the parties continue to negotiate in good faith the terms of a successor collective bargaining agreement, and may continue to do so on or after July 1, 2020. The President requests the Board of Regents’ authorization to continue to negotiate with the PT Union until a successor agreement is reached, so long as the substantive terms of this new collective bargaining agreement fall within the parameters the Board of Regents authorizes through this Recommendation. A successor collective bargaining agreement would cover approximately 315 EMU profession/technical employees.

FISCAL IMPLICATIONS

Yes, as described above.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer
Jeffrey E. Ammons
Interim Chief Human Resources Officer

6/18/20

Date

President's Report
EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
June 18, 2020

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

We have covered many important topics this morning and afternoon, and with my report a short time ago about the University's response to COVID-19 and the continuing and ongoing efforts to support our surrounding community, I will keep my remarks relatively brief.

The Steering Committee overseeing the return to in-person operations this fall continues to move forward in its planning and oversight of this massive undertaking. Our "new normal" will require an entirely different approach to the start of fall classes – with issues and operations that are unlike any we have seen before.

As just one example of this broad effort, Associate Provost Jim Carroll shared with us this week the detailed work that is underway in terms of classroom configuration to maintain physical distancing. Utilizing faculty and students in the Geographic Information Science programs – or GIS – as we refer to it, the mapping of classrooms of all shapes and sizes is underway. Think about the number of classrooms we have on campus and you get a sense of the scope of this single element of the operational challenges we are addressing. Seating configurations are being plotted for each classroom. Layouts that include empty seats between one another, empty rows of seats, and the moving of classes to larger spaces.

We are deeply involved in planning the communications and the sharing of information about our changed operations this fall – this will involve ongoing messages to new and returning students, their parents, and our faculty and staff. It is vitally important in this process that we create an understanding of the shared community aspect of this undertaking, how every one of us – administrators, faculty, staff and students -- have a critical role to play in keeping our community safe by wearing masks, practicing effective hand washing, and maintaining physical distance from one another.

We are looking forward to sharing the impressive initial work of the Public Health Work Group and its preliminary recommendations surrounding the return to in-person operations. In a short period of time, the Work Group has conducted extensive research, explored best practices, and is developing recommendations specific to the needs of our University and students, faculty and staff.

An initial presentation to the campus community will take place next Tuesday, June 23 by way of two 90-minute virtual town hall meetings. At 8:30 a.m., faculty are invited to participate. A session has been scheduled at 1 p.m. for staff. Log-in details for the meetings are posted on the University calendar.

We understand and appreciate that there are many questions about what fall will look like. We plan to answer as many questions as we can, while also understanding that there remain many questions for which more work has to be done. We ask for your patience as we work through the many, many issues ahead.

Board/ 2

I am proud of our campus community's ongoing efforts to speak out against racism, discrimination and intolerance affecting our Black citizens. Several individuals, departments and organizations on campus have been voices for change and justice. Those statements can be found on the [Diversity, Equity and Inclusion website](#). This is the (thee) important conversation for our campus in the coming months. If you have not seen it yet, I encourage you to view the video "[EMU Standing Against Injustice](#)" from the Faculty Senate Task Force on Campus Climate, Race and Diversity, on behalf of the Faculty Senate. It powerfully captures the concerns, fears, hopes and plans for action among many in our campus community.

Additional information and accomplishments are listed in the appendix to this report on and the University website.

Thank you, Chairman Webb.

James M. Smith, Ph.D.
President

Recognition

- **Tony Kurek**, a full-time lecturer in Accounting, has been named the recipient of the **Michigan Association of Certified Public Accountants 2020 Accounting Teaching Excellence Award**.
- The EMU **Women of Excellence awards** were announced in April. The Women of Excellence Awards student recipients were **Krystol Aplerl, Rebecca Lee, and Hannah Redigan** and staff recipients were **Caroline Sanders** and **Elise Buggs Sturdivant**. Recipients of Women of Excellence Scholarships were **Abigail Bick, Ayla Brooks, Maha Casey, Heidi Daugherty, Kimberly Dixson-Ferrell, Michaela Foster, Danisha Grier, Ismet Tabassum Khan, Kari Klavon, Kai Le, Jalissa Long-Jolley, Deyza Marshall, Zariah Montgomery, and Lauren Smith**.

Of Note

- EMU spring graduates were able to participate in a **digital media experience to celebrate commencement**. Graduates, their families, fellow students, faculty, staff, and alumni were able to short video messages to offer their congratulations. EMU will host a traditional in-person ceremony for the new graduates at a later date.
- Gen.G, a global esports organization, and EMU announced a **multi-year esports program** to attract new students, and connect enrolled students, faculty, and alumni, to build a community on campus for gamers to compete and share their passion. The program will include a Futures Program, High School Invitational, and Women in Gaming Summer Camp.
- EMU and Ypsilanti Community Schools are collaborating on an initiative to **increase Internet access** for hundreds of families in the school district. EMU facilitated a partnership with Comcast's Internet Essentials (IE) program with financial backing from the GameAbove Foundation and the Washtenaw County Office of Community and Economic Development.
- The **Bright Futures** program at EMU is combining academic activities, nutrition instruction, and local fresh produce in a special project to benefit families in the Ypsilanti Community Schools district. The partnership includes Bright Futures, the Farm at St. Joseph Mercy Ann Arbor Hospital, Growing Hope, Ypsilanti Community Schools, and the extension office at Michigan State University.

Events

- The EMU **Sociology, Anthropology, and Criminology** department hosted a virtual **public forum** on the social effects of the COVID-19 pandemic on May 27.
- The **Southeast Michigan Stewardship Coalition**, led by **Ethan Lowenstein**, professor of Teacher Education, held an online **Community Forum** on May 18 with a structured dialogue that maximized the collective intelligence of the group through the inclusion of diverse perspectives and approaches.
- Engage @ EMU offered **free virtual mini-camps** for all ages from April 20 – May 18. Topics for the camps included ecology, zoology, digital design, Dungeons and Dragons, screenwriting, theater, eSports, coding, robotics, and more.

Athletics

- Golf (Women): The women's golf team was recognized with an **NCAA Public Recognition Award** for excellence in academic achievement, for the fourth time in five years.
- Golf (Men): The men's golf team was recognized with an **NCAA Public Recognition Award** for excellence in academic achievement.
- Gymnastics (Women): **Jada Rondeau** and **Caitlin Satler** were named as **MAC Distinguished Scholar Athletes** for excellence in athletics and academics.
- Gymnastics (Women): **Emili Dobronics** was named to the **CoSIDA Academic All-District Women's At-Large Team**.
- Swimming & Diving (Women): **Ali Staver** and **Sophia Tsafantakis** were named as **MAC Distinguished Scholar Athletes** for excellence in athletics and academics.
- Track & Field (Women): **Brittni Mason** and **Alysse Wade** were named as **MAC Distinguished Scholar Athletes** for excellence in athletics and academics.
- Track & Field (Men): **Owen Day**, **Derek Jones**, and **Owen Richardson** were named as **MAC Distinguished Scholar Athletes** for excellence in athletics and academics.
- Volleyball (Women): The women's volleyball team was recognized with an **NCAA Public Recognition Award** for excellence in academic achievement, for the eighth straight year.

- **MAC Medal of Excellence Awards** were presented to **Aubrey Martin** (women's soccer) and **Sean Beckom II** (men's track & field) for excellence in academics, athletics, leadership, and service.
- All of EMU's 18 teams had multi-year **Academic Progress Rates** (APR) of 955 or higher, well above the NCAA's minimum score of 930, as reported in the NCAA's latest report. The baseball, women's cross country, women's golf, men's golf, women's gymnastics, and volleyball teams posted perfect scores. The football, women's golf, men's golf, women's soccer, and volleyball teams posted their best multi-year rates ever.
- EMU student-athletes posted its **highest semester and cumulative GPA average in school history**, with a 3.516 winter semester GPA and a cumulative 3.332 GPA.

* * * * *