

2022

Board of Regents Meeting Materials, December 8, 2022

Eastern Michigan University

EASTERN MICHIGAN UNIVERSITY
Board of Regents Meeting
October 20, 2022

These are the proposed minutes of the October 20, 2022 Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Eunice Jeffries at 1:32 p.m.

The Board members present were: Regent Dennis Beagen, Regent Michelle Crumm, Regent Nathan Ford, Regent Mike Hawks, Regent Eunice Jeffries, Regent Jessie Kimbrough Marshall, Regent Chad Newton and Regent Alex Simpson.

There was a quorum.

Section 1

PROPOSED MINUTES OF THE JUNE 16 REGULAR BOARD MEETING

Regent Crumm moved and Regent Simpson seconded that the proposed minutes for the June 16, 2022 Board Meeting be approved as submitted.

Motion Carried

Section 2

PROPOSED MINUTES OF THE AUGUST 24 SPECIAL BOARD MEETING

Regent Crumm moved and Regent Hawks seconded that the proposed minutes for the August 24, 2022 Special Board Meeting be approved as submitted.

Motion Carried

Section 3

PROPOSED MINUTES OF THE OCTOBER 3 SPECIAL BOARD MEETING

Regent Crumm moved and Regent Simpson seconded that the proposed minutes for the October 3, 2022 Special Board Meeting be approved as submitted.

Motion Carried

CONSENT AGENDA

Chair Jeffries asked the Board if there were any items on the consent agenda that the Board members wished to vote on separately. Hearing none, it was moved by Regent Crumm and seconded by Regent Simpson that sections 4, 5, 6, 7, 8, and 9 be approved in their entirety as presented.

Section 4

STAFF APPOINTMENTS

Recommended that the Board of Regents approve twenty-three (23) staff appointments for the reporting period August 1 through September 30, 2022: Terry Buchanan Jr., Connor Mooney, Amy Pryor, Karen Pusilo, Holli Black, Alan Carter, Alexys Granata, Romuald LaPointe, Tracey Sonntag, Kevin Williams, Cassandra Eide, Kristel Rampersad, Chanda Victoria, Louis Poeppel, LaTrese Barker, John Bommarito, Callison Coburn, Susan Finerty, Kevin Fischer, Le'Shay Webb, Darian Jackson, Timothy Nickels, and Drake Peggs.

Section 5

STAFF SEPARATIONS/RETIREMENTS

Recommended that the Board of Regents approve twenty-four (24) separations and retirements for the reporting period August 1 through September 30, 2022: Alexis Schmidt, Allison Frymier, Amy Finkenbine, Andaiye Spencer, Charles Spencer, David DeVries, Dylan Saccone, Elise Sturdvant, Elizabeth Cable, Ellen Forsman, Erica Holmes, James Champion, Laura Tanner, Laura Thatch, Lauren Day, Marni Schroeder, Michael Tew, Racheal Armstrong, Renee Wright, Richard Zum Mullen, Robert Dawson, Sushina Vallamkonda, Thomas Casha, and William McGee.

Section 6

EMERITUS STAFF RECOMMENDATION

Recommended that the Board of Regents grant Emeritus Staff Status to four (4) staff members; Donna Carcone, Police Officer, Department of Public Safety, retired June 30, 2022; Winifred Martin, Executive Assistant, Office of the Provost, retired March 31, 2022; Nancy Oestrike, Math Teacher and Placement Specialist, Department of Mathematics & Statistics, retired June 30, 2022; and Diane F. Reynolds, Dietetics Clinical Coordinator, School of Health Sciences, retired June 30, 2022.

Section 7

EMERITUS FACULTY STATUS

Recommended that the Board of Regents grant Emeritus Faculty Status to nine (9) former faculty; Ian Wojcik-Andrews, Professor, Department of English Language and Literature from 1990 to 2022 who retired after 32 years; Michelle Byrd, Professor, School of Psychology from 2002 to 2022 who retired after 20 years; Willie Peyton Cupples, Jr., Professor, Department of Special Education and Communication Sciences and Disorders from 1994 to 2022 who retired after 28 years; LaVerne Higgins, Professor, Department of Management from 2007 to 2022 who retired after 15 years; Lisa Klopfer, Professor, University Library from 2000 to 2022 who retired after 22 years; Martin Shichtman, Professor, Department of English Language and Literature from 1984 to 2022 who retired after 38 years; Pamela Speelman, Professor, School of Art and Design from 1991 to 2021 who retired after 31 years; Sylvia von Kluge, Professor, Department of Psychology from 1990 to 2021 who retired after 32 years; and Michael Williams, Associate Professor, School of Nursing from 1998 to 2022 who retired after 24 years.

Section 8

LECTURER APPOINTMENT

Recommended that the Board of Regents approve one (1) lecturer appointment for the 2022-2023 academic year: David Jones.

Section 9

ACADEMIC RETIREMENTS/SEPARATIONS

Recommended that the Board of Regents approve ten (10) retirements; Willie Cupples, Jr., Subhas Ghosh, LaVerne F. Higgins, Lisa Klopfer, Adrian Lottie, Karen Saules, Theresa E. Saunders, Martin Shichtman, Michael L. Williams, and Ian Wojcik-Andrews, and seventeen (17) separations; Fathi Amsaad, Logan M. Bearden, Michelle Byrd, Jerard Delaney, Christine Karshin, Angie Mann-Williams, Alexandros Maragakis, Lydia McBurrows, Brian A. Pappas, Catherine C. Peterson, Paul Price, Rema E. Reynolds, Pejman Rezakhani, Adena T. Rottenstein, Jean Rowan, Peregrine C. Silverschanz, and Stephanie P. Wladkowski for the period of June 1 through September 30, 2022.

Motion Carried

REGULAR AGENDA

Section 10

EDUCATIONAL POLICIES COMMITTEE

Regent Beagen moved and Regent Hawks seconded that the Board of Regents receive and place on file the Educational Policies Committee agenda for October 20, 2022 and the minutes of the June 16, 2022 meeting.

Motion Carried

Section 11

APPOINTMENT/REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

Regent Kimbrough Marshall moved and Regent Beagen seconded that the Board of Regents reappoint Ottowai Richard Hamme, IV to a three-year term on the Board of Directors of Commonwealth Community Development Academy; reappoint Kenneth Bland and Melissa Dunmore to three-year terms on the Board of Directors of Hope Academy, appoint Stuart Popp to a three-year term on the Board of Directors of New School High, and appoint Robynn Diamond to a three-year term on the Board of Directors of Dr. Joseph F. Pollack Academic Center of Excellence.

Motion Carried

Section 12

STUDENT AFFAIRS COMMITTEE

Regent Beagen moved and Regent Crumm seconded that the Board of Regents receive and place on file the Student Affairs Committee Agenda for October 20, 2022 and the minutes of the April 21, 2022 meeting.

Motion Carried

Section 13

FACULTY AFFAIRS COMMITTEE

Regent Ford moved and Regent Crumm seconded that the Board of Regents receive and place on file the Faculty Affairs Committee agenda for October 20, 2022 and the minutes of the April 21, 2022 meeting.

Motion Carried

Section 14

FINANCE AND INVESTMENT COMMITTEE

Regent Hawks moved and Regent Simpson seconded that the Board of Regents receive and place on file the minutes from the June 16, 2022 Finance and Investment Committee meeting and the Working agenda for the October 20, 2022 meeting.

Motion Carried

Section 15

FY24 GENERAL FUND SCHOLARSHIPS, GRANTS AND AWARDS

Regent Simpson moved and Regent Crumm seconded that the Board of Regents approve the Fiscal Year 2023-24 General Fund Scholarships, Awards, and Grants proposal of \$49,217,000.

Motion Carried

Section 16

FY22 UNIVERSITY FINANCIAL STATEMENTS AND SUPPLEMENTARY INFORMATION (JUNE 30, 2022)

Regent Simpson moved and Regent Crumm seconded that the Board of Regents receive and place on file the University's audited fiscal year 2021-2022 financial statements and auditor's report.

Motion Carried

Section 17

FY24 STATE OF MICHIGAN CAPITAL OUTLAY REQUEST

Regent Hawks moved and Regent Crumm seconded that the Board of Regents approve the University's Five-Year Capital Outlay Plan and authorize the President to submit the renovation of Roosevelt Hall as Phase II of the College of Engineering & Technology Growth and Expansion as the University's top project request for state cost participation for Fiscal Year 2024.

Motion Carried

Section 18

FLEET MANAGEMENT SERVICES AGREEMENT

Regent Simpson moved and Regent Ford seconded that the Board of Regents delegate to the President or designee to negotiate and execute a Fleet Management Services Agreement extending to June 30, 2033.

Motion Carried

NEW BUSINESS AND PRESENTATIONS

TAB A

PRESENTATION: EMU STUDENTS AT HARVARD KENNEDY SCHOOL OF GOVERNMENT

Dr. Ann Eisenburg, Dean of the Honors College, informed the Board that five EMU students recently participated in the prestigious Harvard Public Policy program. Five students were selected; Cedrick Charles, Andrew Gendera, Estelle Hackos, Jeffrey Hoang, and Tierra Tresvant. Andre Gendera and Estelle Hackos spoke to the Board about their experiences.

TAB B

RESOLUTION: STATE REPRESENTATIVE RONNIE PETERSON

Regent Hawks moved and Regent Crumm seconded that the Board of Regents express its appreciation to State Representative Ronnie Peterson for being “always on the job, and always in the community” and thank him for his extraordinary, unshakeable commitment to his community and to the State of Michigan.

Motion Carried

TAB C

RESOLUTION: KAPPA DELTA PI'S 100th YEAR AT EMU

Regent Crumm moved and Regent Simpson seconded that the Board of Regents congratulate the Pi Chapter of Kappa Delta Pi on its 100th anniversary and extend its best wishes to its student and faculty leadership, and to all the former, current, and future members and leaders of the Pi Chapter of Kappa Delta Pi.

Motion Carried

TAB D

BOARD POLICY UPDATE: 03.07.02 - ALCOHOL AND OTHER DRUG POLICY

Regent Newton moved and Regent Crumm seconded that the Board of Regents approve the proposed revision to the Board Policy: 3.7.2 – Alcohol and Other Drug Policy.

Motion Carried

TAB E

OPEN COMMUNICATIONS

Vice President Reaume announced there were ten (10) requests made to address the Board of Regents. Each speaker was given up to three minutes.

1. Trische Duckworth (Survivors Speak and myself as a former student who was violated by a teacher, racially) – Acts of unfairness by teachers who lack integrity.
2. Gail Summerhill (Ypsi Can I Share) – The Getting Real About Race/Survivor Speaks event held on September 17, at the Convocation Center and the dishonor given to this organization.
3. Crystal Walrath (University Advising and Career Development) – Career Closet, new initiative.
4. Marya McCarroll – Pay delay for Part-Time Lecturers.
5. Meghan Phelps (EMUFT) – Discrepancies between my contract and my actual paycheck. Since I started working at EMU in 2015, I have rarely received my full paycheck on the first pay period in September. This year is no different. I would like to speak about this issue that has negatively impacted my life and my family's financial stability.
6. Anke Wolbert and Daric Thorne (EMUFT) – Lecturer Pay Issues.
7. Jeffrey L. Bernstein (EMU Bruce K. Nelson Faculty Development Center) – Teaching and Learning Together (TaLT), an initiative funded by the Provost's Office and run by the Faculty Development Center. I will share our efforts to bring students and faculty together in educational partnerships in an effort to enhance teaching and learning on campus.
8. Anya Fuller (Homecoming Court) – I would like to speak about being on homecoming court for the university and winning homecoming royalty.

9. Lada Protcheva – I am in my first semester at EMU. I am a Ukrainian refugee who received a scholarship to attend. I would like to thank the Regents and the EMU family for the warm welcome, and share a bit of my story.

10. John Perkins (Michigan Regional Council of Carpenters) – Gilbane Student Housing Project.

TAB F

PRESIDENT’S REPORT

President’s Report
EASTERN MICHIGAN UNIVERSITY
Board of Regents
Oct. 20, 2022

Madam Chair and Distinguished Members of the Board of Regents:

This afternoon’s approval of the University’s nearly \$50 million financial aid budget for the next academic year (2023-24) reflects the University’s ongoing commitment to minimizing net costs for students and supporting their academic success.

The budget will provide financial aid support to more than 60% of our total student population, and to about 90% of our first-year students. We recognize the challenging economic environment facing our students and families. Our commitment to providing a high level of financial support exemplifies the University’s mission as an institution of opportunity.

We are particularly enthused about the opportunity presented for next year’s incoming first-year students who will have the benefit of Eastern’s robust financial aid offerings along with Michigan’s new Michigan Achievement Scholarship. I was pleased to be at the Michigan capitol nine days ago at the signing ceremony approving the new scholarship with Governor Whitmer, legislative leaders from both parties, and representatives of other universities. The new state-funded scholarship provides up to \$5,500 for new first-year students next year.

We are hopeful that today’s Board approval of the University’s plan to submit Roosevelt Hall as the University’s top project request for state capital outlay funding will generate a positive outcome in Lansing. The plan represents phase two of the growth and expansion plan for the GameAbove College of Engineering and Technology (GACET) to renovate, expand and repurpose Roosevelt Hall to accommodate advanced technology programs.

The estimated cost of the project is \$42.5 million. If approved as part of the state's capital outlay process, which dictates a funding mix of 75% state contribution with 25% Eastern contribution, the University's cost share would be \$12.5 million.

Roosevelt Hall is a strategic piece of the overall vision of the GameAbove College of Engineering and Technology. Project plans include renovating approximately 75,500 square feet and modernized space for student advising centers, collaboration and maker's spaces, and faculty offices. The Roosevelt Hall phase two expansion plan also was the [University's capital outlay request last year](#). It was scored first among state university projects by the State Budget Office earlier this year, but funding has not been approved thus far. The capital outlay program requires the legislature and the governor's approval.

Events have been underway on campus throughout the week to support our transfer student community as part of National Student Transfer Week. Every transfer student has their own unique story of resilience and determination. National Transfer Student Week is an opportunity to not only recognize our transfer students, but to identify and support their distinct needs when they transfer and become part of the Eastern community.

I am delighted to participate in the 100-year celebration of the EMU student organization, Kappa Delta Pi, EMU's International Honor's Society for Educators. Kappa Delta Pi is dedicated to supporting new and future teachers. The celebration event takes place this Sunday from 5 p.m. – 8 p.m., in the Student Center Ballroom.

Please join me in congratulating the University's McNair Scholars Program team for being awarded a more than \$260,000 grant to extend the program for another five years. Funded by the United States Department of Education, [The McNair Scholars Program](#) aims to assist low-income, first-generation or underrepresented students in earning a doctorate. The federal program was created in 1989 to honor physicist and astronaut Ronald E. McNair, who died in the Challenger Shuttle accident in 1986. The [EMU McNair Program](#) serves 36 high-achieving students from various academic disciplines each year.

As I conclude, please join me in honoring the bravery of Lada Protecheva, our Ukrainian student who spoke a few minutes ago. Lada, you and your family have exhibited tremendous bravery and courage in the midst of horrors many of us can only imagine. We are privileged to welcome you to our campus and I know you will be a beacon of strength to our entire community.

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

Thank you, Chair Jeffries.

James M. Smith, Ph.D.
President

Recognition

- Student recipients of the **2022 Winter and Summer Undergraduate Research Stimulus Awards** included: **Bradley Allendorfer, Emiee Breitner, Sophie Campbell, Erin Crnkovich, Yashoda Krishna Das, Brandon Ferro, Tiana Fox, Rosalyn Friend, Karlee Foster, Haleigh Griewahn, Sara Jamal Ahmad Herzallah, Quinn Higgins, Brendon Kaniecki, Konrad Lautenschlager, Erin Main, Luke Mangas, Bryan Maro, Mark Melcher, Imani Peterkin, Sarah Raby, Ravel Ray, Sydney Timmer, Zachary Tobias, Edgar Vasquez, and Chevonne Wheeler.**
- The **Society for Human Resource Management (SHRM) student chapter** received a **2021-2022 Outstanding Student Chapter Award designation** from the National SHRM association. The award recognizes the chapter for providing superior growth and development opportunities to its student members.
- **Faculty Research and Creative Activity Fellowships** have been awarded to 40 faculty members in 2022-23. Recipients include **Sadaf Ali, Amanda Allen, Leslie Atzmon, Ashley Bavery, Peter Bednekoff, Peter Blackmer, Minnie Bluhm, Jin Bo, Melanie Bond, Howard Cass, Jill Dieterle, Jessica Elton, Bradley Ensor, Maria Luz Garcia, Sarah Ginsberg, Diane Guevara, Margaret Hanes, Surabhi Jaiaswal, Alicia Jones, Melissa Jones, Tareq Khan, Jeannette Kindred, Allen Kurta, Dyann Logwood, Lois Mahoney, Laxmikant Manroop, Tricia McTague, Mary-Elizabeth Murphy, Hitomi Oketami, Naomi Pitamber, Paul Price, Anushri Rawat, Chris Reilly, Gabriel Rudebusch, Ken Saldanha, Joel Schoenhals, Rita Shah, Tsai-Shan Shen, Pamela Stewart, and Sarah Van Zoeren.**
- The **U.S. News and World Report (Best Colleges edition)** ranked EMU's **Undergraduate Engineering programs** 87th out of 230 universities, showing an increase of 42 positions from last year's ranking.
- The **U.S. News and World Report (Best Colleges edition)** ranked EMU's **Undergraduate Nursing program** 247th out of 694 programs across the country. This is the second time U.S. News and World Report has recognized the nursing program.
- **Military Times** ranked Eastern as **No. 9 in the U.S.**, out of 311 universities and **No. 1 in Michigan** for its work to assist veterans in their efforts to obtain degrees and further their careers.
- The **Southeast Michigan Small Business Development Center, affiliated with the College of Business**, has been named **Small Business Development Center of the Year for the State of Michigan** by the U.S. Small Business Administration.

- Eastern’s **Social Mobility** was ranked **No. 2 in Michigan** and No. 123 out of 389 national universities by the **U.S. News and World Report (Best Colleges edition)** due to its efforts in supporting economically disadvantaged students in addition to enrolling and graduating large proportions of disadvantaged students who are awarded Pell Grants.
- Eastern Michigan University has been accepted into **The Center for First-generation Student Success**, an initiative of NASPA (Student Affairs Administrators in Higher Education) and The Suder Foundation. The First-gen Forward designation recognizes institutions of higher education that have demonstrated a commitment to improving experiences and advancing outcomes of first-generation college students.

Of Note

- The **National Institutes on Deafness and Other Communication Disorders** awarded a **\$2,074,256 grant** to **Joseph Breza**, associate professor of neuroscience, and Robin Krimm, professor of anatomy and neurobiology at the University of Louisville. This grant will be used to conduct a **five-year-long study** on the sense of touch and how it interacts with the sense of taste.
- Former EMU History and Philosophy faculty member **Jiu-Hwa Lo Upshur, Ph.D.**, has given significant gifts to *Give Rise: The Campaign for Eastern Michigan University*. The gifts include an **Endowment for the Jiu-Hwa Lo Upshur Center for Civic Education in the amount of \$500,000; \$200,000 for the Expendable Fund for the Jiu-Hwa Lo Upshur Center for Civic Education; and \$300,000 for the Jiu-Hwa Lo Upshur Endowment for Supporting Language Study Abroad (“Upshur Flight Fund”)**.
- The Eastern Michigan University alumni group, **GameAbove**, donated **\$610,000** to the **GameAbove College of Engineering and Technology** for a **new upscale park** on the University’s campus. Construction of the park and outdoor space finished in time to open for the fall 2022 semester.
- Eastern has been awarded a **\$261,888 grant for a Ronald E. McNair Postbaccalaureate Achievement Program**, extending the award an additional five years for EMU students. The project, also known as the McNair Scholars Program, provides grants to universities and colleges for projects designed to provide promising college students with adequate preparation for doctoral studies.
- A coalition including Kevin Karpiak, director of Eastern Michigan University's **Southeast Michigan Criminal Justice Policy Research Project**, received a **\$50,000 grant** from **United Way of Washtenaw County** to develop an alternative unarmed non-police response program in Ann Arbor.

- The faculty-student research team at the **Coatings Research Institute** in the **GameAbove College of Engineering and Technology** has been awarded a **U.S. patent for the invention of “Organic-Inorganic Hybrid Polymeric compositions, related articles, and methods.”** This is their third patent for Organic-Inorganic Hybrid materials. According to **Vijay Mannari**, director of Coatings Research Institute at EMU, the invention of the composition can potentially replace hazardous heavy metals used in the metal finishing industry. The concepts within the patent are also advancing the development of 3D-printing materials and solving the challenges of conventional materials and processes.
- The **College of Arts and Sciences** announced **Petra Koppers** as the **2022-2023 McAndless Distinguished Chair in the Humanities**. Koppers will share with the campus community on how humanistic and arts-based methods can offer new perspectives on lives and the places where people work and live.
- Eastern Michigan University has become a foundation partner with **Automation Alley** to provide students and faculty connections to Industry 4.0 experts in technology and software development, additive manufacturing, advanced robotics, and supply chain management.
- **Kroger** recently donated **\$10,000 to Swoop's Food Pantry** to help eliminate student hunger among EMU college students. Since 2018, Kroger has contributed over \$70,000 to Swoop’s Food Pantry.
- Eastern Michigan University and **Engage@EMU** recently reopened their doors to host the **Girls in Engineering Academy (GEA) Residential Camp**. Campers received specialized training in industry-specific skills such as 3D printing, Wi-Fi coding, and more, followed by two to three weeks of applying those skills on-site with companies such as **Bosch, Ford, and Chrysler**.
- Eastern’s **Dare2Design** program is a weekly after-school program at SPARK East Innovation Center. The program is **EMUiNVENT’s Independent Inventors program** for students grades second to twelve and is offered by the **College of Business** in collaboration with the **GameAbove College of Engineering and Technology**.
- **Engage@EMU** announced a new partnership with **Embracing our Differences Southeast Michigan**, a nonprofit organization that aspires to promote social change with the use of artistic projects. Considering EMU’s mission to enrich lives in a supportive, intellectually dynamic and diverse community, this partnership showcases **large-scale public art pieces crafted by local artists and artists from around the world**.

- Under the **Eastern Tuition Advantage program**, incoming students who have a 3.0 grade-point average and an annual household income of less than \$60,000 are eligible for free undergraduate tuition. Students can receive free tuition for four years as long as they continue to meet family financial requirements and fill out the FAFSA each year. The Eastern Tuition Advantage program is open to first-year students who have applied and have been admitted to the University.
- The **EMU Department of Public Safety** welcomed the addition of two new e-bikes to help improve campus safety thanks to a gift from **GameAbove**, a team of EMU alumni. In addition to improving campus safety, e-bikes are environmentally friendly. The new e-bikes are manufactured by Recon Power Bikes, recognized as a leader in law enforcement e-bikes.
- Battery-operated scooters are now available across the University’s main campus thanks to a **partnership with Spin**, a leading micro-mobility service provider. The new green transportation program advances the University’s long-standing commitment to sustainability. In 2021, Spin achieved carbon neutrality, making it the first micro-mobility company to reach that goal. The partnership advances both institutions’ shared sustainability goals.

Events

- **Quentin Messer, Jr.** of the **Michigan Economic Development Corporation (MEDC)** spoke at the **GameAbove College of Engineering and Technology’s Tech Talk** event on October 19.
- **Professor Jessica “Decky” Alexander** spoke at the **Honors College Star Lecture Series** on October 19. She presented “Tools for the Weary and Worried: Improvisational Play for Everyday Life.”
- The **Honors College** held its annual **Fall Fest** on October 15.
- The **EMU Theatre** presented Arthur Miller’s “**The Crucible**” from October 14-21.
- Guest artist **Gregory Spiridopoulos** from the University Massachusetts Amherst presented a recital of new trombone works on October 12.
- The **LGBT Resource Center** hosted an event on October 11 to celebrate **National Coming Out Day**.
- **EMU Admissions** hosted “**Explore Eastern**” on October 8. The event for high school students and their families featured an academic resource fair, presentations by the Deans from each of our five academic colleges, and opportunities to tour the campus.

- The **Honors College** hosted a **Riverside Park cleanup** on October 7.
- The **EMU Symphony Orchestra** presented an evening of great music on October 6 as they collaborated with **Dr. MeeAe Nam**, soprano, on the Chants D'Auvergne of Canteloube. The EMUSO also performed Tchaikovsky Symphony No. 2 and the Karelia Overture of Sibelius.
- **EMU Career Services** sponsored an **IT/ STEM Job & Internship Fair** on October 5 for employers and students.
- **The Center for Race and Ethnicity (CORE)** collaborated with the **Latinx Student Association (LSA)** to celebrate Hispanic Heritage Month at an event on October 4.
- **Eastern alumnus and award-winning journalist Nathan Bomey** and **You Li**, associate professor of journalism, held a discussion about careers in public service and journalism on October 3. Bomey's award-winning documentary, "Gradually, Then Suddenly: The Bankruptcy of Detroit" was shown to those in attendance.
- The **Advising and Career Development Center** hosted a grand opening celebration for the new **EMU Career Closet** on September 27. The EMU Career Closet will be open throughout the semester for those seeking professional attire for interviews and professional events.
- **Dr. Colin Wu**, associate professor at Oakland University, presented a seminar on his research, "Cardiovascular risks of oxidative DNA damage" on September 26.
- **Sierra Club EMU** partnered with the **Sierra Club Huron Valley Group** to **clean up Frog Island Park** on September 24.
- The **EMU Marching Band** collaborated with the **EMU Gospel Choir, the EMU Choir, the Wayne State University Choir**, and local musicians and vocalists to present a gospel music halftime show on September 24.
- Guest artist **Dr. Ben McIlwain** presented a solo trombone recital debuting works from his new album "indefatigable" on September 22. An avid supporter of modern music, Dr. McIlwain has commissioned and premiered over fifty works for trombone.
- The **Honors College** hosted a **campus cleanup** on September 22. Students were tasked with picking up debris around campus.
- **Michael G. Morris Endowed** co-chairs **Dr. Brigid Beaubien** and **Dr. Amanda Maher** provided an overview of the state of civics education and shared insights of what educators from PK through higher education can do to cultivate a strong, informed citizenry in a presentation on September 21.

- **Dr. Aaron Liepman** spoke at the **Honors College Star Lecture Series** on September 20. He discussed aspects of play in relation to his work as a Biology professor.
- The **Center for Jewish Studies** hosted Pulitzer Prize Award winning author **David I. Kertzer** on September 19. He discussed his new book, “The Pope at War: The Secret History of Pius XII, Mussolini, and Hitler.”
- **Dr. Minnita Daniel-Cox** led faculty and students through an **exploration of the music of Black American composers** and the importance of Dunbar’s writing in American culture on September 16.
- The annual **EagleFest** event was held on September 8. Students were able to interact with more than 150 student organizations.
- To help bring awareness to the country's literacy crisis and provide access to literacy organizations, Eastern hosted the annual **Elijah & Chase Reading Matters for Literacy 5K Race/Walk** on August 20.
- EMU’s **Digital Divas** program and its flight partner, **Crosswinds Aviation**, collaborated with **STEM Flights** to drive interest in aviation careers on August 18. During the program, metro Detroit high school girls were able to experience a day in the life of a woman in aviation.
- To help support English language development among refugee-status women and kids in Washtenaw County, Eastern hosted an August 11 **cooking demonstration** tailored toward meal planning and preparation. About 10 Afghan women, 15 Afghan children, one Syrian woman, and one Egyptian woman attended the literacy-enriched cooking class hosted in partnership with **Jewish Family Services (JFS)**, a local nonprofit organization whose purpose is to help in the refugee resettlement process, along with EMU's **Teaching English to Speakers of Other Languages (TESOL) program** in the **Department of World Languages**.
- **Eastern’s Police Department** hosted its fifth annual **Bike Rodeo safety event** on August 6. The event included free giveaways, on-site mechanics for bike safety checks, including a mechanical inspection and helmet fitting suggestions, information tables from local donors who are bicycle supporters, and refreshments. To date, the event is responsible for **distributing more than 300 children's bike helmets**.

Athletics

- All of the Eagles' **18 sports had multi-year Academic Progress Rates (APR) of 955 or above** with the men's golf and women's golf teams posting perfect 1000 single-year rates in the latest report for the 2020-21 year.
- Baseball (Men): Outfielder **Matt Kirk** was named to the **American Baseball Coaches Association (ABCA)/ Rawlings All-Midwest Region Second Team**.
- Baseball (Men): **Christian Bault, Nick Chittum, Shane Easter, Eli Gora, Tyler Helgeson, Taylor Hopkins, Thomas House, Trevor House, Luke Russo, and Daniel Warkentin** earned **Academic All-MAC** honors.
- Golf (Women): **Anna Watson** and **Sophia Wygonik** were honored as **Women's Golf Coaches Association All-American Scholars**. It marks the 16th consecutive year that EMU has had multiple student-athletes highlighted by the organization.
- Golf (Men): **Ty Celone, Zack Mason, MJ Smith, and Max Watson** were named **Srixon/Cleveland Golf All-America Scholars**.
- Gymnastics (Women): **Gianna Antonio, Cassie Bergin, Raisa Boris, Katie Butler, Ella Chemotti, Hadyn Crossen, Shannon Gregory, Cali Harden, Hannah Hartung, Brooke Hylek, Jordan Jankowski, Carly Kosanovich, Emma Lewis, Anna Grace McCullough, Corey Melcher, Molly Parris, Charlotte Reynolds, Sophie Rios, Caitlin Satler, Mickayla Stuckey, and Mayleigh Vanderbeek** earned **Scholastic All-American** status for the 2021-22 year by the Women's Collegiate Gymnastics Association (WCGA).
- Rowing (Women): **Lauren Ahern, Emma Boersen, Laura Borchers, Olivia Bray, Reagan Fazekas, Emily Grandy, Brianna Gracey, Brynne Harder, Mary Hemgesberg, Chloe Hinojosa, Alexis Kettler, Jessica LaRoy, Caitlin Rodanhisler, Ariel Sutton, and Lily Wilhelm** were named **Collegiate Rowing Coaches Association (CRCA) National Scholar Athletes**.
- Rowing (Women): **Lauren Ahern, Rose Andrews, Maia Balderson, Kara Bishop, Emma Boersen, Laura Borchers, Olivia Bray, Tiffany Chen, Kat Childs, Elon English, Reagan Fazekas, Megan Fowler, Emily Grandy, Brianna Gracey, Claire Greenfelder, Olivia Hansen, Brynne Harder, Mary Hemgesberg, Chlose Hinojosa, Margaret Hoots, Payton Hopkins, Eliana Howes, Kaycee Johnson, Alexis Kettler, Kaialani Know, Jessica LaRoy, Evie Lemons, Autumn Mangas, Claire McCurley, Isabella Nothom, Caitlin Rodanhisler, Arden Schirru, Abbey Simpson, Carly Summers, Ariel Sutton, Carly Szymanski, Alexandra Walsh, Lily Wilhelm, and Emma Wyss** earned spots on the **Colonial Athletic Association (CAA) Commissioner's Academic Honor Roll**.

- **Swim & Dive (Women): The swimming and diving team has been named a Scholar All-America Team by the Collegiate Swimming and Diving Coaches Association of America (CSCAA).** The Eagles posted a 3.561 GPA during the spring 2022 semester to earn the award for the 21st time in 22 semesters.
- **Tennis (Women): Eastern's tennis team collected the ITA All-Academic Team award. Sabina Brichackova, Vasavi Ganesan, Julia Piatek, Emma-Lou Pommiers, Isabelle Popma, Prerna Vichare, and Grace Whitney earned ITA Scholar-Athlete awards.**
- **Track & Field (Women): The track & field program earned United States Track and Field and Cross Country Coaches Association (USTFCCCA) All-Academic honors for the indoor and outdoor track & field seasons. Kadian Clarke and Kilani Harvey received All-Academic Distinction.**
- **Track & Field (Men): The track & field program earned United States Track and Field and Cross Country Coaches Association (USTFCCCA) All-Academic honors for the indoor and outdoor track & field seasons. Solomon Costa, Chukwusom Enekwechi, Baldvin Magnusson, Newlyn Stephenson, and Almighty Williamson received All-Academic Distinction.**
- **Volleyball (Women): The volleyball program received its 18th consecutive recognition by the United States Marine Corps (USMC) and the American Volleyball Coaches Association (AVCA) who announced the Eagles as recipients of the 2022 USMC/AVCA Team Academic Award.**
- **The Eastern Michigan University E-Club Alumni Chapter, the official varsity athletic letterwinners club, has announced the addition of four new members into the E-Club Athletic Hall of Fame. The Class of 2022 includes Autumn Bragg, Carrie Gould Hatfield, T.J. Lang, and Carl E. Lowe.**
- **A groundbreaking ceremony for the GameAbove Golf Performance Center at Eagle Crest Golf Course was held on September 30. The state-of-the-art golf training facility will support EMU's championship collegiate program while also providing additional upgrades to the course and clubhouse.**
- **The Eagle Crest Golf Club, owned and operated by Eastern Michigan University and home to EMU's women's and men's golf teams, has earned the No. 5 spot on the Detroit Free Press Top 10 Public Golf Courses in metro Detroit for 2022.**

TAB E

EASTERN MICHIGAN UNIVERSITY BOARD OF REGENTS 2023 MEETINGS

Regent Newton announced the Board of Regents meeting dates for 2023. They are scheduled as follows:

Thursday, February 16, 2023

Thursday, April 20, 2023

Thursday, June 22, 2023

Thursday, October 19, 2023

Thursday, December 7, 2023

Chairman Jeffries reminded attendees that the next meeting is scheduled for December 8, 2022. She called for any further business to be brought before the Board. There being none, Regent Simpson made a motion to adjourn. Regent Crumm seconded to adjourn the meeting.

Motion Carried

The meeting was adjourned at 2:53 p.m.

Respectfully submitted:

Vicki Reaume
Vice President and Secretary to the Board of Regents

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 2

DATE:
December 8, 2022

RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 7 staff appointments for the reporting period October 1, 2022 through October 31, 2022.

STAFF SUMMARY


Of the 7 appointments, 4 (57 percent) are female and 3 (43 percent) are male. Demographics of the total group indicate 3 (43 percent) are Caucasian, 3 (43 percent) are African American, and 1 (14 percent) is not reported.

FISCAL IMPLICATIONS

The salaries are part of the University's 2022-2023 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

December 8, 2022
Date

EASTERN MICHIGAN UNIVERSITY STAFF APPOINTMENTS

For Reporting Period - From to 10/1/2022 12:00:00 To 10/31/2022 12:00:00 A

Last Name	First Name	Job Title	eClass	Grade	Organization Title	Current Hire Date	Annual Salary	Appt %	Race	Gender
Stutis	Will	Asst Athl Dir Athl Mktg	AP	MGIL1	IA Promotions	10/05/2022	\$55,500.00	100		
VanSlyke	Mia	Sr HR Business Partner	AP	PFHR2	Labor Relations	10/10/2022	\$82,000.00	100		
Younkin	Kayla	Sr Secretary	CS	05	School of Comm. Media, Theater Arts	10/03/2022	\$42,589.00	100		
Martin	Lynnette	Site Coordinator	PT	07	Stdy Chldrn and Family	10/10/2022	\$48,953.00	100		
Oluwadare	Akinbambo	Site Coordinator	PT	07	Stdy Chldrn and Family	10/10/2022	\$48,953.00	100		
Oluwadare	Akintunde	Site Coordinator	PT	07	Stdy Chldrn and Family	10/17/2022	\$48,593.00	100		
White	Mirren	IT support specialist	PT	07	User Support Services	10/31/2022	\$47,528.00	100		

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 3

DATE:
December 8, 2022

RECOMMENDATION

STAFF SEPARATIONS/RETIREMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 7 separations and retirements for the reporting period of October 1, 2022 through October 31, 2022.

STAFF SUMMARY


Of the 7 separations and retirements, there is 1 (14 percent) female and 6 (86 percent) males. Demographics of the total group indicate 4 (57 percent) are Caucasian, 2 (29 percent) are African American, and 1 (14 percent) are not reported.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer/

December 8, 2022
Date

Eastern Michigan University Staff Separations and Retirements

For Termination Date Reporting Period- From 10/1/2022 To 10/31/2022

Last Name	First Name	Job Title	Ecls	Grade	Organization Name	Current Hire Date	Last Work Date	Race	Gender	Termination Code
Ducher	Amy	Admin Assc to Provost and VP I	AP	CDEA2	Office of the Provost	7/24/2017	10/20/2022			
Raymond	David	Custodian	FM	06	Custodial Services	11/1/1990	10/1/2022			
Ogburn	Demetris	Sr Secretary	CS	05	Arts and Sciences Dean	10/3/2022	10/22/2022			
Korlman	Jeffery	Asst Dir Housing and Res Life	AP	MGIL1	Housing Admin	7/15/2016	10/24/2022			
Salvia	John	Tax Manager	AP	MGIL2	Controller	4/16/2018	10/14/2022			
Garrison	Joshua	Facilities Maintenance General	FM	15	Custodial Services	12/17/2002	10/28/2022			
Buchanan Jr	Terry	Dir of Basketball Ops	AC	11	I A Mens Basketball	8/1/2022	10/10/2022			

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 4

DATE:
December 8, 2022

RECOMMENDATION

EMERITUS STAFF RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to one (1) staff member:

- Robert Kenneth Heighes, Jr., Chief of Police & Executive Director of Public Safety, retired 09/30/2021.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer

December 8, 2022
Date



**EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Robert Kenneth Heighes Jr.

Title upon retirement: Chief of Police / Executive Director of Public Safety

Date of hire at EMU: 4/1/1984

Retirement date: 9/30/2021

Number of years at EMU: 37 (Minimum of 15 years of service required)

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

Home address: [Redacted]

Home telephone: [Redacted]

E-mail address: rheighes@emich.edu

Name of spouse:

Degree(s) institutions year: Baccalaureate: BS Public Administration 1995

Masters:

Doctoral:

Please attach 2 letters of support to this application

SHANA THOMPSON _____ 9-10-22
Recommended by Date

THOMAS KASPER _____ 9-10-22
Recommended by Date

[Redacted] _____ 9/12/22
Department Head and/or Supervisor Date

[Redacted] _____ 11/8/22
Executive Council Member Date

[Redacted] _____ 11/9/22
President Date

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

16131 Ryland
Redford, MI 48240

Sept 1, 2022

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

Chair Jeffries, Vice Chair Hawks, and Esteemed Board Members:

Please accept my recommendation to award retired Chief of Police and Eastern Michigan University Alumni Robert Heighes with Emeritus Staff Status. Chief Heighes was hired by Eastern Michigan University in 1984 and served with distinction as a police officer until retiring as the Chief of Police in 2021.

I first met (then) Lieutenant Heighes when I was hired by the Eastern Michigan University Police Department in 2007. I fondly remember the uncomfortable car ride in near silence when he took me to be fitted for my new uniforms and gear. Within weeks of being hired, I had misspelled his last name on a document and my penitence was to fill a 3x5 card with his correctly spelled name. As the years went on, I was able to call Chief Heighes my friend. He always had an open door policy, which I took full advantage of, but I never knew if I would hear show tunes, Taylor Swift, or the Tiger's game on his radio in the background.

Chief Heighes bleeds green and white; he is TruEMU through and through. I was always astounded to see how he knew everyone on campus and treated them like family and with respect. Somehow all those people had his personal cell phone number, which never stopped ringing. Once, I sat in on an EC meeting with Chief Heighes and, in a testament to the respect his colleagues have for him, one member said, "If Bob recommends this, then we should do this."

I could not be happier or more honored to recommend Chief Heighes be awarded with Emeritus Staff Status.

Best Regards



Shana Thompson
Sergeant

Thomas A. Kasper

September 1, 2022

Board of Regents
Eastern Michigan University
Ypsilanti, MI 48178


Dear Members of the Board of Regents:

I am honored to write this letter of support for the granting of Emeritus Staff status to Chief Robert K. Heighes (ret.). I have known and worked with Bob as a member of the EMU Community for over 20 years and I can think of no other person worthy of this distinction. I go no further than Eastern Michigan University's motto to characterize Bob's esteemed career: Equity, Exemplar, Excellence.

- **Equity:** Chief Heighes has always approached his role as a law enforcement officer with the utmost sense of equity. He treats people fairly, equally and with empathy and respect. Whether handling delicate situations, providing visibility at campus events, university committees or any other of the countless tasks, he is a pillar of Equity.
- **Exemplar:** Bob is the exemplar of dedicated public service. Everything he does as an officer of the public trust is above reproach.
- **Excellence:** To thoughtfully reflect upon Bob's career is a to embark upon a journey in excellence. From his days as an officer to his time as Chief and Executive Director of Public Safety; Bob has always set his minimum standard of service as excellence in everything he does.

Members of the Board of Regents, please accept this letter in support of granting Emeritus Staff status to Chief Robert K. Heighes (ret.). If you have any questions, please do not hesitate to contact me.

Sincerely yours,


Thomas A. Kasper
EMU BA '02, MA '13
Part Time Lecturer
Dept. of Physics & Astronomy



EASTERN MICHIGAN UNIVERSITY

Emeritus Staff

December 8, 2022

Bob Heighes



Chief of Police

&

Executive Director of Public Safety

37+ years of service

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 5

DATE:
December 8, 2022

RECOMMENDATION
EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Status to six (6) former faculty.

Faculty:

Abby Coykendall, Professor, Department of English Language and Literature from 2002 to 2021 who retired after 20 years; Cathy Fleischer, Professor, Department of English Language and Literature from 1990 to 2022 who retired after 32 years; Subhas Ghosh, Professor, Department of Visual and Built Environments from 2002 to 2022 who retired after 20 years; Judith Kullberg, Professor, Department of Political Science from 2007 to 2022 who retired after 15 years; Adrian Lottie, Professor, Department of Political Science from 1990 to 2022 who retired after 32 years; and Karen Saules, Professor, Department of Psychology from 2001 to 2022 who retired after 21 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.

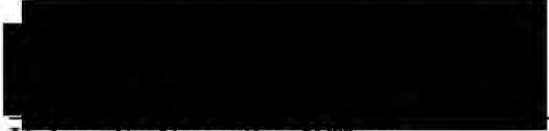
The nominations for these individuals have received the support of the Department Head or School Director, the Dean of the College, and the Provost and Executive Vice President for Academic and Student Affairs.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

 _____

University Executive Officer
Rhonda Longworth, Ph.D.

11/16/22
Date _____

**EASTERN MICHIGAN UNIVERSITY
EMERITUS FACULTY RECOMMENDATION
December 8, 2022**

FACULTY:

Abby Coykendall

Professor, Department of English Language and Literature
(20 years)

Doctorate	State University of New York at Buffalo
Masters	State University of New York at Buffalo
Baccalaureate	University of Arizona

Cathy Fleischer

Professor, Department of English Language and Literature
(32 years)

Doctorate	University of Michigan
Masters	University of Virginia
Baccalaureate	Connecticut College

Subhas Ghosh

Professor, Department of Visual and Built Environments
(20 years)

Doctorate	University of Manchester
Masters	University of Manchester
Baccalaureate	Calcutta University

Judith Kullberg

Professor, Department of Political Science
(15 years)

Doctorate	University of Michigan
Masters	Leningrad State University
Baccalaureate	Saginaw Valley State University

Adrian Lottie

Professor, Department of Political Science
(32 years)

Doctorate	Wayne State University
Masters	Wayne State University
Baccalaureate	Wayne State University

Karen Saules

Professor, Department of Psychology
(21 years)

Doctorate	Wayne State University
Masters	Wayne State University
Baccalaureate	Colby College



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of English Language and Literature recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Abby Coykendall

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 9.01.2002 Retirement Date: 8.31.2021

Number of Years at EMU: 20 (Minimum of 15 years of service required)

Degree(s)/Institutions Doctoral: State University of New York at Buffalo

Masters: State University of New York at Buffalo

Baccalaureate University of Arizona

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.

Dr. Joseph Csicsila 11.15.2022

Recommended by (please print) Date

[Redacted] 11.15.2022

Department Head Date

[Redacted] 11/16/22
Provost Date

[Redacted] 11/14/2022
Dean Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

November 15, 2022

To Whom It May Concern:

It is with great pleasure that I write to recommend Abby Coykendall's appointment to the rank of Emeritus Professor following her retirement in August 2022. Professor Cokendall served her students, the Literature program, the Department of English, and Eastern Michigan University with distinction during her tenure at EMU. She is deserving of this honor.

Professor Coykendall earned her doctorate from the New York State University at Buffalo in 2002 where she began to distinguish herself as a British literature specialist. When Professor Coykendall first came to EMU in 2002, she immediately made her mark as someone devoted to teaching and to service. A popular instructor, particularly with graduate students, she designed and taught more than twenty different courses in literature, narrative theory and culture, gender and sexuality, critical disability studies, and literary theory and criticism. In terms of service, Professor Coykendall has served with distinction at all levels—university, college, and department—at EMU. She has, for example, been a member of Faculty Senate, EMU-AAUP Bargaining Council, and Faculty Affairs. In the Department of English she served on Graduate Committee, the Literature Committee, and Curriculum Committee. Professor Coykendall has also accomplished much as a scholar. She is the co-editor of *Heteronormativity and the Eighteenth Century* (2015) and the author of more than 20 peer-reviewed academic articles and reviews. Additionally, she has presented nearly 40 papers at international, national, and regional conferences. Among her most enduring contributions to the field is the time she served as co-editor of the internationally recognized *Journal of Narrative Theory*.

Throughout her twenty-year career at Eastern Michigan University, Abby Coykendall has distinguished herself as a teacher, a scholar, a leader, and a citizen. She is greatly deserving of emeritus status.

Sincerely,



Joseph Csicsila
Department Head



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of English Language and literature recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Cathy Fleischer

Current Status/Rank at EMU: Full Professor

Date of Hire at EMU: July 1990 Retirement Date: April 30, 2022

Number of Years at EMU: 32 (Minimum of 15 years of service required)

Degree(s)/Institutions **Doctoral:** University of Michigan, 1990

Masters: University of Virginia, 1980

Baccalaureate Connecticut College, 1978

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.

Dr. Joseph Csicsila 11.7.2022

Recommended by (please print) _____ Date

[Redacted] 11.7.2022

Department Head _____ Date

[Redacted] 11/16/22
Provost _____ Date

[Redacted] 11/14/2022
Dean _____ Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

November 7, 2022

It is with great pleasure that I write to recommend Cathy Fleischer's appointment to the rank of Emeritus Professor following her retirement from Eastern Michigan University in April 2022. Professor Fleischer has served her students, the English Education program, the Department of English, and Eastern Michigan University, with tremendous distinction during her tenure at EMU. She is, without a doubt, highly deserving of this honor.

Professor Fleischer earned her doctorate from the University of Michigan and arrived on EMU's campus as an assistant professor in 1990. She immediately made her mark as an individual devoted to teaching and to service offering undergraduate courses in Introductory Composition, Intermediate Composition, Writing for Teachers, Adolescent Literature, and Methods of Teaching Secondary English as well as graduate courses in Literacy Instruction, Research Methods, Issues in English Education, Advanced Teacher Research, and Issues in the Teaching of Writing. She quickly began to collaborate on the Eastern Michigan Writing project, our local site of the National Writing Project, serving as Director of the project from 1992 to 2000 and then becoming Co-Director for Teacher Research in 2000. In these roles she provided thoughtful and meaningful professional development in the teaching of writing to hundreds of K-12 teachers; writing and receiving a variety of grants to support the project; and developing and maintaining teacher leadership and professionalism among the participating teachers. Her success in this area arose from her total devotion to teachers, the teaching and learning of writing, and teacher professionalism. Not only has Professor Fleischer made a difference with practicing teachers across southeastern Michigan and to English leaders across the country, she has also contributed to the development of pre-service teachers. Drawing upon her National Writing Project experience, she challenged her students to think of themselves as writers and readers and to draw upon their experiences and expertise to create thoughtful and meaningful curricula, assignments, practices, and—most important—ways of thinking about literature, language and writing.

Professor Fleischer is the author or co-author of eight books on the intersections of writing, literacy, and advocacy, including *Everyday Advocacy: Teachers Who Change the Literacy Narrative* (2020), *Reading & Writing & Teens: A Parent's Guide to Adolescent Literacy* (2010), and *Becoming a Writing Researcher* (2007). A regular collaborator and contributor to her field's leading academic journals, she has published dozens of peer-reviewed articles (more than 15 in the last six years alone!) on subjects like pedagogy, community writing centers, professionalizing teachers, and teacher development. As Imprint Editor for the prestigious NCTE *Principles in Practice* series Professor Fleischer developed 25 books between 2009 and 2021. Her peers have recognized her with numerous national and state honors and awards, including the Rewey Belle Inglis Award for Outstanding Woman in English Education (2011), the NCTE James Britton Award for Inquiry in English Language

Arts (2010), the NCTE Edwin Hopkins Award, for Best Article in *English Journal* (2006), and the NCTE Richard Meade Award, for Research in English Education (2002). In 2018, Professor Fleischer co-founded and became co-director of the enormously successful local community writing center YpsiWrites.

Cathy Fleischer has been an outstanding citizen for the department, two colleges, and the university. She served on almost every major committee in the department over her tenure. She has been very active at the state and national levels of educational policy making. Throughout her remarkable career she has distinguished herself as a teacher, a scholar, a leader, and a citizen. She is greatly deserving of emeritus status.

Sincerely,



Joseph Csicsila
Head



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Visual & Built Environments __ recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Dr. Subhas Ghosh

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 8/28/2002 Retirement Date: 8/31/2022

Number of Years at EMU: 20 (Minimum of 15 years of service required)

Degree(s)/Institutions Doctoral: University of Manchester, Manchester, England

Masters: University of Manchester, Manchester, England

Baccalaureate: Calcutta University, Calcutta, India

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.

Dr, Julie Becker & Dr. Suleiman Ashur May 16, 2022
Recommended by [Redacted] Date

Dr. Kasim Korkmaz [Redacted] 10/22/2022
Department Head [Redacted] Date

Dr. Mohamad S. Qatu [Redacted] 10/22/22
Dean [Redacted] Date

[Redacted] 4/7/22
Provost [Redacted] Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

To: Mohamad Qatu, Dean, GameAbove College of Engineering and Technology

From: Dr. Julie A. Becker, Interim Director
School of Technology & Professional Services Management

Dr. Sulciman Ashur
School of Visual & Built Environments

cc: Subhas Ghosh, School of Visual & Built Environments

Subject: Nomination for Dr. Subhas Ghosh, Professor Emeritus

Date: May 14, 2022

This memo serves as our nomination of Dr. Subhas Ghosh as a Professor Emeritus with the School of Visual & Built Environments in the GameAbove College of Engineering & Technology.

Dr. Ghosh began his career on August 28, 2002, at Eastern Michigan University, teaching several graduate and undergraduate classes in the Apparel, Textiles and Merchandising Program (ATM), which is now the Fashion Marketing Innovation program (FMI).

During his tenure, Dr. Ghosh has been recognized as an International Textile/Fiber scientist. Several of his research topics involve the embedding of aromatherapy essential oils into the fabric, the modification and treatment of fabric with antimicrobial coatings with silver nanoparticles, embedding sensors along with many other aesthetic and functional values in fibers and fabrics. Recently he was a co-recipient of the 2019 Discover Natural Fibers Initiative Innovation Award. He attracted several externally funded projects that made the ATM program recognized by regional, national, and international organizations as a leading program in textile research.

Additionally, during the past 30 years, Dr. Ghosh has conducted research on subjects including thermo-regulating fabric, non-halogenic fire and glow-resistant finish, odor-control fabric, protective bulletproof composite, etc. He has advised more than 80 graduate students on their thesis research and has taught all the textile/fiber science courses since 2002. Many of his master's students have been successful in their careers in the textile industry in Michigan and worldwide. His Ph.D. students either teach in the Universities or lead in their organizations.

His education consists of a Ph.D. in Fiber Science from the University of Manchester, Manchester, England, an MS in Textile Science from the University of Manchester, Manchester,

England, and a BS in Textile Technology from Calcutta University Calcutta, India., Before joining Eastern Michigan University, he was a Distinguished Professor and Director of Research at the Institute of Textile Technology, Charlottesville, VA. He had also served as a visiting Professor at the University of Virginia.

Dr. Ghosh was the ATM program coordinator and a mentor to many textile students domestically and abroad. He is a research reviewer for many textile publications and holds several US Patents. Dr. Ghosh has made a large impact at Eastern Michigan University building a state-of-the-art textile-testing laboratory in Roosevelt Hall.

Dr. Ghosh has been a recipient of Teaching Excellence Awards, and Research Awards and is well-deserving of the status of Professor Emeritus. We strongly support him for this well-deserved honor.



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Judith Kullberg

Current Status/Rank at EMU: Professor

Date of Hire at EMU: Fall 2007 Retirement Date: Fall 2022

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

Degree(s)/Institutions Doctoral: University of Michigan, Political Science
Masters: Leningrad State University, ^{Russian} Language
Baccalaureate Saginaw Valley State College, ^{Political} Science

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.

Barbara Patrick 11/14/22
Recommended by (please print) Date

[Redacted] 11/14/22
Department Head Date

[Redacted] 11/14/2022
Dean Date

[Redacted] 11/14/22
Provost Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

EASTERN
MICHIGAN UNIVERSITY
Education First

November 14, 2022

To: Provost Rhonda Longworth

It is an honor and privilege to recommend Dr. Judith Kullberg for Emeritus Faculty status at Eastern Michigan University. Dr. Kullberg joined the faculty in the Fall of 2013. Prior to joining the faculty at EMU she received her doctorate from the University of Michigan and baccalaureate from Saginaw Valley State College. During her tenure at EMU, Judith has distinguished herself as a scholar, excellent professor, and dedicated public servant to the department, university, southeast Michigan, and country as a whole. As a scholar of International Affairs and Russian Politics, she has published numerous peer review journal articles, book chapters, and delivered lectures highlighting important issues in her field of study. As a professor in the classroom, she has taught a variety of courses, served as a research mentor, and impacted the lives of hundreds of students through advising, mentorship, and other instructional activities. Equally important to her research and teaching is her commitment to serving the public. Judith has served on numerous department and university committees during her tenure. Examples include service on the EMU AAUP (former president), Faculty Senate (former president), the International Affairs Committee, and Department faculty search committees.

Sincerely,



Barbara Patrick
Professor & Department Head (I)
Pray Harrold Hall 601A
Department of Political Science
Eastern Michigan University



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Adrian Lottie

Current Status/Rank at EMU: _____

Date of Hire at EMU: Fall 1990 Retirement Date: Summer 2022

Number of Years at EMU: 32 (Minimum of 15 years of service required)

Degree(s)/Institutions Doctoral: Wayne State University, Political Science

Masters: Wayne State University, Economics

Baccalaureate Wayne State University, Psychology

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.

Barbara Patrick 11/14/22
Recommended by (please print) Date

Department Head 11/19/22 Date

Dean 11/14/2022 Date

Provost 11/14/22 Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

EASTERN
MICHIGAN UNIVERSITY
Education First

November 14, 2022

To: Provost Rhonda Longworth

I am writing to recommend Dr. Adrian Lottie for Emeritus Faculty status at Eastern Michigan University. Dr. Lottie joined the department in the Fall of 1990. Prior to joining the faculty at EMU he received his doctorate and baccalaureate from Wayne State University. During his tenure at EMU, Adrian taught a variety of courses, delivered professional papers, and served on several committees. Examples include service on the Public Administration Committee, Department Library Liaison, and Faculty Search Committee.

Sincerely,



Barbara Patrick
Professor & Department Head (I)
Pray Harrold Hall 601A
Department of Political Science
Eastern Michigan University



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Karen Saules

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 2/1/2001 Retirement Date: 8/31/2022

Number of Years at EMU: 21 (Minimum of 15 years of service required)

Degree(s)/Institutions Doctoral: Wayne State University

Masters: Wayne State University

Baccalaureate Colby College

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.

Natalie Dove

Recommended by (please print) _____ Date _____

Natalie Dove

Department Head _____ Date _____



Dean _____ Date 10.07.22

Provost _____ Date 11/7/22

_____ Date Submitted to Board of Regents

Please continue to page 2 of this application.

To Whom It May Concern,

This letter is enthusiastically written in support of granting Dr. Karen Saules emeritus status at Eastern Michigan University upon her retirement, effective 8/31/2022. Since emeritus status is a means of honoring a retired faculty member whom the university recognizes for their service, we wish to request this honor for Dr. Saules given the profound impact she has had on the Psychology department and the community throughout her tenure. To highlight this comment, I would like to focus on several aspects of her career and service at EMU and her contributions to field of Psychology.

Dr. Saules' long and distinguished career at EMU began in 2001, where she was offered a tenure-track position as the director of the then newly formed Community Behavioral Health Clinic, a training clinic designed to serve the community and train our doctoral level clinicians in clinical psychology. During her 21-years of service, Dr. Saules served as the head of the Community Behavioral Health Clinic, an unprecedented role, which did not even exist prior to her arrival on the EMU campus. As such, Dr. Saules was responsible for establishing the clinic from the ground up, implementing policies and procedures in line with guidelines from the American Psychological Association, all the while serving the needs of our budding student clinicians and the community members who have since received care via the CHBC. In addition, Dr. Saules served as chair of the Personnel Committee within the department, mentoring junior faculty and shepherding them through the process of promotion and tenure, always being attentive to both the interpersonal role the Personnel committee chair plays and the university guidelines, which are subject to policies and procedures vetted by the AAUP and AHR. Because the doctoral program in clinical psychology was new when Dr. Saules was hired, she also played a critical role in the development and operations of the various graduate programs we have within the department. For example, the aforementioned PhD program in Clinical Psychology, which has been considered a "hidden gem" by the American Psychological Association, was heavily influenced by Dr. Saules, as was the MS program in General Clinical Psychology. She truly was a pillar and consistent leader within our graduate education, and under her tutelage, the graduate programs within the Department of Psychology have flourished, as have the faculty through her role as Personnel Committee chair.

In addition to her service to the department and the university, Dr. Saules made it her "business" to provide guidance and support in the form of working collaboratively with her colleagues and our students. She was often the one to reach out to faculty members to see how the programs could better serve them and help advance their goals. She truly cared about her colleagues and was invested in creating an environment that allowed everyone to flourish. Moreover, Dr. Saules successfully mentored several doctoral students, Masters students, and undergraduate honors students. This collegiality will be missed, as Dr. Saules had a unique skill of making colleagues feel like they were all part of one family, a characteristic that is difficult to find in today's academic environment. This skill, as well as her down-to-earth thought process, and always putting the interests of

other faculty and students above herself, will truly be missed and will not be easily replaced. Moreover, Dr. Saules was known as the most organized member of our faculty. As department head, I was able to continually count on Dr. Saules for her adherence to deadlines and details.

In terms of teaching, as I mentioned, Dr. Saules has mentored thousands of undergraduate students and hundreds of graduate students over the years. Her dedication to teaching was apparent by the fact that she strived to create a meaningful and engaging classroom environment. Students and their education always came first, and her steadfast conviction to providing quality, engaging assignments, no matter how much time it would take for her to grade them, evidences this. As mentioned above, she has also chaired or been a member of numerous honors projects, graduate theses, and dissertation committees over her 21 years of service. She often spoke fondly of her past students, and this fondness was reciprocated, as evidenced by the fact that many returned to visit with Dr. Saules and thank her for her mentorship.

In addition to teaching, mentoring, and collaborating at EMU, Dr. Saules has contributed immensely to the field of Psychology. She has published numerous articles and book chapters, many of which are frequently cited as seminal contributions to the literature.

In sum, Dr. Saules' contributions to the Department of Psychology and Eastern Michigan University have been foundational. Her kindness and dedication to creating a welcoming and cohesive environment will be greatly missed. The Department of Psychology faculty enthusiastically and unanimously recommend that Dr. Michelle Saules be awarded emeritus status.

Respectfully submitted,

A solid black rectangular box redacting the signature of the sender.

Natalie Dove, PhD
Associate Professor and Interim Department Head
Department of Psychology

SECTION: 6
DATE: December 8, 2022

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. Richard (Rick) Sambrook, who provided energetic leadership in his role as department head during his 12 years of service to Eastern Michigan University.

During his time at the University, Dr. Sambrook was the Department Head of Geography and Geology. His contributions to the department include advancing the joint international geographic information science (GIS) program between Eastern Michigan University and Wuhan University in China, raising the visibility of the department in the American Association of Geographers (AAG), and participating as a lead reader in the AP Human Geography Summer Reading programs.

He was a proactive department head who devoted a great deal of time and energy to the Department of Geography and Geology and provided a stable and productive environment for those who worked under his leadership.

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.



University Executive Officer
Rhonda Longworth, Ph.D.

11/7/22
Date



EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Geography and Geology recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Richard Alan Sambrook

Current Status/Rank at EMU: Full Professor - Retired

Date of Hire at EMU: 07-07-2009 Retirement Date: 08-31-2021

Number of Years at EMU: 12 (Minimum of 15 years of service required)

Degree(s)/Institutions Doctoral: Michigan State University, 1992

Masters: Michigan State University, 1980

Baccalaureate Michigan State University, 1974

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.

Yichun Xie, Steven LoDuca 10/7/2022
Recommended by (please print) Date

[Redacted] 7 Oct. 2022
Department Head Date

[Redacted] 11/7/22
Provost Date

[Redacted] 10.07.22
Dean Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

To: Dean Heller, Provost Longworth, and Regents of Eastern Michigan University
RE: Nomination of Dr. Richard Sambrook for Honorary Emeritus Status for Meritorious Service
From: Dr. Yichun Xie, Professor of Geographic Information Science & Geography
Date: October 5, 2022

I am happy to nominate Dr. Richard ("Rick") Sambrook as a candidate for Honorary Emeritus Status for Meritorious Service at Eastern. I have known Rick since he joined Eastern in 2009, and I was a member of the search committee that recommended inviting him as my department's Department Head. Although at the time of his retirement in 2021 he had served at EMU for less than the 15-year minimum required for Emeritus Status, I believe his contributions are more than sufficient for him to be awarded this status on an honorary basis.

Rick's energy and enthusiasm for serving as the department head for Geography and Geology never ceased to amaze me throughout his 12 years of service at EMU. Among his devoted efforts to building a solid department of Geography and Geology, I want to focus on three significant contributions he made to the Geography and to the Geographic Information Science (GIS) programs at Eastern.

The first contribution was to advance the joint international geographic information science (GIS) program between Eastern Michigan University and Wuhan University in China. In the early months of his department head position at Eastern, he met with the GIS faculty members involved in the joint GIS international program and got familiar with the program. Then he met with the students who enrolled in this program. Afterward, he made housing and airport pick-up arrangements for the new Wuhan University students who joined the program. Moreover, he visited Wuhan University in early November 2014, met with the candidate students, answered their questions, and helped Wuhan University recruit a new cohort of students for the Joint GIS Program. I firmly believe that his extraordinary efforts recruited the largest cohort of Wuhan University students for Fall 2015.

In addition, Dr. Sambrook visited Guizhou Minzu (Ethnic People) University during the same trip. He made recruitment presentations at Guizhou Minzu University and drafted a collaboration agreement with Guizhou Minzu University for EMU.

The second contribution was that Dr. Sambrook raised the visibility of our department in the American Association of Geographers (AAG). He organized a display board for several consecutive years and brought a group of undergraduate and graduate students to attend and present at AAG annual conferences. During my tenure at Eastern for almost 30 years, Dr. Sambrook was the first department head who actively encouraged the students to participate and present at AAG conferences.

The third contribution was that Dr. Sambrook attended the AP Human Geography Summer Reading programs, organized for many years by the AAG. He played a lead reader role in organizing the Reading Programs and significantly contributed to advocating Human Geography among geographers.

In summary, Dr. Sambrook was a decorated department head who devoted his entire energy and time to service in the Department of Geography and Geology. His efforts helped raise our department's visibility to the broader geography community in the USA and beyond. Therefore, I strongly nominate Dr. Sambrook for Honorary Emeritus Status for Meritorious Service at Eastern. Please don't hesitate to contact me if you have any questions about this nomination.

September 29, 2022

Dear Dean Heller, Provost Longworth, and Regents of Eastern Michigan University,

I am writing in support of Dr. Xie's nomination of Dr. Richard ("Rick") Sambrook to be considered for Honorary Emeritus Status for Meritorious Service at EMU. Rick retired at the end of the Winter 2021 semester, after being the Department Head of our department for 12 years. During that time, he was a highly valued University and departmental colleague.

In his letter of nomination, Dr. Xie constructs a strong argument as to why Rick should be considered for this honor. I concur with every point. To that I will add that Rick's contributions as a stabilizing force in the department are also highly commendable. In this regard, the Department of Geography and Geology is a complex and diverse entity. It houses five undergraduate majors (Geography, Geology, Earth Science, Geographic Information Science [GIS], and Urban & Regional Planning [URP]) and three graduate programs (GIS, URP, and Historic Preservation), all of which must vie for resources from the same limited departmental allocation. To compound matters, faculty members in the various programs tend to be from very different academic backgrounds (sciences and humanities, respectively), such that they often don't speak the same "language" and end up talking past each other. Rick was fully aware of the challenges that awaited him in this regard when he accepted the position of DH, and he met them head-on. In particular, he was extremely proactive, devoting enormous amounts of time and energy to holding Program Meetings, many times each semester, with each and every program. This is something that had not been done, at least to this degree, by any of the previous DH's. In addition, he strove to be extremely transparent and fair. That might sound easy on paper, but it takes considerable skill and effort to achieve this in practice. Overall, Rick did a masterful job in a challenging position and, as a direct result of his efforts, the 12 years I spent as a faculty member under his leadership were among the best and most productive in my entire 33-year career at EMU.

I am pleased to provide this letter of support for the nomination of Dr. Rick Sambrook for Honorary Emeritus Status for Meritorious Service at EMU.

Sincerely,



Steven T. LoDuca, PhD

Professor

Dept. of Geography and Geology

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 7
DATE:
December 8,
2022

RECOMMENDATION

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

ACTION REQUESTED

It is recommended that the Board of Regents approve two (2) Administrative/Professional appointments and five (5) transfers at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2022-2023 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer
Rhonda Longworth, Ph.D.

11/14/22
Date

ADMINISTRATIVE/PROFESSIONAL APPOINTMENT

Name	Effective Date	Salary	Rank
Moore, Megan	7/16/2022	\$124,000	Academic Associate Dean, Honors College
Currans, Elizabeth	9/1/2022	\$118,500	Academic Department Head, Department of Women's and Gender Studies

ADMINISTRATIVE/PROFESSIONAL TRANSFERS

Name	Effective Date	Salary	Rank
Pernecky, Steven	8/22/2022	\$155,000	Interim Associate Provost / AVP for Graduate Studies and Research
Korkmaz, Kasim	8/29/2022	\$126,000	Interim Academic Associate Dean, GameAbove College of Engineering and Technology
Majeske, Paul	8/29/2022	\$121,000	Interim Academic Department Head, School of Visual and Built Environments
Saldanha, Kennedy	10/16/2022	\$133,000	Interim Academic Department Head, School of Social Work
Baker, William	11/4/2022	\$183,000	Interim Associate Provost / AVP for Academic Programs & Initiatives

SECTION: 9
DATE:
December 8,
2022

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION FACULTY TENURE APPOINTMENT

ACTION REQUESTED

It is recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2022 fall semester, for one (1) faculty member.

STAFF SUMMARY

The one (1) probationary faculty member listed on the attachment is recommended for tenure, effective at the beginning of the 2022 fall semester.

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

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer
Rhonda Longworth, Ph.D.

11/14/22
Date

Faculty Tenure Appointment

Last Name	First Name	Department	Rank
Xu	Peng	Mathematics and Statistics	Associate Professor

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 10
DATE:
December 8,
2022

RECOMMENDATION
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for the December 8, 2022 meeting and the Minutes for the October 20, 2022 meeting be received and placed on file.

STAFF SUMMARY

The December 8, 2022 meeting agenda includes a Student Government Collaborative Activities and Events update, a First-Gen Forward presentation and an update on the Student Leader Group House of Representatives.

In addition, several announcements will be made.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer
Rhonda Longworth, Ph.D.

11/15/22
Date

EASTERN MICHIGAN UNIVERSITY
Board of Regents
Student Affairs Committee

December 8, 2022

AGENDA

- | | |
|---|--|
| 1. Approval of agenda and October 20, 2022 minutes | Regent Beagen |
| 2. Student Government Collaborative Events & Activities | Auryon Azar &
Cedrick Charles |
| 3. First-Gen Forward presentation | DeAndre Caldwell,
LaMarcus Howard,
& Anthony Webster |
| 4. Announcements | |
| • Student Leader Group House of Representatives | Lucas Langdon |

Eastern Michigan University
Board of Regents
Student Affairs Committee
201 Welch
Minutes of October 20, 2022

MEMBERS PRESENT

Regents: Dennis Beagen, Nathan Ford

Administration: Dean Ellen Gold, Lucas Langdon, Provost Rhonda Longworth

GUESTS

Administration: Jeff Ammons, Sara Bamrick, Meg Castro, Esther Gunel, Regent Eunice Jeffries, Justin Jett, Walter Kraft, Lisa Lauterbach, Kevin Lawson, President James Smith, Ron Woody, five other guests who were not signed in

Students: Auryon Azar, Cedrick Charles, Karley Misek

Regent Beagen called the meeting to order at 10:06 am. The agenda for the meeting, and the minutes from the meeting held on April 21, 2022, were approved. Regent Beagen asked Dean Ellen Gold to introduce the presentations.

Student Government Presentation

Dean Ellen Gold introduced Auryon Azar, Student Body President, and Cedrick Charles, Student Body Vice-President. President Azar shared that Student Government has five points of focus for this academic year – campus safety, education accessibility, mental health support, environmental sustainability and building community on campus. Funds will be allocated based on these points of focus.

Approximately 1,300 Eastern Michigan University students, staff and faculty have set up New York Times accounts. Student Government will offer subsidized AATA bus passes for students – the cost to a student is only \$5. A Student Government senator worked with Chartwells, and 150 OZZI reusable food containers have been donated for distribution to students.

Vice-President Charles stated that two new Senators were appointed at the October 18, 2022 meeting. A workshop was held with the Senators to determine the areas of focus for 2022-23.

Regent Ford asked if Student Government had considered offering subscriptions to the Wall Street Journal. President Azar replied that they would investigate this option. Regent Beagen asked how the Forensics Team is doing. President Azar replied that the team is strong, and has been winning most events.

Campus Life Coach Program Presentation

Dean Gold introduced Sara Bamrick, Coordinator for Student Engagement and Activities, and Karley Misek, Campus Life Coach. Sara stated that this program was originally created as a resource for helping students become engaged in co-curricular activities. The previous iterations were not sustainable, and the new

version has been designed to include strong collaboration and integration across campus. Numerous departments participated in the design of the new program. Focus groups were held and surveys were completed to determine the best way to devise and implement the program.

Many students do not become involved in co-curricular activities because they are not aware of what is available, and/or do not have the time to participate. Most students who do get involved, and stay involved, do it because of the relationships that they develop. The foundational framework for the program is based on the Astin Theory of Student Involvement, the Baxter-Magolda Theory of Self Authorship and the Sanford Theory of Challenge and Support.

There are four Campus Life Coaches, and each coach will have a mentor. The mentors are EMU staff members. Coaches will focus on four different areas – Career and Academic Connections, Personal Connection, Service and Community Impact, and Expansion and Exploration.

Program goals for 2022-23 include establishing one-on-one mentoring opportunities, establishing a “Program Pals” initiative, designing and promoting reflection materials, and strengthening the impact and use of the Engage app. The team plans to develop a presence on campus, work on the Relationship Reboot project with the EMU Players, and strengthen departmental connections.

Regent Beagen asked the average number of hours that EMU students work. Sara replied that based on the 250 surveys that were completed, 37% of students work 11-20 hours per week, and 20% work 21-39 hours per week. Sara added that the Campus Life Coaches are paid for the work that they are doing. Provost Longworth said that on campus jobs are preferable for students. Regent Beagen added that the retention rate for students who work on campus is higher. Regent Beagen feels that this program will help students engage with groups that they might not otherwise have known about.

Student Leader Group Update Presentation

Dean Gold introduced Lucas Langdon, Director of Campus Life, and Auryon Azar, Student Body President. She also introduced Chotika Pitaktouyhan (Fah), who is the president of the International Student Association.

Lucas stated that since the 1990s, Eastern Michigan University has had a Student Leader Group. This group had the ear of Administration and the Regents. The COVID-19 pandemic drove the thought about changing the format of this group. The group has been redesigned to allow a representative from each recognized student organization to participate. Participation is not mandatory, but it will be highly encouraged. Of the approximately 185 currently recognized student orgs, 70 have signed up to participate. Benefits to participating student organizations include having direct access to university decision makers, increased opportunities for collaboration, amplifying the message and work of the student organizations, and tapping into a network of amazing EMU student leaders.

The first meeting was held on Monday, October 17, and 40-45 students attended. Of these students, 12 expressed interest in leadership positions, and 18 stated that they would like to work on developing a Constitution and Bylaws. A Google Space was suggested, which will allow students to share information about planned events. This group will be student-led - they will determine the meeting day and time, and elect officers.

President Azar stated that Student Government supports this initiative. When he and Vice President Charles transitioned into their roles, they realized that student organizations needed a way to communicate. This change will reshape the way that student organizations interact.

Regent Ford is encouraged by this presentation. He asked what is being done to interest the other 110 student organizations to participate. Lucas replied that word of mouth will be a big part – as student organizations see and hear of the benefits, they will become interested in participating. Lucas is also working many angles – sending emails putting the information in newsletters, posting online, and contacting student organization advisors.

Regent Beagen added that there are resources available on campus, and all students who are trying to establish a group will be listening. Lucas replied that Present Azar and Vice President Charles have been discussing the best way to let students know about available resources.

The meeting adjourned at 10:52am.

Respectfully submitted,

Michele Rich
Student Affairs Committee Recording Secretary



EASTERN MICHIGAN UNIVERSITY

COMMITTED TO BEING FIRST-GEN FORWARD

DECEMBER 2022
STUDENT AFFAIRS COMMITTEE
BOARD OF REGENTS MEETING

DEANDRE CALDWELL, CASE MANAGER - DEAN OF STUDENTS
DR. LAMARCUS D. HOWARD, DIRECTOR - DISABILITY RESOURCE CENTER
ANTHONY WEBSTER, PROGRAM DIRECTOR - TRIO
JULIA HECK, UNIVERSITY OMBUDS





FIRST-GEN FORWARD PROJECT



NASPA[®]

Student Affairs Administrators
in Higher Education

**CENTER FOR
FIRST-GENERATION
STUDENT SUCCESS**

AN INITIATIVE OF NASPA AND THE SUDER FOUNDATION



First-gen Forward is the national model for scaling holistic first-generation student success.

This program engages and empowers institutions of higher education to radically transform the first-generation student experience, advance academic and co-curricular outcomes, and build more inclusive institutional structures



Cohort Based Experience

53

**Institutions
2022/2023
cohort**

45

**States + the
District of
Columbia**

*Since 2019

277

**First-Gen
Forward
Institutions**

*Since 2019

Program Requirements

To complete Phase 1 of the First-Gen Forward program, you are required to complete several key learning tasks, as well as set and achieve institutional goals.





WHAT IS FIRST-GEN?

EMU Defines First-Gen Students as

Admissions

Students where neither parent nor legal guardians living in the household hold a 4-year degree

Financial Aid

Students whose parents did not complete a four-year college or university degree

Data on First-Gen Students



1 in 4
students at
EMU identify
as **First-Gen**

Among students who graduated with a bachelor's degree in academic year 2015–16:

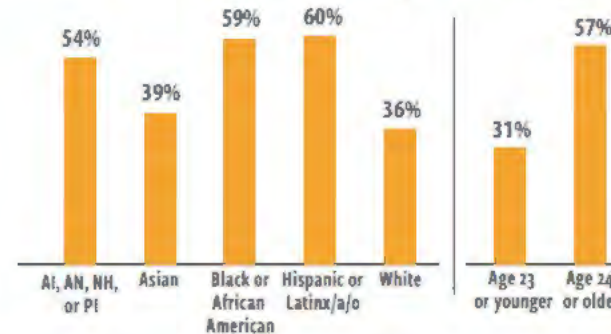
42%

were **first-generation college graduates** (parents did not have a bachelor's degree)

58%

were **continuing-generation college graduates** (at least one parent had a bachelor's degree or higher)

Percentage who were first-generation college graduates, by race/ethnicity and age at graduation



Higher percentages of **AI, AN, NH, or PI; Black or African American; and Hispanic or Latinx/a/o** college graduates were **first-generation** than Asian and white graduates.

A higher percentage of graduates who were **age 24 or older** were **first-generation** than those who were 23 or younger.

CENTER FOR FIRST-GENERATION STUDENT SUCCESS
AN INITIATIVE OF NASPA AND THE SUDER FOUNDATION



**FIRST-GEN
STRENGTHS,
CHALLENGES,
& BARRIERS**

Through their lived experiences, first-gen students center being "first" as: a beacon of hope, a call to imagine beyond limits, a challenge to blaze trails, and an opportunity to dare to dream.



Pride & Honor

Perseverance & Grit

Community Cultural Wealth

Optimism & Curiosity

Bold, Ambitious, & Courageous

First-Gen Challenges & Barriers

Academic

Navigating the academic system, university resources, and college readiness.

Personal/Social

Financial concerns, housing/food insecurity, competing priorities, isolation.

Psychological

Family dynamics and guilt, imposter syndrome, addressing mental health.

Technology Gap

Lack of access and limited understanding in navigating university online systems

Communication

Email vs. Text, Canvas Messages, University Language/Acronyms



**SUPPORTING
FIRST-GEN
STUDENTS**

SUPPORTING FIRST-GEN STUDENTS

Be Transparent

Don't assume your students know college lingo and aconyms.

Fight Invisibilty

Acknowledge your first-generation students. Let them know you see them.

Keep an Open Mind

First-Generation students bring a variety of skills to our campuses. Their unique view could be valuable.



**FIRST-GEN
FORWARD
PHASE 1
GOALS**

Priority Area 1:

Promote Student Success & Engagement

- Awareness & Visibility
- Increased Engagement & Support

1. Increase student persistence efforts through enhancing awareness and understanding about who our first gen students are and encompass;
2. Increase student, faculty, staff, and community engagement; and
3. Facilitating the continued expansion of a culture of belonging and care as it pertains to EMU's first-generation population.



Priority Area 2:

Reduce or Remove Institutional Barriers for Student Academic & Personal Success

- Institutional Assessment & Gap Identification
- Enhancement of Communication & Resources for Transitioning To, Through, and Beyond EMU

1. Increase student persistence efforts through identifying institutional barriers that lead first-generation students to exit the institution;
2. Engaging in institutional assessment efforts to address gaps for first-generation students at EMU; and
3. Foster collaborative partnerships across academic and student support services to streamline communication and build proactive resource pipelines for assisting first-generation students and families in transitioning into, through, and beyond EMU.





**LOOKING
TO THE
FUTURE AS
FIRST-GEN
SCHOLARS**

FIRST SCHOLARS: A NATIONAL SCALING MODEL



Phase I

Phase II

Phase III

Phase IV

Phase I: First Scholars Phase I (First-gen Forward) formalizes institutional commitment to build a foundational understanding of first-generation student success through peer networking, shared knowledge and resources, and establishing community.



First-gen Forward Designation earned upon completion of Phase I.

Phase II: First Scholars Phase II focuses on establishing key approaches to advancing first-generation efforts, utilizing diagnostics to establish sustainable institutional infrastructure, and identifying data-informed goals in alignment with desired outcomes.

Phase III: First Scholars Phase III supports institutions through implementing and scaling goals through continuous improvement and creating a reflexive environment for growth and innovation.



First Scholars Elevate Recognition earned upon completion of Phase III.

Phase IV: First Scholars Phase IV positions first-generation friendly institutions to elevate institutional successes via iterative continuous improvement, and to network with other transformative institutions nationally.



Call to Action

Join us in being
First-Gen Forward!



**THANK YOU
&
QUESTIONS**

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 11
DATE: December 8, 2022

RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED

It is requested that the Board of Regents receive and place on file the working agenda for the December 8, 2022 meeting and the December 9, 2021 minutes.

STAFF SUMMARY

- Fall Sports Recap
- Development Update-Dan McLean
- Winter Sports Update
- External Relations-Andy Rowdon
- Academic Update
- Department Highlight-Athletics Fundraising History (1982-2022)-Dan McLean

FISCAL IMPLICATIONS

To be determined

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer

11/15/22
Date

**BOARD OF REGENTS
ATHLETIC AFFAIRS COMMITTEE
December 8, 2022
201 Welch Hall**

AGENDA

- A. Fall Sports Recap
 - a. **Cross Country**
 - b. Football
 - c. **Soccer**
 - d. Volleyball

- B. **Development Update-Dan McLean**
 - a. FY2022 Fundraising
 - b. FY2023 Fundraising
 - c. **Giving True Day**

- C. Winter Sports Update
 - a. Men's Basketball
 - b. Women's Basketball

- D. **External Relations-Andy Rowdon**

- E. Academic Update

- F. Department Highlight-Athletics Fundraising History (1982-2022)-Dan McLean

**Eastern Michigan University
Board of Regents
ATHLETIC AFFAIRS COMMITTEE
Minutes of December 9, 2021**

Members:

Regents: Dr. Jessie Kimbrough Marshall, MD, MPS, Michelle Crumm, Dennis Beagen

Athletics: Scott Wetherbee, Athletics Director/Vice President

The Athletic Affairs Committee meeting was called to order at 8:00a.m. (Still Covid Protocol)

Fall Sports Recap:

The Men's Cross Country team won its third straight MAC Championship and Junior Baldwin Magnusson won his first individual MAC title, while also representing EMU at the NCAA National Championship. In addition, the Women's Cross Country program finished ninth at the MAC Championships. Four members of the Women's team also earned their personal bests at the MAC meet. Soccer struggled this season with an overall record of 2-13-3 and Mid-American Conference record of 1-8-2. The Volleyball team finished with a 9-20 record and MAC record of 4-14. The team was led by redshirt Sophomore Raeven Chase and Sophomore Samantha Basham. The Football team finished the regular-season with a 7-5 record and has qualified for its fourth bowl game in the last six years. The 2021 season had some noteworthy moments. The Eagles beat their MAC-West rival Toledo 52-49. It was Football's first victory inside Toledo's Stadium since 1999. Eastern had lost 10 consecutive road games to Toledo. EMU's most impressive home win was against Western Michigan on Senior Night. This was the third straight win for Eastern over Western.

Development Updates:

A report on the FY22 fundraising efforts, including an update on Giving TrueDay, was shared with the committee. Giving TrueDay should total 2.2 million with 800 plus donors. This fall semester, we hosted some exciting events. The E-Club Athletic Hall of Fame induction was on Friday, September 24. The All-Sports Reunion brought back 400 plus Student-Athletes and families. There was a Celebration of Life for Bob Parks and Paul McMullen. A new fund was created in Paul's honor. There are ongoing crowd funding efforts for many sports. Baseball is looking to purchase cream uniforms, Football is continuing the locker campaign and we are still looking at moving the Hall of Fame. Events we are looking forward to are George Gervin Day, Bowl Game, Student-Athlete Thank-A-Thon, Men's Basketball Sweet 16 30-year Reunion and Men's Basketball MAC Championship 25-year Reunion.

Winter Sports Update:

Both Men's and Women's Basketball are in the middle of nonconference play. Indoor Track has had 22 top 3 finishes and will start up again in the new year. Swimming is looking forward to two regionals next in Ohio.

Academic Update:

As the fall semester winds down, our Student-Athletes are continuing to work hard in the classroom. The current cumulative GPA is 3.369. 76% of Student-Athletes have a 3.0 cumulative GPA or higher. Fourteen teams have a 3.0 cumulative GPA. The NCAA recently announced that our Graduation Success Rate (GSR) is 86%, which means that 86% of EMU Student-Athletes who enrolled as freshmen in 2014 have graduated within a six-year window. This is the seventh consecutive year that EMU posted a GSR of 80 or higher.

External Relations:

The external staff continues to work hard to increase attendance at our home events. The department finished the football season 21% over the revenue goal for single game tickets, supported by strong single game promotions and new game day experiences. With partial basketball season tickets still on sale, the department is 67% over the revenue goal, which reflects a 275% increase in basketball season tickets since the 2015-16 season. Looking ahead, George Gervin Day presented by GameAbove, will be this Saturday at the Men's Basketball game vs. FIU. We will honor and celebrate a true EMU and NBA legend with many special giveaway items and promotions.

Highlight Department-Men's & Women's Basketball Coaches-Fred Castro & Stan Heath:

Since we are getting into the swing of the basketball season we thought it would be good idea to introduce our basketball coaches. First, Fred Castro is our Head Women's Basketball Coach. This is Fred's 7th season as our leader. He is known nationally for his recruiting. Coach Castro just got in last night after being tested with tough non-conference game against Oklahoma. He has 2 Freshman and 1 Sophomore starting. It's definitely a learning curve right now. We start off conference play with 3 out of 5 games at home. Next, Stan Heath is our Head Men's Basketball Coach. He was hired back in April after 4 years in the G-league as the Head Coach of the Orlando Magic G-League team. There he won the title and Coach of the Year honors. Coach Heath is a former EMU Basketball Player and his wife is also an Alum. Men's Basketball is 4 and 5 right now. They have a tough schedule. A tough schedule is important for success. He also looks for players with the right attitude and those with good character. He has had the support from the University. Regent Crumm praised the Heath Bar promotion.

Meeting was adjourned at 8:43 a.m.

Respectfully submitted,



Lori Barron
Administrative Secretary



EASTERN MICHIGAN UNIVERSITY

Board of Regents Meeting *Athletic Affairs*

December 8, 2022

Fall Sports Recap

- Cross Country
- Football
- Soccer
- Volleyball

Development Update

- FY 2022 Fundraising Report
 - Cash & GIK
 - Recap of 2022
- FY 2023 Fundraising Update
 - Commitments
 - Cash & GIK
 - Crowdfunding/On Going Annual Efforts
 - #GivingTrueDay
 - E-Club Athletic Hall of Fame

Winter Sports Update

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

External Affairs Update

- Facility Project Updates
- Football Bowl Game Preparations
- Basketball Season Ticket & Marketing Update

Academic Update

- Graduation Success Rate: 87%
- Current Cumulative GPA: 3.333
- Number of student-athletes above a 3.0 Cumulative GPA: 342 (76%)
- Total Number of Teams with a 3.0 Cumulative GPA: 16 (94%)

Department Highlight

Athletics Fundraising History 1982-2022



Dan McLean

SECTION: 12
DATE: December 8, 2022

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION
EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee agenda for December 8, 2022 and minutes of the October 20, 2022 meeting be received and placed on file.

STAFF SUMMARY

The primary items for the December 8, 2022 Educational Policies Committee meeting include:

Approval of the Agenda and Minutes; Emeritus Faculty Recommendations; and an update on retention/graduation planning.

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.



University Executive Officer
Rhonda Longworth, Ph.D.

11/14/22
Date

EASTERN MICHIGAN UNIVERSITY

Board of Regents
Educational Policies Committee

December 8, 2022
9:00 a.m. 205 Welch Hall

AGENDA

- Section 12: 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 (*Rhonda Longworth*)
- Section 9: Faculty Tenure Appointments (*Kathy Stacey*)
- Section 13: Fall 2022 Brickley Endowment Awards (*Steve Pernecky*)
- Section 14: Appointment/Reappointment of Charter School Board Members (*Jolia Hill*)
- Section 15: Commencement Speaker and Honorary Degree Recipients (*Rhonda Longworth*)
- Section 16: Academic Program Phase-Outs (*Rhonda Longworth*)
- Section 17: Academic Program Revision: Doctor of Nursing Practice [DNP] (*Rhonda Longworth*)
- Tab G: Update to Board Policy (*Rhonda Longworth*)

Presentations:

- Retention and Graduation Metrics (*Rhonda Longworth*)
- Program Health Diagnostics Roundtables (*Rhonda Longworth*)

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS
EDUCATIONAL POLICIES COMMITTEE MINUTES

October 20, 2022

8:00 a.m.

205 Welch Hall

Attendees: Regent D. Beagen (Chair), Regent J. Kimbrough-Marshall (Vice Chair), Regent E. Jeffries, Provost R. Longworth, J. Carroll, K. Stacey, A. Ducher, S. Bumpus, K. Peacock, J. Hill, S. President J. Smith, V. Reaume, J. Ammons, R. Woody, M. Qatu, S. Chawla, M. Shichtman, J. Csicsila, D. Winters, M. Millhouse, M. Byrd, W. Cupples, A. Claudra Harten, L. Higgins, and P. Higgins

Guests: E. Finley, D. Fields, C. McFarland

Regent Beagen convened the meeting at 8:00 a.m.

Report and Minutes (Section 10)

Regent Beagen requested that the Educational Policies Committee Agenda for October 20, 2022 and Minutes of the June 16, 2022 meeting be received and placed on file.

Emeritus Faculty Recommendations (Section 7)

Dr. Rhonda Longworth, Provost and Executive Vice President, Academic and Student Affairs, recommended that the Board of Regents grant Emeritus Status to nine (9) former faculty.

Faculty:

Ian Wojcik-Andrews, Professor, Department of English Language and Literature from 1990 to 2022 who retired after 32 years; Michelle Byrd, Professor, School of Psychology from 2002 to 2022 who retired after 20 years; Willie Peyton Cupples, Jr., Professor, Department of Special Education and Communication Sciences and Disorders from 1994 to 2022 who retired after 28 years; LaVerne Higgins, Professor, Department of Management from 2007 to 2022 who retired after 15 years; Lisa Klopfer, Professor, University Library from 2000 to 2022 who retired after 22 years; Martin Shichtman, Professor, Department of English Language and Literature from 1984 to 2022 who retired after 38 years; Pamela Speelman, Professor, School of Art and Design from 1991 to 2021 who retired after 31 years; Sylvia von Kluge, Professor, Department of Psychology from 1990 to 2021 who retired after 32 years; and Michael Williams, Associate Professor, School of Nursing from 1998 to 2022 who retired after 24 years.

STAFF SUMMARY

The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that a faculty member who has served the University for at least fifteen (15) years may be nominated for Emeritus Faculty Status upon retirement by their colleagues. Board of Regents policy provides that other instructional employees may be nominated for Emeritus Status upon retirement for meritorious service.

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.

Lecturer Appointment (Section 8)

Dr. Kathy Stacey recommended that the Board of Regents approve one (1) new lecturer appointment for the 2022-2023 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Demographics show this appointment is male and has no online teaching experience.

Academic Retirements/Separations (Section 9)

Dr. Kathy Stacey recommended that the Board of Regents approve ten (10) retirements and seventeen (17) separations for the period of June 1, 2022 through September 30, 2022.

STAFF SUMMARY

Of the twenty-seven (27) retirements and separations, fourteen (14) are female and thirteen (13) are male. Demographics show that 21 (77%) are Caucasian, 5 (19%) are African-American and 1 (4%) is Asian.

Appointment/Reappointment of Charter Schools Board Members (Section 11)

Ms. Jolia Hill, Director, Charter Schools, recommended that the Board of Regents appoint/reappoint the five (5) candidates listed below to serve three-year terms on the Board of Directors for the following public school academies (charter schools) authorized by Eastern Michigan University:

Charter School	Board Candidate(s)	Action
Commonwealth Community Development Academy	Ottowai Richard Hamme, IV	Reappointment
Hope Academy	Kenneth Bland	Reappointment
Hope Academy	Melissa Dunmore	Reappointment
New School High	Stuart Popp	New Appointment
Dr. Joseph F. Pollack Academic Center of Excellence	Robynn Diamond	New Appointment

STAFF SUMMARY

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

Commonwealth Community Development Academy

Ottowai Richard Hamme, IV is a Metal Finisher at the Detroit Automotive Complex Mack in Detroit, Michigan. He earned a Master of Business Administration degree and a Bachelor of Business Administration degree, both from Eastern Michigan University in Ypsilanti, Michigan. He has served on the board of Commonwealth Community Development Academy since 2005.

Hope Academy

Kenneth Bland is a Unit Leader at Blue Cross Blue Shield of Michigan in Detroit, Michigan. He earned an Associate of Applied Sciences degree at Wayne County Community College in Taylor, Michigan. He is the Vice-President of the Amalgamated UAW Local 1781. He has served on the board of Hope Academy since 2019.

Melissa Dunmore is a Scheduler at Hansons in Troy, Michigan. She earned a Bachelor of Business Administration in Accounting from Ferris State University in Big Rapids, Michigan. She is a member of Parents Roar Volunteer Organization at Hope Academy. She is a parent of a child at Hope Academy. She has served on the board of Hope Academy since 2019.

New School High

Stuart Popp is a Director of Sales Administration and Marketing for Tenneco, Inc. in Plymouth, Michigan. He earned a Master of Business Administration degree and a Bachelor of Science degree in Computer Science both from University of Michigan in Ann Arbor, Michigan. He is a Programs Committee Co-Chair for Marketing and Sales Executives of Detroit.

Dr. Joseph F. Pollack Academic Center of Excellence

Robynn Diamond is a Court Administrator for the 30th District Court in Highland Park, Michigan. She earned a Master of Public Administration degree in Human Resources from Clark Atlanta University in Atlanta, Georgia and a Bachelor of Arts degree in Communication from Oakland University in Rochester, Michigan. She serves on the Executive Board for Oakland University's Black Alumni Association.

Board Policy Update: 03.07.02 – Alcohol and Other Drug Policy (Tab D)

Provost Longworth discussed the annual review and update proposed to Board Policy 03.07.02, covering Alcohol and Other Drug Policy.

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, and 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 policy listed for revisions above contains recommended updates in accordance with the attachments, which include the existing policy with the changes highlighted.

Discussion

Mr. Evan Finley shared an update on the following recently approved academic programs:

- Cybersecurity, Master of Science – Approved by the Board of Regents in December 2018
- Computer Science, Bachelor of Arts – Approved by the Board of Regents in December, 2018
- Special Education, Master of Arts in Teaching – Approved by the Board of Regents in April, 2019

Regent Beagen thanked those in attendance, and adjourned the meeting at 8:45 a.m.

Recorded by: Karen Peacock, Executive Assistant to the Provost and Executive Vice President of Academic and Student Affairs



EASTERN MICHIGAN UNIVERSITY

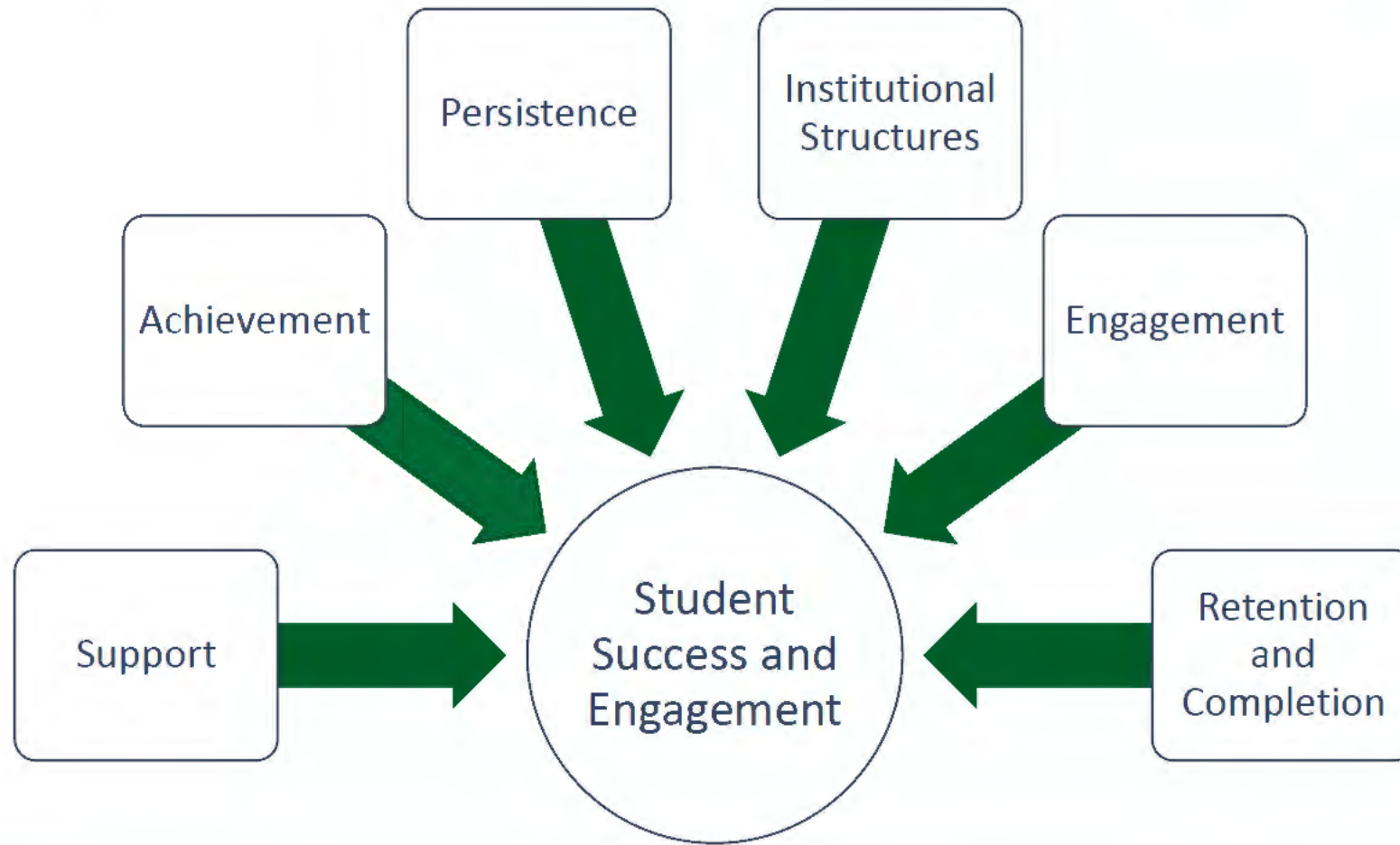
Student Success Report and Discussion

EMU Board of Regents

Educational Policies Committee

December 8, 2022

Strategic Student Success Framework



Retention and Completion

Student
Preparedness for
College

Enrollment Policies

Financial Aid
Policies

Advising and
Student Support

Curriculum
Structure and
Delivery

Holistic
Programming for
Key Student
Populations

TERM	COHORT	YR#1	YR#2	YR#3	YR#4	YR#5	YR#6	YR#7	YR#8
Fall 2008	2,167	100	71.62	58.98	54.04	37.38	18.83	8.21	3.37
Fall 2009	2,196	100	76.46	63.57	56.56	38.43	18.03	7.56	3.6
Fall 2010	1,955	100	76.11	62.86	55.86	38.87	16.16	6.29	3.43
Fall 2011	2,119	100	75.27	62.15	53.75	35.68	15.05	6.61	2.93
Fall 2012	2,612	100	73.81	61.29	55.28	35.6	12.67	4.9	2.57
Fall 2013	2,848	100	72.51	60.99	55.37	32.2	10.92	4.28	2.25
Fall 2014	2,588	100	74.65	61.75	54.83	31.53	10.78	4.6	1.89
Fall 2015	2,846	100	74.63	62.37	54.08	28.6	9.8	3.41	1.93
Fall 2016	2,785	100	71.67	58.35	51.96	27.97	9.44	3.34	
Fall 2017	2,783	100	71.58	58.43	52.03	27.81	9.05		
Fall 2018	2,375	100	70.48	59.33	50.44	25.89			
Fall 2019	2,123	100	71.83	59.3	49.69				
Fall 2020	1,855	100	69.49	55.9					
Fall 2021	2,245	100	65.88						
Fall 2022	1,978	100							

FTIAC Retention

TERM	COHORT	YR#1	YR#2	YR#3	YR#4	YR#5	YR#6	YR#7	YR#8
Fall 2008	2,167	0.05	0.14	0.65	12.87	27.04	36.55	40.79	42.78
Fall 2009	2,196	0	0.09	0.96	13.11	30.92	40.07	44.17	46.04
Fall 2010	1,955	0	0.1	1.13	12.99	32.28	40.72	44.3	46.04
Fall 2011	2,119	0	0.05	1.46	14.11	31.67	40.4	43.94	45.73
Fall 2012	2,612	0	0.11	1.23	16.62	36.79	45.06	47.32	48.51
Fall 2013	2,848	0	0.14	1.19	19.07	38.87	46.07	49.05	50.46
Fall 2014	2,588	0	0.27	1.7	19.86	40.34	46.95	49.81	51
Fall 2015	2,846	0	0.32	2.14	23.12	41.43	48.21	49.79	
Fall 2016	2,785	0	0.25	1.9	21.58	38.74	45.35		
Fall 2017	2,783	0	0.57	3.13	22.96	40.42			
Fall 2018	2,375	0	0.59	3.79	23.96				
Fall 2019	2,123	0	0.71	3.53					
Fall 2020	1,855	0.05	1.02						
Fall 2021	2,245	0							
Fall 2022	1,978								

FTIAC Graduation

Discussion & Next Steps



EASTERN MICHIGAN UNIVERSITY

Thank you



EASTERN MICHIGAN UNIVERSITY

Program Diagnostic Roundtables

EMU Board of Regents
Educational Policies Committee
December 8, 2022

Purpose



Building shared knowledge and understanding about academic programs



Developing a mutual understanding of program goals, assets and opportunities



Strengthening relationships with our academic units



Development and utilization of a single mutually agreed upon data source



Aligning program portfolios with EMU's strategic themes



Strengthening our academic programs and departments

Purpose



A review of academic programs from a common data set



An appraisal of academic department/program health and efficiencies



Provide a baseline for continuous improvement within departments/programs



Provide a structure to guide future strategic planning, especially resource allocation

Description

- The Provost's office will supply each department/school with a common data set.
- All undergraduate and graduate programs (major) ending in a bachelor, master, or doctoral degree will be included.
- Department Heads/School Directors (and faculty) will attend a roundtable discussion with representatives from the Provost's Office.

Process

Department specific Data Dashboard

Roundtable Preparation

- Provost & academic leadership review and discuss program data and observations.
- Questions are shared with departments

Post Roundtable summary and next steps shared with departments.

Data Dashboard

Definition: A set of baseline program diagnostics

- Retention/Persistence in major
- Student Learning outcomes in major
- Time and Credit hours to completion within major
- Employer Demand for Major
- Student Demand for Major
- Curriculum Complexity - This will be provided to programs, as needed, following the roundtable.

Data Dashboard (partial example)

Section 2: Department Fill Rate (Undergraduate, Graduate and Total)

Fill Rate is end of semester enrollment divided by the cap, and refers to the percent of students enrolled at end-of-semester as determined by the cap.

The Department Fill Rate is expressed as a percentage of the total capacity for the selected department. Data is displayed by academic semester, an aggregation of Fall, Winter, Summer semester data.

An academic year starts with fall semester and ends with summer semester. Example: AY2019 starts with Fall 2018 and ends with Summer 2019

GR Graduate Courses

	2017	2018	2019	2020	2021	2022
Enrollment	329	310	284	308	235	182
Capacity	695	729	721	700	550	415
Fill Rate	47.34%	42.52%	39.39%	44%	42.73%	43.86%

Section 7: Degrees Awarded by Major

The number of conferred degrees by a program (major) for the last six academic years. Figures are an aggregate of all degrees awarded in a single academic year.

Active majors must have a minimum of one awarded degree in the last six semesters to appear in the results.

Academic Year = Fall, Winter, Summer (ex. AY2023 begins with Fall 2022 and ends with Summer 2023)

GR Graduate Programs

Major Code	Major Desc	Degree Code	2017	2018	2019	2020	2021
		MA	2	4	2	5	!

Section 1: Revenue, Cost, Net Revenue by Student Credit Hour (SCH)

This section includes aggregated data for the selected department for the last six fiscal years.

The net revenue per student credit hour (SCH) was calculated by total revenue and dividing it by the total SCH for the fiscal year.

	2017	2018	2019	2020	2021	2022
Credits	40148	38599	34718	30553	25958	24747
Net Revenue*	\$9,409,495.03	\$9,432,314.53	\$9,085,184.93	\$8,223,163.81	\$6,931,211.50	\$8,237,180.54
Net Revenue per SCH	\$234.37	\$244.37	\$261.69	\$269.14	\$267.02	\$332.86
Cost per SCH	\$148.86	\$150.34	\$159.58	\$170.19	\$186.87	\$193.88

*includes tuition, program fees, and other per SCH fees except mandatory fees, less financial aid

Source: The data is a snapshot of Banner data collected by IRIM at the end of each fiscal year

Section 8: Top 10 Highest DFWI Rates by Course

DFWI rate is the percentage of students in a course who earn a D or F grade, withdraw ("W") from a course, or whose progress in the course is recorded as incomplete ("I").

The tables below show the top 10 courses with the highest DFWI rates for the last three complete semesters, ranked in descending order. Figures are aggregated for all sections of the course in the semester.

Courses with enrollment of five or less students were excluded from the data

Term: Summer 2022

Subject Code	Course Number	Enrollment	DFWI Rate
		22	18.18
		36	13.89
		8	12.50

General Questions of all Programs

What does the data say about the current state of the department/school? Strengths? Challenges?

Were you surprised by any of the data shared in dashboard?

Describe the department's plans for your academic programs (i.e., new programs, changes to modality, etc.)?

What data is not included in the dashboard that would be helpful for your department/school to have to make decisions?

Sample Program Specific Questions

Please describe rationale for the variation on course caps.

In your view, what contributes to your DFWI rates?

Tell us more about your section enrollment strategy that has been so successful.

This is a popular program nationally. In your view what resources are needed to grow our program?

Discussion & Next Steps



Thank you

SECTION: 13
DATE:
December 8,
2022

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

**FALL 2022 BRICKLEY ENDOWMENT FOR FACULTY PROFESSIONAL
DEVELOPMENT AND INNOVATION AWARDS**

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the report on the Fall 2022 Brickley Endowment for Faculty Professional Development and Innovation awards.

STAFF SUMMARY

The James H. Brickley Endowment for Faculty Professional Development and Innovation award winners for Fall 2022 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, or 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 endeavors; (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 James H. Brickley Endowment for Faculty Professional Development and Innovation and other designated funds.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer
Rhonda Longworth, Ph.D.

11/14/22
Date



JAMES H. BRICKLEY ENDOWMENT FOR FACULTY PROFESSIONAL DEVELOPMENT AND INNOVATION FALL 2022 AWARD WINNERS

The James H. Brickley Endowment for Faculty Professional Development and Innovation was established by Anthony and Lois Evans in 2016. The purpose of this award is to facilitate faculty professional development and innovation through a broad range of activities, including research and scholarly/creative work, curriculum development, community service, professional travel, and training. This award cycle funded nine projects totaling \$71,909. Eleven faculty will be supported, representing five colleges: the College of Arts and Sciences (five), the College of Health and Human Services (three), the College of Education (one), the College of Engineering and Technology (one), and the College of Business (one).

Congratulations to the following faculty for their Brickley Award projects!



ADAM BRIGGS || Department of Psychology, College of Arts and Sciences

“Developing an Innovative Translational Research Laboratory to Study an Analog of Treatment Relapse of Severe Destructive Behavior in Children with Autism in a Safe and Ethical Manner”. **\$2,950.** Dr. Adam Briggs seeks to investigate the variables influencing treatment relapse in children with autism and evaluate the influence of prevention and mitigation techniques using a computer task with college students. Treatment relapse can cause both safety and ethical repercussions in a clinical setting. Funding will support the required hardware and software to startup an innovative translational laboratory on EMU’s main campus, hiring an expert programmer to modify existing software, and training people within the EMU community to use and modify the software. He not only plans to

grow personally from this experience, but also hopes to involve EMU students (both undergraduate and graduate) in the experience of the great professional development opportunities that this research introduces.



VIDIU CALIN || Department of Mathematics & Statistics, College of Arts and Sciences

“Machine Learning Tools for Interpreting DART Mass Spectroscopy Data”.
\$5,826. Dr. Ovidiu Calin will use his Brickley award to expand the efficiency and effectiveness of the AccuTOF DART mass spectrometer that the EMU Chemistry department acquired over a decade ago. His goal is to develop a computer software tool that will take the data that the machine produces and make it easier to process and analyze the information. This software will benefit chemistry researchers who use a mass spectrometer to collect DART data, and is envisioned to support collaboration with others who employ large data sets in Physics, Biology, Geology and the College of Engineering and Technology. Dr. Calin also looks forward to disseminating the software and its success at the annual *Machine Learning*

Conference at EMU in April of 2023.



AUDREY FARRUGIA || Department of Special Education & Communication Sciences and Disorders, College of Education

“Adding Certified Lactation Counseling to Speech-Language Pathology: Lactation Counseling for Exceptional Families”. **\$3,505.** Dr. Audrey Farrugia is very passionate about growing the speech language pathology field and helping shape our Communication Sciences and Disorders program at EMU. One way in which she strives to do this is by implementing lactation consulting knowledge and instruction for students. This funding will cover the tuition cost for Dr. Farrugia’s to become certified for leading lactation counseling class, thus bringing that learning to EMU to share with students and other faculty. The long term goal that Dr.

Farrugia has is for lactation counseling knowledge to be added to courses in the Communication Sciences and Disorders program and to add lactation counseling services to the EMU Speech and Hearing clinic. This will benefit the students in the program, faculty and community members who will be able to use these services.



FRANK FEDEL || School of Health Promotion & Human Performance, College of Health & Human Services

“Innovative Virtual Reality Content Development for Healthcare Education”.
\$9,800. Use of virtual reality in the classroom is becoming an expectation for a number of areas in higher education. Dr. Frank Fedel recognizes the opportunity that virtual reality presents in healthcare education. Using virtual reality would allow students to view different anatomical structures in new ways and would promote an entirely new level of learning. The dedicated funding would support the research assistants assigned to this project, the virtual reality template app and equipment, the purchase of in app assets and travel costs for Dr. Fedel to present

his work at the National Association for Kinesiology in Higher Education Conference in January.



SHEILA LONGPRÉ || School of Health Sciences, College of Health & Human Services

“Identifying the Distinct Needs of Adolescent and Young Adult Cancer

Survivors”. **\$12,000**. Dr. Sheila Longpré strives to gather a better understanding of what adolescent and young adult cancer survivors need physically, psychologically and occupationally. She plans to do this by recruiting subjects to help her collect both quantitative and qualitative data. The long term goal of this research project is to develop a digital resource to support this population with their needs. This award will provide funding to hire student research assistants and partially cover travel costs for Dr. Longpré to present her research at the American Occupational Therapy Association Annual Conference in April 2023. Dr. Longpré will be collaborating with three additional occupational therapy clinicians from around the United States.



TSAI-SHAN SHEN || School of Communication, Media & Theatre Arts, College of Arts and Sciences

“Clearing Fog of Love: How Attachment Styles Affect Relational Behaviors”.

\$6,000. Dr. Tsai Shan Shen is hoping to fill the gap in research regarding how attachment styles predict relational behaviors. He plans to go beyond current research that mainly involves self report surveys to use priming techniques and observe the effects of the priming techniques with participants while they play the board game *Fog of Love*. To do this, Dr. Shen will need funding for moderator time compensation, audio transcription costs, and participation incentives, much of which is already covered by other awards Dr. Shen has won. The Brickley award will

cover another large portion of the required funding for this project. This research will benefit the field by providing more information regarding attachment styles and it will also benefit the EMU community by getting students more involved in research opportunities.



REBECCA SPRAGG || School of Health Promotion & Human Performance, College of Health & Human Services

“Identifying Workplace Hazards, Accommodations and Pregnancy

Complications in Orthotic and Prosthetic Employees”. **\$6,300**. There is a very large gap in research regarding pregnancy concerns in orthotics and prosthetics workplaces. This research project aims to examine pregnancy loss within the field of orthotics and prosthetics and to compare it to national rates, determine the current knowledge of employees of pregnancy related workplace hazards that are present, and identify workplace accommodations previously made by pregnant employees. Funding for this project granted by the Brickley Endowment will help cover data

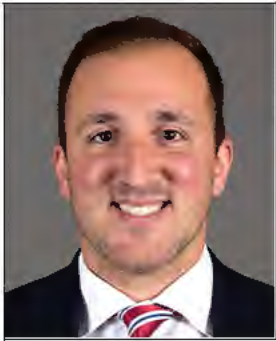
analysis software, the cost to hire a statistician and travel expenses for both Rebecca Spragg and a graduate student to present this research to a national audience.



CHUYANG YANG || School of Technology & Professional Services Management, College of Engineering and Technology

“Leverage NextGen Technologies to Estimate Aircraft Operations near EMU Community”. \$4,450. Currently, not all airports in the United States know exactly what aircraft operations are occurring at their airport. Dr. Chuyang Yang recognizes that changes need to be made in order to ensure the safety of pilots, better estimate the environmental impacts on the communities surrounding airports and enhance planning and management of airports. Dr. Yang’s goals in his research are to develop a data collection and sharing system to help keep a record of the majority of EMU students’ flight training activities, to publish results that leverage NextGen

Technologies and artificial intelligence to estimate aircraft operations, and to establish a research proposal to further study how artificial intelligence algorithms are used to improve aircraft operations classification. The funding allocated to this project will cover the required equipment, field implementations, access to literature and reports, and travel costs.



JODONNIS RODRIGUEZ (top) || Department of Accounting, Finance, & Information Systems, College of Business

AMANDA STYPE (middle) || Department of Economics, College of Arts and Sciences

MELISSA JONES (bottom) || Department of English Language and Literature and Department of Women’s and Gender Studies, College of Arts and Sciences



“The EMU Financial Empowerment and Equity Center”. \$21,078. This team of three faculty members from EMU is passionate about addressing the financial hardship that students face that sometimes causes students to stop out. This project will develop a Financial Empowerment and Equity Center on EMU’s campus to support students in completing their degrees at EMU despite potential financial difficulties. First, this team hopes to reach out to 121 student stop outs who will be their focus for data collection. This center is hoping to become a more permanent establishment on campus to continue this research and possibly aid students down the road. Funding granted to this project from the Brickley Endowment will help cover the time and efforts of the research team and travel costs for conferences and training for the team to step outside of their academic disciplinary areas of expertise for the purpose of making the center as effective as possible in helping EMU students. This project will benefit the students, faculty, staff, and administrators of EMU by providing resources to the EMU community for financial issues that negatively impact certain populations more than others.



Innovative Virtual Reality Content Development for Healthcare Education

Frank J. Fedel, School of Health Promotion and Human Performance

In physical medicine (e.g., Physical Therapy, Orthopedics, Orthotics & Prosthetics, Athletic Training), both technical and non-technical skills are critical [1]. Healthcare education in this area has conventionally used the medical model [2] where learning is the outcome and teaching is the intervention. Virtual Reality (VR) is a rapidly emerging format for provision of information that is unable to be disseminated using any other method [3] as it can allow anytime, anywhere access to high fidelity information. In the context of physical medicine, VR can include allowing selective viewing of superficial-to-deep anatomical structures such as joints and bones while a virtual patient is in motion. To date, no comprehensive view of important movements of the lower extremities has been available to students in physical medicine education, owing in part to the complex movements of a vast number of anatomical structures that are not visible to the naked eye. This gap in the provision of important information related to the orthopedic health of an aging population could be ameliorated by integrating medical imaging and VR programming into an educational tool for students/future clinicians.

By combining medical imaging from deidentified databases, and employing programming algorithms to describe individual bone motions, VR content can be developed to provide students with information previously not accessible. Students using a VR headset with a customized app could control the perspective they adopt (viewing dynamic activities of the legs from multiple views), alter the speed of the motion being performed (similar to using slow-motion video, but in 3D), view superficial or deep anatomical structures on a continuum they select, and access information related to critical functional aspects of various activities of daily living (ADLs).

Explaining the complex movements of the 28 bones of the human foot and their interactions with each other and their effects on the motions of the lower leg is challenging at best, potentially largely attributable to the lack of any option to see them in action from multiple perspectives. A VR module designed to provide insight into the relationships and effects of adjacent anatomical structures of the foot/lower leg on each other during normal walking, for example, could be used as a template for creating future modules to explore other body segments.

The College of Technology has devoted space exclusively to VR education and the university has several faculty members who have been exploring the use of VR in education. The level of interest in this area has grown tremendously in the last year. Creating this unique tool would provide an opportunity to showcase EMU's commitment to being a leader in education using emerging technologies, create a template for more complex physical medicine educational opportunities, and identify student perceptions of VR as a learning modality.

Benefits to wider EMU Community

Due to the nature of this project, it can also benefit these other programs at EMU: Physician Assistant; Nursing (BSN. RN to BSN, Nursing – Second Degree; MSN:Nursing Education, Adult-Gerontology Primary Care Nurse Practitioner, Adult – Gerontology Clinical Nurse Specialist, Clinical Research Nursing; Doctor of Nursing Practice; Graduate Certificate –

Teaching in Health Care Systems); Occupational Therapy; Exercise Science; Athletic Training (BS + Masters); Exercise Physiology (BS + Masters); and Therapeutic Recreation

Timeline

Winter 2022: After meeting with faculty from the College of Education and College of Technology, preliminary points of discussion regarding selection of VR hardware was completed. A pilot app was created to obtain student feedback relative to learning using a VR headset as part of a graduate student's capstone project. Results were positive.

May 2022: A course in Unity programming was completed by the applicant and two pilot learning modules were created for the Oculus Quest 2 headset (most popular VR headset with approximately 90% of market share).

Oct-Dec 2022: Acquire VR hardware, gather medical imaging data and program into template app using off-the-shelf customizable programming assets and imaging data.

Jan. 2023: Present updated content at the National Association for Kinesiology in Higher Education Conference January 4-7 in New Orleans, and locally through the media through EMU's Marketing Department.

Mar-Dec 2023: Include learning module in curriculum (MS program in O&P at EMU) and solicit student feedback.

Project Goals

1. Provide enhanced opportunity for students to learn more deeply about complex human anatomical structural interactions during normal ADLs.
2. Develop template for integrating medical imaging information into VR app.
3. Disseminate project results and curriculum for other schools to follow.

Funds Needed and How the Funding Will Enable the Goals (Total: \$9,800)

\$1,800 is required to fund research assistants for gathering/organizing imaging data

\$3,000 is required to purchase the VR template app to allow customization and addition of medical imaging data.

\$3,200 is required to purchase 6 Oculus Quest 2 VR headsets, removable headbands, miscellaneous cables and accessories.

\$600 is required for purchasing Assets for use in the app to enhance usability (use of hands or controllers to control model motion).

\$1,200 is required for travel to the National Association for Kinesiology in Higher Education Conference January 4-7 in New Orleans to present the project results and network with healthcare education professionals.

Fedel Biosketch

Frank J. Fedel is a professor and has been a faculty member at Eastern Michigan University since 2010. He holds degrees in exercise science and biomechanics and holds multiple patents on technology-related devices, one of which is used to provide an advanced technology exposure opportunity for his graduate students. Currently, he teaches in the Master of Science in Orthotics and Prosthetics (MSOP) program, and manages 3D scanning, printing and VR experiences for students in the program. He successfully developed and hosts a web-based VR portal for both potential and incoming students which allows them to take a virtual tour of the MSOP facilities at EMU. He has been involved with EMU's eFellows program discontinuously since 2008 as a mentor, grant recipient and presenter.

Project Title: The EMU Financial Empowerment and Equity Center

Description: We are seeking \$21,078 from the James H. Brickley Endowment for Faculty Professional Development to allow a three-member team to build the infrastructure to establish the EMU Financial Empowerment and Equity Center (FEEC). Funding will support release time from teaching to conduct research and dedicated student outreach, and it will allow us to travel to conferences and to participate in advanced training in advising, curriculum development, and wellness counseling.

The three of us have been teaching at EMU for almost three decades combined, and our proposed project, the EMU Financial Empowerment and Equity Center, emerges from ongoing conversations with one another and with our students across our disciplinary areas of expertise (Microeconomics, Finance, and Gender Studies). The past three years' pandemic struggle has sharpened what we'd already begun to recognize: EMU can do better to support its students as they seek greater financial equity, stability, and empowerment.

Recent studies have revealed that cultural factors such as "intergenerational persistence" (Manzoni, 2021) and "privilege of choice" (Callendar & Mellis, 2022) play a role in correlating education with wealth advancement, and economic conditions additionally set students from underrepresented groups further behind the majority. Our preliminary data analysis of EMU student stop outs from 2016-2022 bears this out. EMU's women (60%) and students from underrepresented groups (45%) are stopping out at significantly higher rates than their white male peers, with financial exigency cited anecdotally as the major factor for not completing their degrees, including lack of financial aid, emergency family need, and/or the necessity of maintaining 30-40 hours/week of employment in order to live. This is the first problem that we will investigate and address under the aegis of the EMU Financial Empowerment and Equity Center: Good students from underrepresented minority groups and women are being forced to stop out at higher rates, and we don't know exactly why (or how to help).

With support from the Brickley Endowment, we will begin the work of reaching out to these students to better understand their reasons for stopping out, so that we might help to bring them back and develop stronger institutional support systems to prevent future students from leaving. Using IRIM data, we have identified 2,189 EMU students who have completed 60 credit hours and have stopped out at some point between 2016-2022. After removing students who have an unpaid institutional balance who will be served by the ongoing Eagle Engage Corps debt-forgiveness initiative and further filtering students who have at least a 2.50 GPA, have completed at least 90 credit hours, and are members of an underrepresented minority group, we have a cohort of 121 student stop outs who will be the focus of our outreach and data collection project.

Funding will also allow us to establish the EMU Financial Empowerment and Equity Center as a more permanent institutional office, to be sustainable beyond the one year duration of this award by allowing us to 1) execute the requirements of pending grant proposals, establish partnerships with community and external stakeholders, and provide the faculty team an opportunity to explore new grant opportunities; 2) expand our outreach efforts to recruit and support other groups of EMU stop outs; 3) to develop curriculum and advising structures that serve to bridge the wealth gap experienced by women, underrepresented minorities, and vulnerable populations (people with disabilities, veterans, 1st gen, low income, etc.); and 4) develop data-driven research based on the results of these initiatives that will be publishable in a variety of higher education journals.

We have already begun some of this work. Currently, we are working with Washtenaw County's Financial Empowerment Center to establish EMU as a co-location partner for their State-sponsored

grant work, to provide community members and students an easy way to gain financial literacy skills in a trusted environment. The partnership will raise the profile of EMU's Financial Empowerment and Equity Center and will enable productive resource sharing, external relationships, and referrals across both offices. We also have an external grant proposal under consideration with the Ann Arbor Area Community Foundation's EmpowerMENT project (Jones, Rodriguez, J. Robinson) to reach out to and re-enroll Black/African American male student stop outs who are close to completion. Half of this EmpowerMENT grant's funding would go to the students directly in the form of a zero-interest rate, forgivable-upon-graduation loan (to pay off any outstanding institutional balance that would delay re-enrollment). For this EmpowerMENT initiative we are in conversation with EMU Engage to ensure that we are coordinating and not duplicating our joint efforts, and this proposal includes a partnership with TRIO SSS to register our students for financial wellness workshops.

The EMU FEEC's five-year goal is to develop interdisciplinary curriculum, embed financial wellness services, and produce collaborative research that address capital and cultural inequities in a holistic and multi-faceted manner. The Center is not dedicated to a single idea or solution. Ideally, it will be a venue where faculty, administrators, students, and staff can work together to develop ideas and initiatives that are consistent with the Center's mission for the benefit of all university stakeholders. The Center also seeks to bring change through advocacy and social awareness using data analysis and research-based methods.

Elements: Three faculty will participate in the project for the initial year, and our aim is to expand the project with additional external and internal support once we have collected sufficient data to demonstrate its effectiveness. Faculty do not usually participate in hands-on recruitment initiatives and data collection at this level, so our project will facilitate novel research on potential qualitative differences in mentoring and advising when students are put in direct contact with faculty in this way. Because all faculty members come from different disciplines, this will also be an opportunity to study stop out student needs from a variety of experiential, pedagogical, and methodological perspectives. We plan to publish our secondary research on the benefits (and challenges) of such interdisciplinary collaboration.

Timeline and Funding Justification: We are seeking one course release per faculty member (Winter 2023 [Rodriguez], Summer 2023 [Stype], Fall 2023 [Jones]) to provide the team the time it needs to complete the project's goals [3 @ \$4,026 = \$12,078]. Our work plan aligns with specific goals and outcomes below. Additionally, we request \$9,000 to support travel and professional training outside of our individual disciplinary areas of expertise in order gain new expertise that will better shape our interactions with students and the EMU Community.

Winter 2023 // Goals: Our team will adhere to FERPA regulations and we will secure Human Subjects approval to collect and publish data from our research. We will formally establish the Center through the Office of Graduate Studies and Research and will continue writing grant proposals for external sponsorships. We will develop best practices for student outreach and recruitment of 121 students. Initial plans include sending individualized letters to home addresses and reaching students by telephone, which might involve additional research to secure accurate contact information. Faculty will also work to develop a set of questions to ask stop out students whom we are able to contact in order to gather data on the reasons that this specific cohort have left. **Outcomes:** Updated status for all 121 students. Quantitative and qualitative data collected on all stop outs contacted. All contacted students advised on re-enrollment options, given direct assistance with re-enrollment, and mentored on scheduling and academic success.

Summer 2023 // Goals: By telephone and email, faculty work with contacted students individually to help re-enroll and connect them to the campus resources that will allow them to succeed. **Outcomes:** Collected data from Winter will be analyzed and first draft publications will be sent to *The Journal of Higher Education*, *The Journal of Higher Education Outreach and Engagement*, and *New Directions for Higher Education*.

Fall 2023 // Goals: Faculty meetings will include regular data sharing and follow-up conversations on the needs of newly enrolled students, and faculty will serve as case workers for individual students, which includes regular wellness check-ins, helping to facilitate communication with other offices across campus, and monitoring of GPAs to identify potential difficulties early. The data collection and analysis will be compliant with FERPA and University data sharing policies. **Outcomes:** These students will be required to participate in TRIO financial wellness seminars, which provide students with literacies for managing their finances, future plans, and career goals. Ongoing qualitative data collected on student experiences, feedback, and input on the process.

Travel and Training Schedule: Each faculty member will attend at least two and up to three of the following training and conference sessions. We request permission for a degree of flexibility in scheduling should the need arise, given the exigencies of the ongoing pandemic.

NACADA The Global Community for Academic Advising: “the leading association globally for the advancement of student success through excellence in academic advising in higher education.” Regional Conference: March 8-10, 2023 [drive, hotel, registration appx \$400-800] & 38th Summer Institute: June 25-30, 2023 [cost appx. \$1,200].

AAC&U: The American Association of Colleges and Universities: “a global membership organization dedicated to advancing the democratic purposes of higher education by promoting equity, innovation, and excellence in liberal education.” 2023 Conference on General Education, Pedagogy, and Assessment, February 9-11 [flight, hotel, registration appx \$1,000].

Kripalu Center for Yoga and Health: an educational nonprofit organization “[to] teach skills for optimal living through experiential education for the whole person; body, mind, and spirit.” Educational Seminar: “Igniting Change, Mastering the Art of Facilitating Workshops,” Fall Session: October 30-November 3 [travel, registration, accommodation \$1,200]

Benefits: This project benefits all university stakeholders. The official formation of the Center will help establish a vital resource to the community and students by focusing on social justice and financial issues that adversely affect certain communities more than others. Additionally, this project would be instrumental in fostering the opportunities to generate external grant awards, sponsorships, and partnerships for the University. Faculty, staff, and administrators benefit from the opportunity to collaborate on initiatives together that span multiple disciplines which offers different perspectives on how an issue is viewed and understood. Similarly, the project will result in collaborative research opportunities for all participants in the Center.

Melissa J. Jones is a Professor of English and Women's and Gender Studies at Eastern Michigan University, Ypsilanti, MI. She has extensive experience developing, assessing, and delivering cutting edge curriculum that serves EMU's diverse student body by balancing critical trends in the discipline with student needs at the local level. She teaches graduate classes in Renaissance Literature and Studies in Shakespeare, as well as special topics and general education classes that incorporate her research interests in early modern bodies, affects, and identities; feminist methods and practice; and pedagogies of social-emotional-learning (SEL). Her published research captures this range quite nicely, including an article titled, "Spectacular Impotence, or, Things That Hardly Ever Happen in the Critical History of Pornography," an essay in a collection on *Teaching the Literature Survey*, and a piece on teen adaptations of Shakespeare in popular culture. Jones's early work with the Carnegie Foundation on their Initiative on the Doctorate (*The Formation of Scholars: Rethinking Doctoral Education for the Twenty-First Century*, 2008) shapes her thinking about the role of education, articulated in the Foundation's mission: "to catalyze transformational change in education so that every student has the opportunity to live a healthy, dignified, and fulfilling life." Additional job experiences that might come in handy as we, the EMU Financial Empowerment and Equity Center, reach out to students, community members, and fellow stakeholders include "barmaid," "pizza delivery boy," magazine sales telemarketer, and fact-checker for the financial journalist Joseph Nocera's award winning book, *A Piece of the Action: How the Middle Class Joined the Money Class* (1994).

Jodonnis Rodriguez is an Associate Professor of Finance at Eastern Michigan University. He has significant private sector and academic experience in the field of finance. He teaches graduate courses in Financial Risk Management, International Finance, Securities Analysis, and Quantitative Methods all of which align well with his research interests. The breadth of published research includes topics in banking sector innovations, dynamic correlations between U.S. and international market stock returns, and the effect of gender diversity on firms' financial risk and performance. More recently, his research interests have focused on salary inequities experienced by women and underrepresented minority groups in academia and causes of student stop outs and their disproportional impact on women and underrepresented minority groups.

Dr. Amanda C. Stype completed her Ph.D. in Economics from Michigan State University in 2016. She conducts research in health economics and public economics with a focus on veterans, aging/retirement, and disability. She is currently in her eighth year teaching economics at the university level and her sixth year at Eastern Michigan University. She has published in the *National Tax Journal*, *Contemporary Economic Policy*, the *Journal of Epidemiology and Community Health*, and the *Journal of Risk and Insurance*. Her current projects fall into three categories: (1) the impact of childhood health and decisions on long-run outcomes and (2) the health care and savings decisions of aging individuals with a specific focus on veterans (3) health disparities and the social determinants of health. At Eastern Michigan University she teaches principles of microeconomics, government economics, health economics, microeconomic analysis, and economic analysis of business. She also teaches courses in the honors college. She was a participant in the inaugural American Economic Association EDUCATE (Expanding Diversity in Undergraduate Classes with Advancements in (the) Teaching (of) Economics) workshop in 2021 and has participated in Eastern Michigan University's Scholarship of Teaching and Learning (SoTL) community. Dr. Stype was honored to be the most recent recipient of the Ronald W. Collins I teaching award (2022).

SECTION: 14
DATE:
December 8, 2022

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

APPOINTMENT/REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

ACTION REQUESTED

It is recommended that the Board of Regents appoint the candidates listed below to serve three-year terms on the Board of Directors for the following public school academies (charter schools) authorized by Eastern Michigan University:

Charter School	Board Candidate(s)	Action
Academy for Business and Technology	John White	Reappointment
Grand Blanc Academy	Chelesia Brown	New Appointment
Grand Blanc Academy	Samantha Klaskow	New Appointment
Great Lakes Academy	Sharon Brooks	Reappointment
Great Lakes Academy	Melissa Trbovic	Reappointment
New School High	Catherine King	New Appointment
The James and Grace Lee Boggs School	Courtney Randolph	Reappointment

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

John White is a retired Principal from Finney High School in Detroit, Michigan. He earned a Master of Arts degree in Administration and Supervision at the School of Education at the University of Michigan in Ann Arbor, Michigan and a Bachelor of Science degree in Social Studies at Eastern Michigan University in Ypsilanti, Michigan. He is the Vice-President of the Highland Park Men's Forum. He has served on the board of the Academy for Business and Technology since 2019.

Grand Blanc Academy

Chelesia Brown is a Community Outreach Assistant at Westwood Heights School in Flint, Michigan. She earned a Liberal Arts Degree at Mott Community College in Flint, Michigan and is certified in Patient Care, Phlebotomy and EKG & Nurse Aid from Genesee CAN Academy in Grand Blanc, Michigan. She is a parent of a Grand Blanc Academy student. This is a new appointment.

Samantha Klaskow is the Director of the Academic Success Center at Kettering University In Flint, Michigan. She earned a Master of Education from Grand Valley State University in Grand Valley, Michigan and a Bachelor of Fine Arts from the University of Michigan in Flint, Michigan. She was a member of LEAD Now, Flint & Genesee leadership development program 2021-2022. This is a new appointment.

Great Lakes Academy

Sharon Brooks is a Substitute Teacher at Edu Staff in Grand Rapids, Michigan. She earned both a Master of Arts degree in Curriculum Design and Instruction in Education and Bachelor of Science degree in Community Development/Community Service at Central Michigan University in Mt. Pleasant, Michigan. She has served on the board of Great Lakes Academy since 2019.

Melissa Trbovic is the Dean of Warrendale Charter Academy Middle School in Detroit, Michigan. She earned a Master of Arts degree in Educational Leadership at the Saginaw Valley State University in Chesterfield Township, Michigan and Bachelor of Science degree in Elementary Education at Baker College in Clinton Township, Michigan. She is the Production Team Director at Grace Christian Church in Sterling Heights, Michigan. She has served on the board of Great Lakes Academy since 2019.

New School High

Catherine King was a Store Manager of Green and Glamorous formerly of Canton, MI from 2018-2020. She has 25 years of secretarial experience. She earned a High School GED from Jared W. Finney High School in Detroit, Michigan. She is a parent of a graduate of New School High. This is a new appointment.

The James and Grace Lee Boggs School

Courtney Randolph is a Community Engagement Manager at 826michigan in Harper Woods, Michigan. She earned a Bachelor of Arts degree in Sociology & African Studies at Wayne State University in Detroit, Michigan and a Graphic Design Certificate at Specs Howard School of Media Arts in Southfield, Michigan. She is on the Wright A. House

Advisory Board. She has served on the board of The James and Grace Lee Boggs School since 2019.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer
Rhonda Longworth, Ph.D.

11/28/22

Date

John D. White



Education:

September, 1999	Wayne State University Admitted into the Doctoral Program Educational Leadership & Policy Studies
December, 1978	University of Michigan School of Education Administration & Supervision, MA
August, 1972	Eastern Michigan University, Ypsilanti, MI Major: Social Studies Minor: English BS
June, 1967	Cass Technical High School High School Diploma

Administrative Experience:

September, 1981 - June, 1982	Administrative Intern, Barber Middle School School District of Highland Park
March, 1992 - June, 1992	Acting Assistant Principal, Ferris Elem. School School District of Highland Park
September, 1992-February, 1993	Assistant Principal, Ferris Elementary School School District of Highland Park
February, 1993 -March, 2001	Assistant Superintendent for Human Resources and Labor Relations - Facilities and Maintenance School District of Highland Park Highland Park Community College
March, 2001-June 30, 2002	Interim Superintendent School District of Highland Park
July 1, 2002 - June 30, 2003	General Superintendent School District of Highland Park

Administrative Experience Continued:

November 3, 2003 -August, 2004

Curriculum Leader, Social Studies
Beaubien Middle School
Detroit Public Schools

August, 2004 -December, 2004

Assistant Principal
Parker Elementary School
Detroit Public Schools

December, 2004 - June, 2005

Assistant Principal
Drew Middle School
Detroit Public Schools

July, 2005-2009

Principal
Ronald McNair Middle School

August, 2009-July, 2010

Principal
Finney High School

Teaching Experience:

September, 1972-September, 1991
September, 1987 - June, 1988

Teacher for the School District of Highland Park
Teacher for Davenport University, Learning Lab
Part time position

September, 1991 - March 1992

Parent-Student Advocate - Liberty Elem. School
School District of Highland Park

Other Related Experience:
1990-1992

Vice President Elect/Grievance Chairperson
Highland Park Federation of Teachers
School District of Highland Park

January, 1987 -June, 1987

Completion of 24 hours of leadership training
***addressing the qualitative and practical
dimensions of leadership.***

Aspiring Administrators Seminar
Wayne County Intermediate School District

Other Related Experience Continued:

November, 1983 -February, 1984	Computer Literacy Project School District of Highland Park
1974-1977	Building Representative - Midland Elem. School Highland Park Federation of Teachers -Local 684
December, 2011	Michigan Department of Education Coaching 101 Foundations Training Michigan State University
July, 2010- Present	Board Member Empowerment Zone Coalition
June, 2012-Present	Vice-President Highland Park Men's Forum

Graduate Level Courses taken relating to Human Resources

- Human Resource Management
Marygrove College
- Contracts and Labor Relations
Marygrove College
- Dispute Resolutions - Negotiations
Theory and Practice
Wayne State University
- Labor Relations Law
Wayne State University

Chelesia Brown



Work Experience:

Community Outreach Assistant

Westwood Heights Schools- Mt. Morris Township

May 2022-Present

Attend community events, Create partnerships with community businesses and organizations, Build relationships with at-risk families and children. Helping find sponsorships and grants from businesses and organizations.

Administrative Assistant

The Law Office of T. W. Feaster attorney at Law PLLC - Flint, MI

Sept. 2011 to Present

Managing office functions, Setting appointments, Client intake, Drafting legal documents, Filing papers, Answering phones, Processing incoming and outgoing mail, Meeting with Clients, Communicating with Attorneys, Judges and other law enforcement

Customer Service Specialist

Innersorce (Huntington National Bank)- Flint, MI

Jul2021 -Nov2021

Take incoming calls regarding bank accounts. Providing information regarding balances fraud disputes verifying the customer to the account providing maintenance to accounts.

Office Manger

Family Housing Realty

Jan. 2020-Jun.2020

I oversee all administrative functions in a realty office. Also handling daily operations, and assisting with contracts. Contacting repair companies for repairs in units,collecting rent and negotiating contracts.

Certified Nursing Assistant / Hospice Aide

Residential Home Health and Residential Hospice

Dec 2018 -Nov 2019

Providing care for patients in nursing facilities and in their homes under directions of nursing and medical staff. Answering signal lights, to determine patients' needs. Bathing, dressing, and undressing patients. Served and collected food trays and feeding patients requiring help. Transported patients, using wheelchair and wheeled cart and assisted

patients to walk Draped patients for examinations and treatments remaining with patients. Turned and repositioned bedfast patients to prevent bedsores. Toileting and changing when needed. Changed bed linens. Giving support to family

Assistant Campaign Manager

Attorney Torchio Feaster Judge election

Mar. 2019-Nov.2019

Promoting and setting up events, Canvassing the community, Planning and Analysis team to ensure the proper implementation for the candidate, Communicating and getting sponsorships, Set up meetings with local leaders and sponsors. Assist with fundraising

Education

Home Study Careers - Massapequa, NY

Feb.2002

High school diploma

Genesee CNA Academy - Grand Blanc, MI

Feb. 2002

Certificate in Patient Care ,Phlebotomy and EKG Technician
& Nurse Aide

Mott Community College- Flint, MI

Feb 2007-2012

Liberal Arts

Skills:

Typing, Microsoft Office (Word/Excel/PowerPoint/Outlook) Supervisory/Office Management, Accounting, Answering multi-lines/Call Center, Front desk,Staff scheduling, Auditing, Negotiation

Volunteer Experience:

Adopter of Rollingwood Park

Working with Keep Genesee County Beautiful

Expungement Fair Genesee County Jail- Flint, MI

Jun.- 2021

Assist with the expungement process

City of Flint Clean up- Flint, MI

2019-Present

Cleanup Crew responsible for Bagging trash, Sweeping, and resident engagement

Genesee County Bar Association Christmas Party

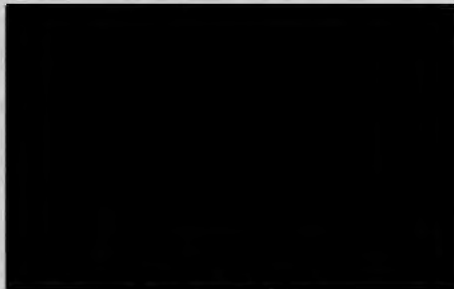
Food Server

Food And Water Give-a-Ways 2019 to Present

Passing out water and food boxes to residents



Contact



Strengths

- Student Development/Theory
- Career Development/Counseling
- Academic Advising/Planning
- Private Case Management/Social Work
- Presentations/Workshop Development
- Public Speaking/Engagement
- Event Coordination/Program Development
- Team Building/Collaboration
- Recruitment/Networking
- Providing/Accepting Feedback

Education/Training

- Generative Knowledge Institute, 2021
Certification:
Generative Coaching Level 1
- Tootmasters International, 2018-2020
Pathways Program:
Coaching and Mentoring
- Mindfulness for Mental Health Workers, 2019
Oakland University
- National Career Development Assoc. 2017
Certification:
Career Development Facilitator
- Institute for Healing Racism, 2016
Grand Rapids: Community College
- Grand Valley State University
Master of Education:
College Student Affairs Leadership
Thesis: Career Decision Making for College Students
- University of Michigan-Flint
Bachelor of Fine Art

SAMANTHA KLASKOW

Career Development
Higher Education

Professional Profile

Energetic and dynamic career and education professional with over 10 years of experience working with college and returning students in a variety of settings. Dedicated to aiding individuals as they discover their pathway while offering robust, holistic support. Highly skilled in communication, building relationships, problem solving, and navigating career and educational decision making. Diversified across community agencies, corporate, and education partners.

Qualification Summary

Development

- Recruited 100 participants for pilot grant program for workforce dev.
- Peer Advising program (in progress)
- Incoming student orientation program for academics
- Strengths and purposes coaching
- Advising council for prof. and faculty advisors

Presentation/Public Speaking

- Presenter at GLRSSC 2021 & 2022
- Keynote speaker, Lavender Graduation (UMF) 2015
- Workshop presentation/development on professional skills, educational goals, and student success
- Trained in voice and movement

Advising/Counseling

- Academic/graduation planning
- Career exploration/decision making (O*Net/MBTI/STRONG)
- Financial coaching/credit repair
- Success coaching: academic recovery, time management, study skills, etc.
- Generative coaching

Technology

- Banner, DegreeWorks, LMS (Blackboard/Canvas)
- Argos reporting
- FAFSA, Studentloans.gov, NSLDS.gov
- Google Suite, Microsoft, Social Media
- Application Tracking systems (UltiPro and People Soft)

Professional Development

- LEAD Now, Flint & Genesee leadership development program (2021-2022)
- NACADA, National Academic Advising Association member (2013-Present)
- Great Lakes Regional Student Success Conference, Oakland University
 - Co-Presenter, "SOAR with the ASC" (2022)
 - Conference planning committee & Co-Presenter, "Lessons Learned in a Pandemic" (2021)
- College Life Coaching Institute, Florida State University
 - Gold Track Certification: Developing an Effective Coaching Program (2019)
- DegreeWorks Forum, New Orleans, LA (2019)
- Re-Imagining Academic Advising to Support a Culture of Success (2019)
- Lily Conference, Scholarship recipient (2018)
- MOVE UP Grant, WK Kellogg Foundation Workforce Dev. Site Visits
 - STRIVE, New York, NY
 - HCAP, New York, NY
 - West Oakland Job Resource Center, San Francisco, CA



Professional Experience

Director, Academic Success Center
Interim Director, Academic Success Center
Assistant Director, Academic Success Center
Kettering University

April 2020-Present
August 2019-April 2020
April 2018- August 2019
Flint, MI

Manage all daily operations, personnel, university collaborations, and community efforts for the Academic Success Center. Oversee 9 full time employees and 20+ student employees. Entities within department include academic advising, success coaching, supplemental learning (tutoring), writing support, thesis, first year programs, and testing support services.

HIGHLIGHTS:

- Recipient of 2020 Charles F. Kettering Bulldog Award by University President, Dr. R.K. McMahan
- Managed team through COVID-19 pandemic and shift into all virtual operations without eliminating critical student support services.
- Development and implementation of SOAR (Student Orientation and Academic Registration) program for new students, est. 2020.
- Pilot coaching program for Bridge 2020 and 2021 implemented to support at risk students through college readiness program.
- Co-Grant Writer for National Science Foundation IUSE:HR (Improving Undergraduate STEM Education and Human Resources) grant to develop Bridge program for Kettering students, 2022.
- Co-Pilot for SSTEM NSF grant for select students participating in robotics programming providing professional development and reflection activities and also co-managing reporting needs to NSF.
- Implementation of several student outreach/at risk student initiatives including Early Grades Reporting, Thesis Completion, students not registered, students not meeting pre-requisites, etc.
- Co-developer for Culminating Reflection Project (alternative thesis project) to supplement disruptions to students working on thesis projects during the pandemic including project outline, assessment criteria, training/development materials, advising, etc., 2020-present.

Workplace Campaign Coordinator
United Way of Genesee County

October 2017-April 2018
Flint, MI

- Build and maintain relationships with community and corporate partners throughout Genesee County attending community meetings, chamber events, and workplace events representing United Way.
- Present at local businesses and organizations regarding the services and opportunities with United Way.

Career Navigator/Case Manager
The SOURCE

September 2015-October 2017
Grand Rapids, MI

- Manage \$600,000 WK Kellogg Foundation grant, MOVE UP.
- Developed and facilitate Spark at the SOURCE, pilot program developed for MOVE Up grant including all programming, assessments for candidates, quarterly reporting for grant, etc.
- Manage and maintain 50+ active client cases simultaneously responding as needed to emergencies of basic needs.
- Recruit and retain 100 participants developing individualized action plans which included education and career coaching.
- Fostered and developed relationships with key community partners including West MI Works!, Grand Rapids Community College, Cornerstone University, AACC Credit Union, Department of Health and Human Services, Literacy Center of Grand Rapids, and many more.

Corporate Recruiter
Diplomat Specialty Pharmacy

April 2015-September 2015
Flint, MI

- Source, screen, and interview candidates for entry level call center jobs for specialty pharmacy.
- Developed information session for internship opportunities within Diplomat to present to college students.

Academic Advisor/Career Counselor
University of Michigan-Flint

June 2012-April 2015
Flint, MI

- Academic advising and career coaching for all majors at the undergraduate level including academic planning and coaching, resume development and critique, interview preparation, administer career assessments, choosing a major, and academic coaching.
- Developed and presented multiple professional development workshops including Learning Styles, Career Portfolios, Resumes, Time Management, LGBTQ Professionals, LinkedIn, and Transferable Skills.
- Oversee all advising for concurrent enrollment program, Mott2UMFlint in partnership with Mott Community College.

Sharon Lee Brooks

Education Administrator

Seeking an opportunity to utilize my professional skills as an Education Administrator, working to improve and support students' academic success.

Skills

Personal

- ✓ Excellent' oral and written communication skills
- ✓ Experience in a school leadership role
- ✓ Strong analytical and critical thinking skills
- ✓ Effective use of technology

Professional

- ✓ Strong management skills.
- ✓ Results oriented in working with the administration and teaching staff to implement and reinforce school-\wide classroom management techniques.
- ✓ Experienced in implementing and supporting school guidelines and procedures.
- ✓ An experienced Community Organizer, who actively promotes student, parent, and community partnerships.
- ✓ Experience in developing strong disciplinary teams.
- ✓ Strong knowledge in developing a School-to-Work Program.

Education:

- 2017 **Education Specialist (Ed.S)** University of Michigan (Central Office Admin. Endorsement Certificate)
- 2005 **Master of Arts**, Curriculum Design and Instruction in Education
Central Michigan University
- 2003 **Bachelor of Science**, Community Development/Community Service
Central Michigan University

Education:

- | | |
|--|-------------|
| Adjunct Professor: Spring Arbor University | 2007- 2012 |
| Adjunct Professor: University of Detroit | 2005-2006 |
| School Teacher: Pontiac School District | 1990 - 2001 |

Melissa Ann Trbovic



CERTIFICATION:

State of Michigan Administrator Elementary & Secondary K – 12 (ES):
2012, Saginaw Valley State University

State of Michigan Professional Elementary K–5 (all subjects); K– 8 (self-cc);
6– 8 (Math- EX): 2013

EDUCATION:

Bachelor of Science Degree, Elementary Education, 2007:
Baker College, Clinton Township, Michigan

Master's Degree of Educational Leadership: Principalship, 2012:
Saginaw Valley State University, Chesterfield Township, Michigan

EDUCATIONAL WORK EXPERIENCES:

2014-2016:

Warrendale Charter Academy, Detroit, Michigan

Mathematics Specialist; Dean of Middle School

- Planned, co-taught, & modeled lessons for teachers & paraprofessionals
- Taught small group intervention based on triangulated data
- Conducted professional development focus groups
- Facilitated IAT intervention meetings
- Performed staff observations & gave feedback for growth
- 504 Coordinator
- English Language Learners Coordinator
- Conducted classroom observations & evaluations

2011-2014:

Great Lakes Academy, Pontiac, Michigan

Assistant Principal

- District data analysis manager
- Professional development coordinator
- School & District Improvement Plan team leader
- Presented necessary proposals to the school board for modifications to new/existing programs
- Arranged and maintained daily schedules ensuring adequate exposure to academic and extra-curricular subjects
- Managed student discipline by providing applicable classroom management strategies/techniques
- Coordinated standardized assessments by serving as test coordinator
- Performed staff observations and evaluations

2007-2011:

Great Lakes Academy, Pontiac, Michigan

Teacher- Grades 4-6

Summer School Lead Teacher & Administrator

Department Head/Lead Teacher

- Created and implemented English Language Arts and Mathematics curriculum for the fourth grade
- Conducted yearly professional development trainings on using technology in the classroom
- Created a brain-based learning environment to enhance student achievement
- Developed hands-on, inquiry based learning activities to instigate student engagement
- Consistently applied conflict resolution techniques for students to promote a cooperative learning environment
- Actively supported field placement students from Baker College of Auburn Hills and Oakland University
- Developed and monitored a Summer School program

**PROFESSIONAL
DEVELOPMENT:**

Participant, Administrators Best Practice Summit, Grand Rapids, July 2015, 2016

Participant, Michigan's Fall School Improvement Conference, Lansing Center,
Lansing, Michigan, August 2008-2016

Participant, Michigan's Spring School Improvement Conference, Lansing Center,
Lansing, Michigan, April 2008-2016

Participant, MEMSPA Leadership Summit, Bay City, August 2012, 2014

Participant, Accountability Tour, Michigan Department of Education,
Auburn Hills, November 2011

Participant, Best Practices, Oakland ISD, Baker College of Auburn Hills,
Auburn Hills, Michigan, October 2011

Participant, Edline & Administrator's Plus workshop, Romulus, Michigan
October 2010

Participant, Improving MEAP Scores, Quest Educational Systems, Troy,
Michigan September 2009

Participant, Response to Intervention workshop, Southgate, Michigan,
November 2008

REGOGNITION:

Teacher of the Year Bonus 2009

CIVIC ACTIVITIES:

Production Team Director, Grace Christian Church, Sterling Heights,
Michigan, 2016-current

Program Assistant, Grace Christian Church, Sterling Heights,
Michigan 2014-2016

Media Team Director, Grace Christian Church, Sterling Heights,
Michigan 1997-2013

Youth Group Leader, Grace Christian Church, Sterling Heights, Michigan
2003-2010

Grace Christian Church Member, Sterling Heights, Michigan 1990-current

CATHERINE B KING

JOB OBJECTIVE

To acquire a challenging and fulfilling position where I can utilize my skills and be of great benefit to the company I work for

SKILLS

- *Over 25 years of secretarial experience
- *Excellent organizational skills
- *Ability to work independently
- *Fast learner
- *Highly dependable

WORK EXPERIENCE

Store Manager

2020 - 2018

Green and Glamorous (formerly Canton MI)

Supervise staff, assist customers, take in clothing, cashier, keep store organized

Para

2015 – 2009

Plymouth/Canton Schools, Canton MI

Work in elementary schools – preschool, k – 5, assist teachers, staff and students

Secretary

2008 – 2002

L. J. Griffin Funeral Home, Westland and Canton

Assist funeral directors, staff & families, computer entry, filing, inventory, phones

- Legal Secretary** **2001 – 1998**
Law Offices of Dennis A. Dettmer (formerly Detroit MI)
Secretary to 5, phones, billing, filing, ordering supplies and stocking
- Independent Contractor** **1998 – 1997**
Legal secretary, receptionist, telemarketer
- Office Manager** **1996 – 1991**
Patrick, Johnson & King, P.C. (formerly Southfield MI)
Run office, including supervise secretarial staff, implement office procedures, bookkeeping, billing, contract negotiations with vendors and building management
- Administrative Secretary** **1991 – 1987**
Miller, Canfield, Paddock & Stone, P.C., Detroit MI
Secretary to CEO and Office Manager, former secretary to Controller, Assistant Controller, Cash Receipts Manager and Collections Coordinator. Maintained security system and assisted departments when shorthanded
- Receptionist – promo to Secretary** **1987 - 1981**
NBD Business Finance, Inc. (formerly of Detroit)
- Receptionist/Secretary** **1981 – 1979**
L. B. Para-Legal Services (formerly of Detroit)
Office Manager assistant, assist tenants in suite, pickup and deliveries

COURTNEY WISE RANDOLPH

Courtney Wise Randolph is a storyteller. Primarily, she uses the mediums of digital and audio journalism to amplify true stories about ordinary people and businesses that make an extraordinary impact in their local communities.

EXPERIENCE HIGHLIGHTS

AUDIO:

- Host of "COVID Diaries," winner of the 2021 Edward R. Murrow Award for Excellence in Innovation.
- Produced, recorded, and edited [original audio stories for 101.9 WDET](#), as an inaugural WDET Storymakers Fellow.
- Multimedia contributor (photography, writing, and audio) to "[Restorying Agency](#)," a multi-sensory self-guided tour of Detroit area sites relevant to environmental justice.

WRITING & EDITING:

- Produced and edited 5 youth-written story books, including the [New York Times reviewed](#) "*Where Is It Coming From?*" illustrated by Pulitzer Prize nominee Dave Eggers.
- Contributor to "[Black in the Middle](#)," an anthology produced by the Black Midwest Initiative and distributed by Belt Publishing.
- Operator and principal writer for [Kcen Composition](#), a small business that supports other small businesses, nonprofits, and individuals in using creative nonfiction to tell stories of impact.

COMMUNICATIONS & COMMUNITY ENGAGEMENT:

- Co-produced [The Song Shop](#) between 826michigan, Third Man Records-Cass Corridor, and Lafayette American agency, yielding a [vinyl and MP3 recording](#) of original songs from DPSCD high school students.
- Co-wrote the [826 National Inclusivity Statement](#) which was adopted across all nine 826 chapters in 2014.
- Led recruitment for 826michigan's Intern Cohort from 2015-2018, consistently meeting goals and signing on the first-ever retail interns at 826michigan.
- Distinguished as 826michigan's first-ever Detroit-based staff. Built an initial volunteer corps of 52 over 18 months, impacting 400+ Detroit youth, sparking community partnerships with 10 youth-serving agencies including traditional and charter public schools.

PROFESSIONAL EXPERIENCES

FREELANCE WRITER/JOURNALIST

2019-present

- Reporter and Producer of *Tight Knit*, season 2, a workforce development podcast produced by WDET and sponsored by the Ralph C. Wilson Foundation.
- [Copywriter](#) and [book reviewer](#) for MindSite News, a California-based mental health digital publication.
- Freelance reporter for [Detour Detroit](#), [Outlier Media](#), [Bridge Detroit](#), and other publications writing stories focused on art, inclusion, and community connection. [Contributing writer of sponsored content](#).
- Writer-in-Residence at the Education Trust-Midwest. Work includes conducting first round interviews of key staff at schools in the running for Building the Hope Awards, coordinating and conducting site visits, and finally [writing stories about the schools](#) being honored.
- Contributor to [Planet Detroit](#) and other local publications, including The Gander, Michigan Quarterly Review and the Detroit Free Press.
- Edited and copywrote for [BLAC Fridays](#), a weekly newsletter for BLAC Detroit magazine.
- Edited [The Blend](#), a Detroit-centric monthly newsletter for the Detroit Women's Leadership Network reporting on business and lifestyle issues for women.
- Coordinator and host of the [Culture D-Tour](#), a live on-air monthly segment on the CultureShift radio program.
- Recorded, produced, scripted and edited original content for WDET on radio.

826michigan, Detroit/Ann Arbor/Ypsilanti

2013-2020

COMMUNICATIONS & DEVELOPMENT MANAGER

- Co-directed communications strategy for 826michigan to a digital and print audience of 12K+.

- Led Asset-Based Language Committee, developing narrative storytelling language that highlights student strengths to make a **case for support**, rather than leaning on traditionally deficit-based appeals.
- Initiated and managed new and existing community partnerships, including corporate volunteerism efforts with local businesses, public school districts, universities, nonprofits, and for-profit organizations.
- Cultivated and engaged donors making gifts up to \$10,000; co-planned and administered special events.
- Regularly met or exceeded goals in 826michigan peer-to-peer fundraisers, yielding a combined \$30K over 3 years.
- Successfully wrote grant narratives securing nearly \$500K in funding for 826michigan during my tenure.
- Promoted to role after stints as Program Manager, Volunteer Coordinator, and Communications Coordinator.

Forgotten Harvest, Oak Park, MI

2012-2013

AGENCY COMPLIANCE COORDINATOR

- Initiated and fulfilled project to bring Forgotten Harvest into compliance with a City of Detroit Block Grant.
- Coordinated annual agency conference, hosting 85 agencies and their food program leadership.
- Standardized grant compliance procedures for City of Detroit Block Grant and Temporary Emergency Food Assistance Program (TEFAP).
- Administered on-site partner agency inspections ensuring adherence to food safety guidelines.
- Appointed to Agency Quality Task Force, strategizing ways to improve customer relations, food quality, and warehouse operations with a team of 6 for 100+ partner agencies.

Teach For America, New York, NY/Redford, MI

2011 Corps

CORPS MEMBER/SELF-CONTAINED ELEMENTARY EDUCATOR

- Selected from approximately 40,000 applicants nationwide to join national teacher corps of recent college graduates and professionals.
- Participated in intensive summer training program to develop the skills and knowledge needed to achieve significant gains in student achievement. Simultaneously taught in summer school program ran by Teach For America for students in Bronx Lighthouse Academy in New York City under the supervision of a faculty of experienced teachers.
- Engaged in professional development activities, including seminars, discussinn groups, workshops, individual and group reflections, readings, and 'learning teams' specific to my teaching license area.
- Taught self-contained 3rd grade class at Washington-Parks Academy in Redford Charter Township, MI.

The Heidelberg Project, Detroit, MI

2010-2011

ART, COMMUNITY, AND ENVIRONMENTAL EDUCATION (ACE2) PROGRAM COORDINATOR

- Recruited 2 Detroit public and charter schools for ACE2 participation.
- Taught 150 3rd grade students Heidelberg specific art curriculum for 10 weeks.
- Organized and curated the first ACE2 Art Exhibition at the Virgil Carr Center in downtown Detroit.
- Led on-site tours of groups as small as 5 and as large as 80 in the Heidelberg Project's outdoor art environment as a docent.

FELLOWSHIPS & AWARDS

Inaugural WDET Storymakers Fellow
2020 New Voices Scholar, Association of Independents in Radio
Alumna, Discover-Engage-Transform (DET #3), a program of Leadership Detroit
Alumna, City Year Detroit

VOLUNTEER & PROFESSIONAL AFFILIATIONS

Board President, The James and Grace Lee Boggs School
Advisory Board Member, City Year Detroit
Howard University Alumni Club of Detroit
Detroit Chapter - National Association of Black Journalists

EDUCATION

Bachelor of Arts, Wayne State University, *Sociology and Africana Studies*
Coursework completed, Howard University, *English and Theater Arts*

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

SECTION: 15
DATE:
December 8,
2022

RECOMMENDATION

COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve Mr. Phil Incarnati as Commencement Speaker at the December 17, 2022 commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Science degree to Mr. Incarnati.

It is recommended that the Board of Regents award an honorary Doctor of Humane Letters degree to Mr. Ronald Woods at the December 17, 2022 commencement ceremony.

STAFF SUMMARY


Biographies for Mr. Incarnati and Mr. Woods follow.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer
Rhonda Longworth, Ph.D.

11/14/22
Date

Philip Incarnati, Eastern Michigan University

The Honorary Doctor of Science degree is awarded to physicians, scientists, health care providers and educators, who have made substantial contributions to the advancement of medicine, science, health care, and medical/health education.

Mr. Philip Incarnati, is a two-time graduate of Eastern Michigan University, holding both a Bachelor's and Master's Degree in Business Administration. As a student, he competed for the EMU football team, earning a scholarship to play strong safety. Incarnati's legacy at EMU runs deep as he served on the Board of Regents from 1992-2010, including serving as Chair for 10 years (1995-2005). His leadership as a Regent and his generous donations continue to support innovation, growth, and excellence on our campus.

Mr. Incarnati began his health care career in 1977, and has held top-level executive positions with the Wayne State University School of Medicine, Detroit Receiving Hospital and University Health Center, and Horizon Health System prior to joining McLaren Health Care. In 1989 Mr. Incarnati became the President and Chief Executive Officer of McLaren Health Care, a single hospital in Flint, MI at the time.

Today, Philip Incarnati remains the President and Chief Executive Officer of McLaren Health Care which has grown to be a \$6 billion dollar, fully integrated healthcare delivery system with 14 hospitals and an almost 500 member primary care and specialty care network that provides care for nearly 700,000 people. McLaren Health also operates Michigan's largest network of cancer centers.

Currently, Mr. Incarnati is a Director on the Board of Premier, Inc., Charlotte, North Carolina. Previous Board appointments include Anthelio Healthcare Solutions, Inc., Dallas, Texas; King Pharmaceuticals (Lead Director), Bristol, Tennessee; McKesson/HBOC, Atlanta, Georgia; Medical Staffing Network, Boca, Raton, Florida; ProTom International, Inc., Dallas, Texas; Reliant Renal Care, Inc., Philadelphia, Pennsylvania; and Theragenics, Atlanta, Georgia.

Mr. Incarnati earned a bachelor's (1976) degree and a master's degree (1982) in management and finance from Eastern Michigan University.



Ronald Woods, Emeritus Professor, Eastern Michigan University

The Honorary Doctor of Humane Letters degree is granted to individuals who have made substantial contributions to improving the human condition through their community service, advocacy, and philanthropic efforts.

Professor Woods was the Founding Department Head of African American studies at EMU and was the first to serve on the President's Commission on Diversity. He has also served as the Michael O. Sawyer visiting professor of constitutional law and politics at the Maxwell School of Citizenship and Public Affairs, Syracuse University and as a legal services attorney in Cincinnati, Ohio.

Professor Woods previously was an interim president of the Michigan Council of Black Studies and has been a consultant to school systems on various aspects of desegregation and diversity enhancement. He is on the board of directors of the African American Culture and Historical Museum of Washtenaw County, and is a consultant to the Charles H. Wright Museum of African American History in Detroit. From 2002–2004, Professor Woods was the director of the Eastern Michigan Institute for the Study of Children, Families and Communities. As member of the board of directors of Wittenberg University, he has lectured internationally and has published articles on refugee policy in the horn of Africa and on African American vernacular English.

Mr. Woods holds a JD, Law degree from the University of Michigan (1974), an MA in History, also from the University of Michigan (1971) and a BA in History from Wittenberg University (1969).



SECTION: 16
DATE:
December 8, 2022

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

ACADEMIC PROGRAM PHASE-OUTS

ACTION REQUESTED

It is recommended that the Board of Regents approve the following Academic Program Phase-Outs:

- Apparel Textiles and Merchandising [M.S.],
- K-12 Physical Education Teacher Education [BS],
- Physical Education Pedagogy [M.S.],

Further, it is recommended that the Board receive and place on file this notification of the following Academic Program eliminations:

- Recreation and Park Management Minor,
- Secondary Education Physical Education Minor

STAFF SUMMARY

These programs were previously shelved and have not been options for new students for three years.

The programs were shelved due to low enrollment, outdated curriculum, and changes to the Michigan Department of Education requirements.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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


Rhonda Longworth, Ph.D.

11/14/22
Date

SECTION: 17
DATE:
December 8, 2022

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

ACADEMIC PROGRAM REVISIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve and place on file these revisions to the following programs:

- *Nursing Practice – Post-BSN Adult-Gerontology Primary Care Nurse Practitioner, Doctor of Nursing Practice*
- *Nursing Practice – Post-BSN Adult-Gerontology Clinical Nurse Specialist, Doctor of Nursing Practice.*

STAFF SUMMARY

This proposal supports the movement of the Doctorate of Nursing Practice (DNP) program towards meeting the American Association of Colleges of Nursing (AACN) national recommendations. The School of Nursing proposed program revisions streamline its programs and reduce the minimum hours required for doctoral degrees in the clinical advanced practice nursing programs (nurse practitioner and clinical nurse specialist).

The revised programs will now require 75-78 credit hours. Benchmarking demonstrates that comparable local and regional DNP programs are, on average, 69 credit hours, substantially less than EMU's current requirement of 84 credit hours. Thus, the proposed revisions will enable the School of Nursing Doctoral programs to become competitive at this critical juncture when the discipline is moving to this degree as the credential required for entry into advanced clinical nursing practice in 2025.

The DNP is considered the terminal degree of nurses in advanced practice "clinical" nursing roles. The American Association of Colleges of Nursing (AACN) recommends that a post-baccalaureate full-time program of study should consist of four years of a traditional 2-semester academic year or three years of year-round courses. While acknowledging that institutional policies hold various unique requirements, they recommend an efficient course design to promote effective use of resources and quality outcomes; subsequently, new delivery models are encouraged.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer
Rhonda Longworth, Ph.D.

Date

11/12/22

Nursing Practice – Post-BSN Adult-Gerontology Primary Care Nurse Practitioner [DNP]

Program - Revision

Faculty Vote Count (Dept. Head/Sch. Director Only)

Faculty Vote Count Aye 21 Nay 2 Abstentions 3

General Information

Originator Instructions

Please read instructions carefully; mistakes may require you to start over with a new proposal.

Open the "Program Revision" user guide (see [User Guides](#)).

Step 1 - Complete *All Sections*

Step 2 - Click *Validate and Launch Proposal* above to launch the proposal

Step 3 - Once launched, the proposal will be on the "Originator" step. *Review proposal and make additional modifications, as needed.*

Step 4 - Approve the proposal to move it to the next step of the process. Locate the decision tab on the far right side of the page, select "approve," and "make my decision."

College and Department Selections

The selections made below inform the system about which steps this proposal must travel via the faculty input process. Please be sure that this is completed correctly; otherwise, you may need to restart the proposal. Please adhere to Input Documents. *If you are unsure what selections to make, please contact Evan Finley (efinley2@emich.edu) before launching the proposal.*

College*

Department*

Program/Area Committee*

Instruction or Curriculum*

I. Rationale

Proposal Rationale

Introduction:

The faculty and staff of the School of Nursing is pleased to introduce this proposal revision for the Doctorate of Nursing (DNP) degree at Eastern Michigan University. The DNP is considered the terminal degree of nurses in advanced practice "clinical" roles within our profession. This proposal revision has been thoughtfully considered, critiqued, revised, and approved by the faculty within the School of Nursing as a post-baccalaureate degree. The proposed revision is being presented in order to stay current with the American Association of Colleges of Nursing (AACN) DNP Essentials. It is our desire, as a School, to continue advancing clinical practice through the advanced educational preparation of nurses and thereby the health of our communities.

The proposed curriculum revisions use our current graduate courses with only the removal of one 500 level course and one 600 level course. There are no new courses being proposed with this revision. Faculty have reviewed all course syllabi to remove redundancies, while ensuring there are no gaps in the educational requirements to meet the DNP essentials and accreditation standards. The revised proposed plan of study for the DNP program is 78 credit hours (decreased from 84 credit hours) and includes the following courses:

Advanced Practice Clinical Core Courses (21 cr.)

NURS 500: Advanced pathophysiology (3 cr.)

NURS 502: Advanced Health Assessment (3 cr.)

NURS 505: Health Status Trends and Healthcare Delivery Systems (3 cr.)

NURS 606: Advanced Practice Nursing Role Development (3 cr.)

NURS 608: Health Promotion and Disease Prevention (3 cr.)

NURS 611: Advanced Pharmacology (3 cr.)

NURS 691/692: Advanced Practice Registered Nurse Capstone (3 cr.)

Clinical Courses: Adult-Gerontology Health Courses (16 cr.)

NURS 653/664: Advanced Adult-Gerontology Nursing I (6 cr.)

NURS 663/666: Advanced Adult-Gerontology Nursing II (6 cr.)

NURS 668/669: Advanced Adult-Gerontology Nursing III (4 cr.)

DNP Courses (41 cr.)

NURS 810: Introduction to Doctoral Studies and Nursing Science (3 cr.)

NURS 830: Quality and Safety Across Settings (3 cr.)

NURS 851: Advanced Nursing Research I: Design and Methods (3 cr.)

NURS 840: Epidemiology and Health Disparity in Health Systems, for Advanced Nursing Practice (3 cr.)

NURS 852: Advanced Nursing Research II: Data Management and Analysis (3 cr.)

NURS 891: Doctorate of Nursing Practice Scholarly/Capstone Project I: Proposal Development (3

cr.)

NURS 860: Health Policy and Advocacy for Health Care Professionals (3 cr.)

NURS 831: Leadership for Advanced Practice Nurses (3 cr.)

NURS 892: Doctorate of Nursing Practice Scholarly/Capstone Project II: Project Development (2 cr.)

NURS 870: Healthcare Delivery and Informatics: For Advanced Practice Nurses (3 cr.)

NURS 811: Nursing Education: Teaching, Learning, Evaluation and the Faculty Role (3 cr.)

NURS 880: Doctor of Nursing Practice Clinical Practicum (6 cr.)

NURS 893: Doctorate of Nursing Practice Scholarly/Capstone Project I: Dissemination (3 cr.)

Rationale:

The Doctor of Nursing Practice (DNP) program prepares advanced practice nurses with the knowledge, skills and attributes necessary to be clinical nursing leaders in the healthcare industry. With the increasing scope of clinical scholarship in nursing and the growth of scientific knowledge, doctoral level education is highly recommended for advanced nursing practice in the clinical setting. The DNP curriculum includes content which enables the student to conduct complex diagnostic and treatment modalities, employ sophisticated informatics and decision-making technology, and integrate in-depth knowledge of bio-physical, psychosocial, behavioral, and organizational sciences. The DNP program accentuates student development as an expert clinician with an emphasis on leadership and education, service, and skills that will translate into improved health care outcomes.

The American Association of Colleges of Nursing (AACN) is a national organization for graduate nursing education programs. AACN is the accreditation organization for over 500 schools of nursing including Eastern Michigan University. AACN works to establish quality standards, by which programs are evaluated and initial accreditation or re-accreditation is granted based on the quality in which the standards are met. These standards are meant to guide and improve nursing education, evaluate the effectiveness of the program, improve health care, and promote support of graduate education, clinical nursing practice, and research. The purpose of this proposal is to revise our DNP program curriculum to remain nationally competitive, while also meeting the requirements outlined by the AACN.

In 2015, the AACN provided additional guidance on curriculum considerations, practice experiences, clinical hours, and partnerships. In addition, the AACN clarified recommendations specific to scholarship; the DNP project; necessary resources; and program logistics. The AACN recommends that a post-baccalaureate full-time program of study should consist of four years of a traditional 2-semester academic year or 3 years of year-round courses. While acknowledging that institutional policies hold various unique requirements, they recommend an efficient course design as the best option to promote effective use of resources and quality outcomes; subsequently they encourage programs to evaluate new delivery models. This proposal supports the movement towards efficiency. Benchmarking demonstrates that comparable local and regional DNP programs are, on average, 69 credit hours, which is significantly less than our current requirement of 84 credit hours. Table #1 includes benchmarks for DNP programs similar to EMU within the state of Michigan.

To support efficiency and maintain a competitive program, we aim to streamline our program to reduce 1 year of study and move to a requirement of 78 credit hours. It is vital that we maintain a competitive program that can grow as this degree will be required for entry to advanced nursing practice by 2025.

With the proposed revisions, DNP applicants will still be able to enter the program either post-baccalaureate or post-master level, both of which are in high demand. Our current 4-year plan allows students to enter at the BSN level and obtain a Master's of Science In Nursing (MSN) after

completion of the second year of the program and a DNP after the completion of the fourth year. Our

proposed 3-year program removes the option for a conferred MSN degree and students will obtain a DNP only degree. This is consistent with local, regional, and national BSN-DNP programs.

Table #1 - DNP Programs in Michigan Benchmarks: Mode of Delivery, Credit Hours and Clinical Hours

University	Mode of Delivery	Number of Credit Hours	Number of Clinical Hours
Concordia University	online	70	1008
Grand Valley State University	hybrid	77	1035
Madonna University	online	70	600
Michigan State University	online	70	n/a
Northern Michigan University	online	78	1000
Oakland University	online	86	n/a
Saginaw Valley State University	online	79	1000
University of Detroit Mercy	online	72	n/a
University of Michigan- Ann Arbor	BSN-DNP online	72-73	1064
University of Michigan- Flint	online	67-78	n/a
Wayne State University	hybrid	78	n/a

II. Proposed Revision

The program's catalog page is revised from the information provided here. *It is essential that considerable attention is given to this section. Please refer to the user guide for specific instructions for this section.*

Program Title Nursing Practice – Post-BSN Adult-Gerontology Primary Care Nurse Practitioner [DNP]

Degree Type Doctor of Nursing Practice

Catalog Description The Doctor of Nursing Practice (DNP) program is a three-year post-BSN program. Students in this program must complete the coursework for one of two Advance Practice Registered Nursing programs; Adult-Gerontology Primary Care Nurse Practitioner or Adult-Gerontology Clinical Nurse Specialist. This program is for the Post-BSN Adult-Gerontology Primary Care Nurse Practitioner track. Graduates will matriculate as Nurse Practitioner prepared DNPs who will practice in primary care settings, working with patients from adolescence through geriatrics.

The curriculum includes foundational coursework and clinical experiences culminating in the DNP Practicum (dissertation equivalent) Capstone project. Students must have a Bachelor of Science in Nursing from an accredited School of Nursing (or complete Bridge requirements, if the applicant is an RN with a bachelor's degree in another field) and be eligible for a Michigan Nursing License.

The DNP program is offered in a hybrid format where classes meet both online and in seats. The program typically requires 2-3 classes per semester year-round.

Curriculum

Does this program require concentrations?

Does this program result in teacher certification?

III. Impact

Associated Proposals

Course revisions are required for the clinical courses listed below. This is related to a redistribution of credit hours and clinical hours across the clinical courses; however, there is no change in the total number of required credit hours or clinical hours for the clinical courses.

NP Clinical Course Revisions include:

- NURS 664 ([proposal](#))
- NURS 666 ([proposal](#))
- NURS 669 ([proposal](#))

Impacted Departments Nursing

Program Map (Undergraduate Majors Only) n/a

Budget *

Summary: There are no additional/new costs associated with this program and labor costs will decrease as the total credits have decreased. However, we will shift 500-600 level credits to 800 level credits.

Data and Statistics to Support the Budget

According to the Bureau of Labor Statistics' *Employment Projections 2019-2029*, Registered Nursing (RN) is listed among the top occupations in terms of job growth through 2029 (AACN, 2020). The RN workforce is expected to grow from 3 million in 2019 to 3.3 million in 2029, an increase of 221,900 or 7%. The Bureau also projects 175,900 openings for RNs each year through 2029 when nurse retirements and workforce exits are factored into the number of nurses needed in the U.S. According to AACN's 2020 report on 2019-2020 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, U.S. nursing schools turned away 80,407 qualified applicants from baccalaureate and graduate nursing programs in 2019 due to insufficient number of faculty, clinical sites, classroom space, and clinical preceptors, as well as budget constraints. Streamlining the DNP program positions EMU to best serve our community by creating nursing leaders to hold faculty and clinical practice positions to fulfill future needs.

Current DNP Statistics

According to the 2020 APRN Compensation Report (Stokowski, McBride, Berry), roughly 80% of APRNs held a master's degree (decreased from roughly 85% the prior year) and roughly 17% held a doctorate (PhD or DNP). The economic benefit of a doctoral degree, in terms of salary increase for a NP, averaged 4% (\$112K vs \$117K). The Commission on Collegiate Nursing Education (CCNE), the leading accrediting agency for baccalaureate- and graduate-degree nursing programs in the U.S., began accrediting DNP programs in fall 2008.

According to the AACN (2020), 357 DNP programs are currently enrolling students at schools of nursing nationwide, and an additional 106 new DNP programs are in the planning stages (60 post-baccalaureate and 46 post-master's programs). DNP programs are now available in 50 states plus the District of Columbia. States with the most programs (more than 10) include California, Florida, Illinois, Massachusetts, Minnesota, New York, Ohio, Pennsylvania, and Texas.

From 2018 to 2019, the total number of students enrolled in DNP programs increased from 32,678 to 36,069. During that same period, the number of DNP graduates increased from 7,039 to 7,944.

(AACN: Fact Sheet, October 2020)

The EMU program will be unique in a number of ways. First, our DNP program will be offered in a variety of traditional and non-traditional methods including hybrid and potentially extended weekend offerings. Second, our program is the only program explicitly developed to ensure timely progression through the Doctoral Scholarly Project with a 3-part series of courses aimed at providing continuous support for students to complete the process in a timely manner. Lastly, and consistent with the EMU mission, this program is the only program that incorporates a course in teaching methods and pedagogy. While DNPs are clinical leaders, many will pursue faculty roles. We are confident that our program meets the needs of our current students who have indicated a strong desire to return to EMU for this degree.

Course and Program Development Office

This section is reserved for the Course and Program Development Office, please do not edit.

R - 9/6/2021

E - 9/6/2021

Input Deadline

Banner Impact?

CPD Office Notes

Program or Shared Core* Program
 Shared Core

Nursing Practice – Post-BSN Adult-Gerontology Clinical Nurse Specialist [DNP]

Program - Revision

Faculty Vote Count (Dept. Head/Sch. Director Only)

Faculty Vote Count Aye 21 Nay 2 Abstain 3

General Information

Originator Instructions

Please read instructions carefully; mistakes may require you to start over with a new proposal.

Open the "Program Revision" user guide (see [User Guides](#)).

Step 1 - Complete *All Sections*

Step 2 - Click *Validate and Launch Proposal* above to launch the proposal

Step 3 - Once launched, the proposal will be on the "Originator" step. *Review proposal and make additional modifications, as needed.*

Step 4 - Approve the proposal to move it to the next step of the process. Locate the decision tab on the far right side of the page, select "approve," and "make my decision."

College and Department Selections

The selections made below inform the system about which steps this proposal must travel via the faculty input process. Please be sure that this is completed correctly; otherwise, you may need to restart the proposal. Please adhere to Input Documents. *If you are unsure what selections to make, please contact Evan Finley (efinley2@emich.edu) before launching the proposal.*

College*

Department*

Program/Area
Committee*

Instruction or
Curriculum
Committee*

I. Rationale

Proposal Rationale

Introduction:

The faculty and staff of the School of Nursing is pleased to introduce this proposal revision for the Doctorate of Nursing (DNP) degree at Eastern Michigan University. The DNP is considered the terminal degree of nurses in advanced practice "clinical" roles within our profession. This proposal revision has been thoughtfully considered, critiqued, revised, and approved by the faculty within the School of Nursing as a post-baccalaureate degree. The proposed revision is being presented in order to stay current with the American Association of Colleges of Nursing (AACN) DNP Essentials. It is our desire, as a School, to continue advancing clinical practice through the advanced educational preparation of nurses and thereby the health of our communities.

The proposed curriculum revisions use our current graduate courses with only the removal of one 500 level course and one 600 level course. There are no new courses being proposed with this revision. Faculty have reviewed all course syllabi to remove redundancies, while ensuring there are no gaps in the educational requirements to meet the DNP essentials and accreditation standards. The revised proposed plan of study for the DNP program is 78 credit hours (decreased from 84 credit hours) and includes the following courses:

Advanced Practice Clinical Core Courses (21 cr.)

NURS 500: Advanced pathophysiology (3 cr.)

NURS 502: Advanced Health Assessment (3 cr.)

NURS 505: Health Status Trends and Healthcare Delivery Systems (3 cr.)

NURS 606: Advanced Practice Nursing Role Development (3 cr.)

NURS 608: Health Promotion and Disease Prevention (3 cr.)

NURS 611: Advanced Pharmacology (3 cr.)

NURS 691/692: Advanced Practice Registered Nurse Capstone (3 cr.)

Clinical Courses: Adult-Gerontology Health Courses (16 cr.)

NURS 653/664: Advanced Adult-Gerontology Nursing I (6 cr.)

NURS 663/666: Advanced Adult-Gerontology Nursing II (6 cr.)

NURS 668/669: Advanced Adult-Gerontology Nursing III (4 cr.)

DNP Courses (41 cr.)

NURS 810: Introduction to Doctoral Studies and Nursing Science (3 cr.)

NURS 830: Quality and Safety Across Settings (3 cr.)

NURS 851: Advanced Nursing Research I: Design and Methods (3 cr.)

NURS 840: Epidemiology and Health Disparity in Health Systems, for Advanced Nursing Practice (3 cr.)

NURS 852: Advanced Nursing Research II: Data Management and Analysis (3 cr.)

NURS 891: Doctorate of Nursing Practice Scholarly/Capstone Project I: Proposal Development (3

cr.)

NURS 860: Health Policy and Advocacy for Health Care Professionals (3 cr.)

NURS 831: Leadership for Advanced Practice Nurses (3 cr.)

NURS 892: Doctorate of Nursing Practice Scholarly/Capstone Project II: Project Development (2 cr.)

NURS 870: Healthcare Delivery and Informatics: For Advanced Practice Nurses (3 cr.)

NURS 811: Nursing Education: Teaching, Learning, Evaluation and the Faculty Role (3 cr.)

NURS 880: Doctor of Nursing Practice Clinical Practicum (6 cr.)

NURS 893: Doctorate of Nursing Practice Scholarly/Capstone Project I: Dissemination (3 cr.)

Rationale:

The Doctor of Nursing Practice (DNP) program prepares advanced practice nurses with the knowledge, skills and attributes necessary to be clinical nursing leaders in the healthcare industry. With the increasing scope of clinical scholarship in nursing and the growth of scientific knowledge, doctoral level education is highly recommended for advanced nursing practice in the clinical setting. The DNP curriculum includes content which enables the student to conduct complex diagnostic and treatment modalities, employ sophisticated informatics and decision-making technology, and integrate in-depth knowledge of bio-physical, psychosocial, behavioral, and organizational sciences. The DNP program accentuates student development as an expert clinician with an emphasis on leadership and education, service, and skills that will translate into improved health care outcomes.

The American Association of Colleges of Nursing (AACN) is a national organization for graduate nursing education programs. AACN is the accreditation organization for over 500 schools of nursing including Eastern Michigan University. AACN works to establish quality standards, by which programs are evaluated and initial accreditation or re-accreditation is granted based on the quality in which the standards are met. These standards are meant to guide and improve nursing education, evaluate the effectiveness of the program, improve health care, and promote support of graduate education, clinical nursing practice, and research. The purpose of this proposal is to revise our DNP program curriculum to remain nationally competitive, while also meeting the requirements outlined by the AACN.

In 2015, the AACN provided additional guidance on curriculum considerations, practice experiences, clinical hours, and partnerships. In addition, the AACN clarified recommendations specific to scholarship; the DNP project; necessary resources; and program logistics. The AACN recommends that a post-baccalaureate full-time program of study should consist of four years of a traditional 2-semester academic year or 3 years of year-round courses. While acknowledging that institutional policies hold various unique requirements, they recommend an efficient course design as the best option to promote effective use of resources and quality outcomes; subsequently they encourage programs to evaluate new delivery models. This proposal supports the movement towards efficiency. Benchmarking demonstrates that comparable local and regional DNP programs are, on average, 69 credit hours, which is significantly less than our current requirement of 84 credit hours. Table #1 includes benchmarks for DNP programs similar to EMU within the state of Michigan.

To support efficiency and maintain a competitive program, we aim to streamline our program to reduce 1 year of study and move to a requirement of 78 credit hours. It is vital that we maintain a competitive program that can grow as this degree will be required for entry to advanced nursing practice by 2025.

With the proposed revisions, DNP applicants will still be able to enter the program either post-baccalaureate or post-master level, both of which are in high demand. Our current 4-year plan allows students to enter at the BSN level and obtain a Master's of Science in Nursing (MSN) after

completion of the second year of the program and a DNP after the completion of the fourth year. Our

proposed 3-year program removes the option for a conferred MSN degree and students will obtain a DNP only degree. This is consistent with local, regional, and national BSN-DNP programs.

Table #1 - DNP Programs in Michigan Benchmarks: Mode of Delivery, Credit Hours and Clinical Hours

University	Mode of Delivery	Number of Credit Hours	Number of Clinical Hours
Concordia University	online	70	1008
Grand Valley State University	hybrid	77	1035
Madonna University	online	70	600
Michigan State University	online	70	n/a
Northern Michigan University	online	78	1000
Oakland University	online	86	n/a
Saginaw Valley State University	online	79	1000
University of Detroit Mercy	online	72	n/a
University of Michigan- Ann Arbor	BSN-DNP online	72-73	1064
University of Michigan- Flint	online	67-78	n/a
Wayne State University	hybrid	78	n/a

II. Proposed Revision

The program's catalog page is revised from the information provided here. *It is essential that considerable attention is given to this section. Please refer to the user guide for specific instructions for this section.*

Program Title* Nursing Practice – Post-BSN Adult-Gerontology Clinical Nurse Specialist [DNP]

Degree Type Doctor of Nursing Practice

Catalog Description* The Doctor of Nursing Practice (DNP) program is a three-year post-BSN program. Students in this program must complete the coursework for one of two Advance Practice Registered Nursing programs; Adult-Gerontology Primary Care Nurse Practitioner or Adult-Gerontology Clinical Nurse Specialist. This program is for the Post-BSN Adult-Gerontology Clinical Nurse Specialist track. Graduates will matriculate as Clinical Nurse Specialist prepared DNPs who will practice in acute care or community settings, working with patients from adolescents through geriatrics.

The curriculum includes foundational coursework and clinical experiences culminating in the DNP Practicum (dissertation equivalent) Capstone project. Students must have a Bachelor of Science in Nursing from an accredited School of Nursing (or complete Bridge requirements, if the applicant is an RN with a bachelor's degree in another field) and be eligible for a Michigan Nursing License.

The DNP program is offered in a hybrid format where classes meet both online and in seats. The program typically requires 2-3 classes per semester year-round.

Curriculum*

**Does this program
require
concentrations?***

**Does this program
result in teacher
certification?***

III. Impact

Associated Proposals*

- NURS 653 ([Proposal](#))
- NURS 663 ([Proposal](#))
- NURS 668 ([Proposal](#))

**Impacted
Departments***

**Program Map
(Undergraduate
Majors Only)***

Budget*

Summary: There are no additional/new costs associated with this program and labor costs will decrease as the total credits have decreased. However, we will shift 500-600 level credits to 800 level credits.

Data and Statistics to Support the Budget

According to the Bureau of Labor Statistics' *Employment Projections 2019-2029*, Registered Nursing (RN) is listed among the top occupations in terms of job growth through 2029 (AACN, 2020). The RN workforce is expected to grow from 3 million in 2019 to 3.3 million in 2029, an increase of 221,900 or 7%. The Bureau also projects 175,900 openings for RNs each year through 2029 when nurse retirements and workforce exits are factored into the number of nurses needed in the U.S. According to AACN's 2020 report on 2019-2020 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, U.S. nursing schools turned away 80,407 qualified applicants from baccalaureate and graduate nursing programs in 2019 due to insufficient number of faculty, clinical sites, classroom space, and clinical preceptors, as well as budget constraints. Streamlining the DNP program positions EMU to best serve our community by creating nursing leaders to hold faculty and clinical practice positions to fulfill future needs.

Current DNP Statistics

According to the 2020 APRN Compensation Report (Stokowski, McBride, Berry), roughly 80% of APRNs held a master's degree (decreased from roughly 85% the prior year) and roughly 17% held a doctorate (PhD or DNP). The economic benefit of a doctoral degree, in terms of salary increase for a NP, averaged 4% (\$112K vs \$117K). The Commission on Collegiate Nursing Education (CCNE), the leading accrediting agency for baccalaureate- and graduate-degree nursing programs in the U.S., began accrediting DNP programs in fall 2008.

According to the AACN (2020), 357 DNP programs are currently enrolling students at schools of nursing nationwide, and an additional 106 new DNP programs are in the planning stages (60 post-baccalaureate and 46 post-master's programs). DNP programs are now available in 50 states plus the District of Columbia. States with the most programs (more than 10) include California, Florida, Illinois, Massachusetts, Minnesota, New York, Ohio, Pennsylvania, and Texas.

From 2018 to 2019, the total number of students enrolled in DNP programs increased from 32,678 to 36,069. During that same period, the number of DNP graduates increased from 7,039 to 7,944.

(AACN: Fact Sheet, October 2020)

The EMU program will be unique in a number of ways. First, our DNP program will be offered in a variety of traditional and non-traditional methods including hybrid and potentially extended weekend offerings. Second, our program is the only program explicitly developed to ensure timely progression through the Doctoral Scholarly Project with a 3-part series of courses aimed at providing continuous support for students to complete the process in a timely manner. Lastly, and consistent with the EMU mission, this program is the only program that incorporates a course in teaching methods and pedagogy. While DNPs are clinical leaders, many will pursue faculty roles. We are confident that our program meets the needs of our current students who have indicated a strong desire to return to EMU for this degree.

Course and Program Development Office

This section is reserved for the Course and Program Development Office, please do not edit.

R - 9/6/2021

E - 9/6/2021

Input Deadline

Banner Impact?

No

CPD Office Notes

Program or Shared Core*

Program

Shared Core

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 18

DATE:
December 8, 2022

RECOMMENDATION

FINANCE AND INVESTMENT COMMITTEE

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the Minutes from the October 20, 2022 Finance and Investment Committee meeting and the Working Agenda for the December 8, 2022 meeting.

STAFF SUMMARY

October 20, 2022 Meeting Agenda

- FY24 General Fund Scholarships, Grants and Awards
- FY22 University Financial Statements (June 30, 2022)
- *FY24* State of Michigan Capital Outlay Request
- University Fleet Management Agreement
- Staff Appointments & Separations
- Emeritus Staff

December 8, 2022 Meeting Agenda


- FY24 Capital Budget
- Eastern Michigan Foundation Financial Reports (June 30, 2022)
- Emeritus Staff
- Staff Appointments & Separations

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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


University Executive Officer

DECEMBER 8, 2022

Date

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

201 Welch Hall

(734) 487-2410

FINANCE and INVESTMENT COMMITTEE

Thursday, December 8, 2022

11:00 AM

REGULAR AGENDA

- FY24 Capital Budget
- Eastern Michigan Foundation Financial Reports (June 30, 2022)
- Emeritus Staff
- Staff Appointments & Separations

EASTERN MICHIGAN UNIVERSITY
Finance and Investment Committee
Meeting Minutes
October 20, 2022

The meeting was called to order by Regent Mike Hawks at 11:01 a.m.

A motion was made, seconded and approved to accept the minutes from the June 16, 2022 Finance and Investment Committee meeting.

The agenda included five (5) items.

Section 15:

Recommendation: FY24 General Fund Scholarships, Grants and Awards

It is recommended that the Board of Regents approve the Fiscal Year 2023-2024 General Fund Scholarships, Awards, and Grants proposal of \$49,217,000.00

Section 16:

Recommendation: Consolidated Financial Statements & Supplementary Information as of June 30, 2022

It is recommended that the Board of Regents receive and place on file the University's audited fiscal year 2021-2022 financial statements and auditor's report.

Brian Greko & Vicki VanDenBerg from Plante Moran presented an overview of their audit letter, recommendations, and financials reviewed.

Section 17:

Recommendation: FY24 State of Michigan Capital Outlay Request

It is recommended that the Board of Regents approve the University's Five-Year Capital Outlay Plan and authorize the President to submit the renovation of Roosevelt Hall as Phase II of the College of Engineering & Technology Growth and Expansion as the University's top project request for state cost participation for Fiscal Year 2024.

Section 18:

Recommendation: University Fleet Management Agreement

It is recommended that the Board of Regents delegate to the President or designee to negotiate and execute a Fleet Management Services Agreement extending to June 30, 2033.

Section 19:

Recommendation: Emeritus Staff

It is recommended that the Board of Regents grant Emeritus Staff Status to four (4) staff members.

The meeting was adjourned at 11:38 am

Respectfully submitted,



Kristen M. Ayres
Executive Assistant to the CFO and Treasurer to the Board of Regents

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 19
DATE:
December 8, 2022

RECOMMENDATION

FY 2023-2024 CAPITAL BUDGET

ACTION REQUESTED

It is recommended that the Board of Regents approve the Fiscal Year 2023-2024 University Capital Budget appropriation of \$12.75 million.

STAFF SUMMARY

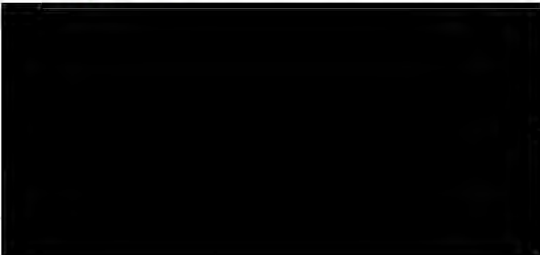
The projects in the recommended \$12.75 million Fiscal Year 2023-2024 Capital Budget are listed on Attachment A. These projects include investments supporting the renovation of the 3D Arts Complex, continued progression of the College of Business relocation to central campus, renovation of the Indoor Practice Facility, investments in Title IX facilities, necessary infrastructure improvements to academic, administrative, auxiliary facilities, information technology, safety and asset preservation.

FISCAL IMPLICATIONS

Approval of the Capital Budget recommendation establishes the University's authorization for 2023-2024 capital spending.

ADMINISTRATIVE RECOMMENDATION

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



December 8, 2022
Date

Attachment A

FY24 CAPITAL PLAN			
Student Success & Engagement	\$ 4,525	35%	Notes tying project to Strategic Plan Part of the 2021-2027 Refresh Plan Gymnastics Renovations to dome fabric, turf, HVAC sys.
Campus Wifi	\$ 560		
Title IX	\$ 1,300		
Indoor Practice Facility Renovation	\$ 2,075		
Computer Lab Upgrades	\$ 150		
HyFlex Classroom Solutions Upgrades	\$ 140		
Classroom Furniture Allowance	\$ 300		
Academic Programs & Research	\$ 2,850	22%	Multi-Year Project EMU Share of Project (Windgate Grant)
COB Relocation	\$ 1,000		
3D Arts Studio	\$ 1,700		
Academic Equipment Allowance	\$ 150		
Service & Engagement	\$ 1,225	10%	Annual Camera Program Supports Digital Cameras Pray Harrold E.O.C Build-Out
Safety & Security	\$ 700		
Safety & Security IT Servers	\$ 75		
Emergency Operations Center	\$ 450		
Institutional Infrastructure & Other	\$ 4,150	33%	
IT Network Refresh & Infrastructure	\$ 850		
ADA/SAW Grant Compliance, Landscaping	\$ 450		
Rynearson Repair/Maintenance Allowance	\$ 400		
Infrastructure Tunnels Allowance	\$ 200		
Electrical Allowance	\$ 250		
Paving Allowance	\$ 300		
Roof & Exterior Envelope Repairs	\$ 700		
Contingency	\$ 1,000		
Total 2023-2024 Capital Plan	\$ 12,750		

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 20

DATE:

December 8, 2022

RECOMMENDATION

**REPORT: 2021-2022 EASTERN MICHIGAN UNIVERSITY FOUNDATION
CONSOLIDATED FINANCIAL REPORT**

ACTION REQUESTED

It is requested that the Eastern Michigan University Board of Regents receive and place on file the Eastern Michigan University Foundation Consolidated Financial Report for the fiscal year ended on June 30, 2022.

STAFF SUMMARY

In accordance with Section C.8. of the Agreement Between Eastern Michigan University and the Eastern Michigan University Foundation, it is our responsibility and privilege to present for your review the consolidated financial report of the Eastern Michigan University Foundation for the fiscal year ended on June 30, 2022. The annual financial audit of the Foundation and its subsidiary was performed by Plante & Moran, PLLC, and they have provided an unqualified financial opinion.

Total endowment and planned gift assets reported at year-end were \$92,768,853, which represents \$92,105,005 (pg. 16) of endowment assets and \$663,848 (pg. 3) of planned gift assets. This represents a 3.2% decrease from the June 30, 2021 market value, which was \$95,853,191. Fundraising during 2021-2022 totaled \$15,037,828 (pg. 12) of which \$14,227,717 represents cash gifts and \$810,111 represents gifts-in-kind.

During this fiscal year, the endowment portfolio experienced an investment return of -4.4% vs. the portfolio benchmark of -9.6%. The average return since inception on September 30, 1992, of +7.5% continues to surpass the benchmark of +7.1%.

Current expendable gifts and gifts-in-kind distributed to and received directly by Eastern Michigan University for programs and scholarships totaled \$11,063,976 (pg. 4) for the year ended June 30, 2022. In addition, funding distributed to EMU from endowed scholarships and endowments totaled \$2,123,389 (pg. 4).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

December 8, 2022

Date



EASTERN MICHIGAN UNIVERSITY

EMU Board of Regents Update Advancement Division

December 8, 2022

FY22 Annual Update

- Present FY22 Consolidated Financial Report
- Report on FY22 Fundraising Results
- Report on FY22 Endowment Activity

FY22 Consolidated Financial Report

- Audit went very well; unqualified opinion on audited financial statements
- Total Assets = **\$99.0M**
- Total Liabilities = **\$1.9M**
- Total Net Assets = **\$97.1M**; decrease of **\$2.3M** from 6/30/21 balance

FY22 Financial Highlights

Total Fundraising

Reconciliation of Accrual Basis Fundraising to Total Reported Fundraising:

Accrual Basis Contribution Revenue (per EMUF Fin Stmt)	\$16,312,673
Reverse Change in Contributions Receivable Adjustment/Misc Adj (Inc in Cont Rev)	(1,274,845)
Reverse New Split Interest Agreement Adjustment (Inc in Cont Rev)	0
Add Pledges/Revocable Bequests Documented (not in EMUF Fin Stmt)	11,632,629
Less Pledge/Revocable Bequest Payments Received (not in EMUF Fin Stmt)	<u>(6,387,949)</u>
Total Fundraising	\$20,282,508
Cash Received	\$14,227,717
GIKs Received	810,111
Pledges/Revocable Bequests Documented	11,632,629
Less Pledge/Revocable Bequest Payments Received	<u>(6,387,949)</u>
Total Fundraising	\$20,282,508
Total FY22 Fundraising Goal	\$14,000,000

FY22 Financial Highlights

Immediate Use Gifts & Endowment Funding

Expendable Contributions to EMU (per EMUF Fin Stmt)	\$10,253,865
Gifts-in-Kind Made Directly to EMU (per EMUF Fin Stmt)	810,111
Total Immediate Use Gifts to EMU for Scholarships & Programs	\$11,063,976
Funding Provided to EMU from Endowed Scholarships & Endowments (per EMUF Fin Stmt)	<u>\$2,123,389</u>
Total Impact of Immediate Use and Endowment Spending (compared to \$10.3M in FY21)	\$13,187,365

FY22 Summary of Endowment Activity

Market Value @ 6/30/21	\$ 94.3M
Gifts and Transfers	4.3M
Spending and Transfers (EMU)	(2.2M)
Spending and Transfers (EMUF)	(1.5M)
Investment Return (Loss)	(3.4M)
Investment Fees	<u>(0.5M)</u>
Market Value @ 6/30/22	91.0M
Split Interest Agreements @ 6/30/22	<u>0.7M</u>
End and SI Agreement Value @ 6/30/22	\$ 91.7M

FY22 Summary of Endowment Activity

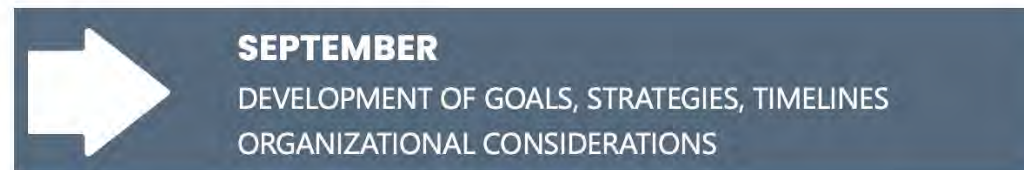
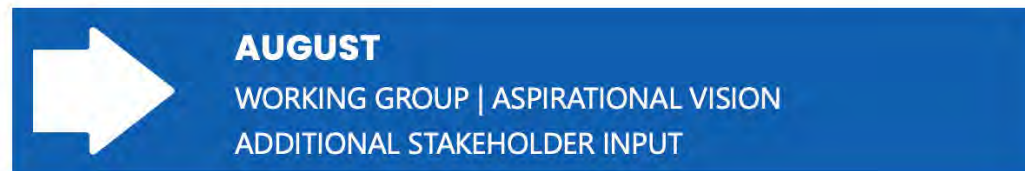
- EMUF FY22 investment return equals **-4.4%** vs benchmark return of **-9.6%**
- Cumulative average return since inception in September 1992 = **+7.5%** vs benchmark return of **+7.1%**



STRATEGIC PLAN FOR ALUMNI ENGAGEMENT

October 2022

Strategic Plan Process



STRATEGIC GOALS



**ORGANIZATIONAL
EXCELLENCE**



**DATA
ANALYTICS**



**PURPOSEFUL
ENGAGEMENT**



**CAMPUS
COLLABORATION**



**STRATEGIC
COMMUNICATIONS**

Anticipated Outcomes

1

More alumni will choose to engage with EMU in meaningful ways

2

More alumni will consistently invest in EMU to create positive change

3

More alumni will feel a greater sense of pride about EMU and the value of their degree

4

EMU Colleges and units will increasingly partner with Alumni Relations

Eastern Michigan University Foundation

Consolidated Financial Report
June 30, 2022

Independent Auditor's Report	1-2
Consolidated Financial Statements	
Statement of Financial Position	3
Statement of Activities	4
Statement of Functional Expenses	5
Statement of Cash Flows	6
Notes to Consolidated Financial Statements	7-18

Independent Auditor's Report

To the Board of Trustees
Eastern Michigan University Foundation

Opinion

We have audited the consolidated financial statements of Eastern Michigan University Foundation (the "Foundation"), which comprise the consolidated statement of financial position as of June 30, 2022 and the related consolidated statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Foundation as of June 30, 2022 and the changes in its net assets, functional expenses, and cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are required to be independent of the Foundation and to meet our ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern within one year after the date that the consolidated financial statements are issued or available to be issued.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

To the Board of Trustees
Eastern Michigan University Foundation

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Report on Summarized Comparative Information

We have previously audited the Foundation's 2021 consolidated financial statements, and we expressed an unmodified audit opinion on those audited consolidated financial statements in our report dated September 17, 2021. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2021 is consistent, in all material respects, with the audited consolidated financial statements from which it has been derived.



September 16, 2022

Eastern Michigan University Foundation

Consolidated Statement of Financial Position

June 30, 2022
(with summarized comparative totals for 2021)

	<u>2022</u>	<u>2021</u>
Assets		
Cash and cash equivalents	\$ 4,342,543	\$ 3,708,673
Investments (Note 4)	89,930,199	93,668,692
Contributions receivable (Note 3)	3,891,263	2,616,418
Other assets	168,637	185,013
Investments held under split-interest agreements (Note 4)	663,848	859,607
Property and equipment - Net	30,254	39,192
Total assets	<u>\$ 99,026,744</u>	<u>\$ 101,077,595</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable	\$ 1,429,587	\$ 1,035,466
Split-interest obligations	473,904	581,478
Total liabilities	1,903,491	1,616,944
Net Assets (Note 5)		
Without donor restrictions - Undesignated	1,110,599	1,021,497
With donor restrictions	96,012,654	98,439,154
Total net assets	<u>97,123,253</u>	<u>99,460,651</u>
Total liabilities and net assets	<u>\$ 99,026,744</u>	<u>\$ 101,077,595</u>

Eastern Michigan University Foundation

Consolidated Statement of Activities

Year Ended June 30, 2022

(with summarized comparative totals for 2021)

	2022		2021	
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Revenue, Gains, and Other Support				
Support from EMU (Note 6)	\$ 1,278,567	\$ -	\$ 1,278,567	\$ 1,278,567
Contributions of cash and other financial assets (Note 8)	213,551	16,099,122	16,312,673	12,006,219
Net realized and unrealized (losses) gains on investments (Note 4)	-	(4,179,554)	(4,179,554)	17,853,696
Investment income	2,772	198,325	201,097	238,790
Change in value of split-interest agreements	-	36,836	36,836	(113,622)
Special event revenue	17,225	21,477	38,702	6,688
Net assets released from restrictions	14,756,376	(14,756,376)	-	-
Total revenue, gains, and other support	16,268,491	(2,580,170)	13,688,321	31,270,338
Expenses				
Contributions to EMU:				
Expendable contributions	11,063,976	-	11,063,976	8,349,341
Contributions from endowment income	2,123,389	-	2,123,389	1,923,610
General and administrative - Foundation management	521,203	-	521,203	506,245
Fundraising and advancement services	2,534,466	-	2,534,466	2,388,018
Total expenses	16,243,034	-	16,243,034	13,167,214
Increase (Decrease) in Net Assets - Before funds transferred from EMU	25,457	(2,580,170)	(2,554,713)	18,103,124
Funds Transferred from EMU	63,645	153,670	217,315	217,827
Increase (Decrease) in Net Assets	89,102	(2,426,500)	(2,337,398)	18,320,951
Net Assets - Beginning of year	1,021,497	98,439,154	99,460,651	81,139,700
Net Assets - End of year	\$ 1,110,599	\$ 96,012,654	\$ 97,123,253	\$ 99,460,651

Eastern Michigan University Foundation

Consolidated Statement of Functional Expenses

Year Ended June 30, 2022

(with summarized comparative totals for 2021)

	Program Services			Support Services		Total	
	Contributions to EMU	General and Administrative	Fundraising	Advancement Services	2022	2021	
Contributions to EMU	\$ 13,187,365	\$ -	\$ -	\$ -	\$ 13,187,365	\$ 10,272,951	
Salaries and benefits	-	325,763	1,332,023	567,549	2,225,335	2,170,222	
Professional fees	-	98,580	52,227	40,614	191,401	208,752	
Meals and entertainment	-	567	116,417	-	116,984	29,563	
Supplies	-	23,456	211,036	97,467	331,959	340,159	
Conferences and travel	-	5,383	51,907	1,489	58,779	8,073	
Other administrative supplies and contracted services	-	67,474	59,486	4,251	131,211	137,494	
Total functional expenses	\$ 13,187,365	\$ 521,203	\$ 1,823,096	\$ 711,370	\$ 16,243,034	\$ 13,167,214	

See notes to consolidated financial statements.

Eastern Michigan University Foundation**Consolidated Statement of Cash Flows****Year Ended June 30, 2022**
(with summarized comparative totals for 2021)

	<u>2022</u>	<u>2021</u>
Cash Flows from Operating Activities		
(Decrease) increase in net assets	\$ (2,337,398)	\$ 18,320,951
Adjustments to reconcile (decrease) increase in net assets to net cash and cash equivalents from operating activities:		
Depreciation	15,888	15,020
Net realized and unrealized losses (gains) on investments	4,179,554	(17,853,696)
Change in cash surrender value of life insurance	18,302	(29,822)
Change in value of split-interest agreements	(36,836)	113,622
Contributions restricted for long-term purposes	(3,273,429)	(2,829,153)
Changes in operating assets and liabilities that (used) provided cash and cash equivalents:		
Contributions receivable	(1,274,845)	(397,140)
Accounts receivable and other assets	(1,926)	672
Accounts payable	394,121	568,824
Net cash and cash equivalents used in operating activities	(2,316,569)	(2,090,722)
Cash Flows from Investing Activities		
Purchase of property and equipment	(6,950)	(18,680)
Purchases of investments	(55,179,645)	(47,021,172)
Proceeds from sales and maturities of investments	54,934,343	44,305,154
Net cash and cash equivalents used in investing activities	(252,252)	(2,734,698)
Cash Flows from Financing Activities		
Payments on split-interest agreements	(70,738)	(71,421)
Proceeds from contributions restricted for long-term purposes	3,273,429	2,829,153
Net cash and cash equivalents provided by financing activities	3,202,691	2,757,732
Net Increase (Decrease) in Cash and Cash Equivalents	633,870	(2,067,688)
Cash and Cash Equivalents - Beginning of year	3,708,673	5,776,361
Cash and Cash Equivalents - End of year	<u>\$ 4,342,543</u>	<u>\$ 3,708,673</u>

Notes to Consolidated Financial Statements

June 30, 2022

Note 1 - Nature of Business

Eastern Michigan University Foundation (the "Foundation"), located in Ypsilanti, Michigan, receives, holds, invests, and administers funds for the purpose of contributing to and making expenditures on behalf of Eastern Michigan University (EMU). Under governmental accounting principles, the Foundation is considered a component unit of EMU. On a stand-alone basis, the Foundation follows not-for-profit accounting. Planned Real Estate Corp. (PREC), a wholly owned nonprofit subsidiary of the Foundation, was incorporated as a title holding company for the purpose of owning and managing real estate donated to the Foundation.

Note 2 - Significant Accounting Policies

Principles of Consolidation

The consolidated financial statements include the accounts of the Foundation and its wholly owned subsidiary, PREC. PREC had no activity during the year ended June 30, 2022.

Cash Equivalents

The Foundation considers all highly liquid investments with an original maturity of three months or less when purchased to be cash equivalents. The total amount of bank deposits (checking and savings accounts) that was insured by the FDIC at year end was \$250,000.

Investments

Investments in mutual funds, corporate stocks, and CDs are carried at quoted fair value whenever available. Fair value is determined based on the fair value measurement principles described in Note 9. The commingled funds, hedge funds, and private equity funds, which are not readily marketable, are measured at fair value, valued at net asset value per share as the practical expedient. Those estimated fair values may differ significantly from the values that would have been used had a ready market for these securities existed. The investments in the real estate holding and land are recorded at cost when purchased or fair value at the time of the donation. Purchases and sales of investments are recorded as of the trade date. Gain or loss on the sale of investments is computed using the average cost method. Investment income is recorded on the accrual basis and is reported in the consolidated statement of activities, net of related expenses. These expenses amounted to approximately \$469,000 for the year ended June 30, 2022.

The methods described above and in Note 9 may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Foundation believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Contributions Receivable

Contributions receivable that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-free interest rates applicable to the years in which the promises are received. The rates range from 0.07 percent to 2.80 percent. Amortization of the discounts is included in contribution revenue. An allowance for uncollectible contributions is provided when evidence indicates amounts promised by donors may not be collectible.

Note 2 - Significant Accounting Policies (Continued)

Functional Allocation of Expenses

Costs of providing the program and support services have been reported on a functional basis in the consolidated statement of activities. Salaries and benefits are allocated based on departmental structure and primary roles, as well as time and effort. Indirect costs have been allocated between the various program and support services based on estimates of time and effort or departmental basis, as determined by management. Although the methods of allocation used are considered reasonable, other methods could be used that would produce different amounts.

Life Insurance Cash Surrender Value

The Foundation is the owner of certain life insurance policies on various donors who have named the Foundation as beneficiary. These policies are valued at their cash surrender value. The cash surrender value is based on the amount paid less any surrender charges and outstanding loans or interest and is recorded in other assets on the consolidated statement of financial position. Changes in the cash surrender value are recorded on the consolidated statement of activities within interest income.

Property and Equipment

Property and equipment are recorded at cost when purchased and at estimated fair value when donated. Depreciation on property and equipment is provided on a straight-line basis over the estimated useful lives of the assets, ranging from three to seven years. The cost of property and equipment is stated net of \$43,226 of accumulated depreciation at June 30, 2022. Depreciation expense for the year ended June 30, 2022 amounted to \$15,888.

Impairment or Disposal of Long-lived Assets

The Foundation reviews the recoverability of long-lived assets, including land, equipment, and furniture and fixtures, when events or changes in circumstances occur that indicate the carrying value of the asset may not be recoverable. The assessment of possible impairment is based on the ability to recover the carrying value of the asset from the expected future cash flows (undiscounted and without interest charges) of the related operations. If these cash flows are less than the carrying value of such asset, an impairment loss is recognized for the difference between estimated fair value and carrying value. The measurement of impairment requires management to make estimates of these cash flows related to long-lived assets, as well as other fair value determinations. No impairment charge was recognized for the year ended June 30, 2022.

Split-interest Agreements

The Foundation is a remainder beneficiary of several charitable annuities and unitrusts. Required distributions to other beneficiaries range from 4.9 to 8.0 percent of gift or market value, as defined by each agreement. The discount rates used to calculate the present value range from 1.2 to 8.2 percent.

Classification of Net Assets

Net assets of the Foundation are classified based on the presence or absence of donor-imposed restrictions.

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions or for which the donor-imposed restrictions have expired or been fulfilled. Net assets in this category may be expended for any purpose in performing the primary objectives of the Foundation.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Foundation or by the passage of time. Other donor restrictions are perpetual in nature, where the donor has stipulated the funds be maintained in perpetuity.

Note 2 - Significant Accounting Policies (Continued)

Earnings, gains, and losses on donor-restricted net assets are classified as net assets without donor restrictions unless specifically restricted by the donor or by applicable state law or subject to appropriation of the Foundation.

Contributions

Contributions to the Foundation of cash and other assets, including unconditional promises to give in the future, are reported as revenue when received, measured at fair value. Donor promises to give in the future are recorded at the present value of estimated future cash flows. Contributions resulting from split-interest agreements, measured at the time the agreements are entered, are based on the difference between the fair value of the assets received or promised and the present value of the obligation to the third-party recipient(s) under the contract.

Contributions received with donor-imposed time or purpose restrictions are reported as revenue with donor restrictions. All other contributions are reported as revenue without donor restrictions, including contributions and support from EMU, as discussed in Note 6.

Fundraising

Fundraising costs are charged to expense as incurred. The majority of all development activities for the benefit of EMU and the Foundation are conducted by the Foundation.

Income Taxes

The Foundation is a not-for-profit corporation and is exempt from tax under the provisions of Internal Revenue Code Section 501(c)(3). PREC is exempt from federal income taxes under Section 501(c)(2) of the United States Internal Revenue Code.

Use of Estimates

The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue, expenses, and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Summarized Comparative Information for the Year Ended June 30, 2021

The consolidated financial information presented for comparative purposes for the year ended June 30, 2021 is not intended to be a complete financial statement presentation in accordance with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Foundation's 2021 consolidated financial statements, from which the summarized information was derived.

Risks and Uncertainties

The Foundation invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the Foundation's investment balances and the amounts reported in the consolidated financial statements.

Notes to Consolidated Financial Statements

June 30, 2022

Note 2 - Significant Accounting Policies (Continued)

Upcoming Accounting Pronouncement

The Financial Accounting Standards Board (FASB) issued ASU No. 2016-02, *Leases*, which will supersede the current lease requirements in ASC 840. The ASU requires lessees to recognize a right-of-use asset and related lease liability for all leases, with a limited exception for short-term leases. Leases will be classified as either finance or operating, with the classification affecting the pattern of expense recognition in the statement of operations. Currently, leases are classified as either capital or operating, with only capital leases recognized on the balance sheet. The reporting of lease-related expenses in the statements of operations and cash flows will be generally consistent with the current guidance. The new lease accounting requirements are not expected to have a significant impact to the Foundation. The leases described in Note 12 will be recognized in the consolidated statement of financial position. The new lease guidance will be effective for the Foundation's year ending June 30, 2023, in accordance with recent FASB guidance, and will be applied using a modified retrospective transition method to the beginning of the earliest period presented.

Subsequent Events

The consolidated financial statements and related disclosures include evaluation of events up through and including September 16, 2022, which is the date the consolidated financial statements were available to be issued.

Note 3 - Contributions Receivable

Included in contributions receivable are the following unconditional promises to give at June 30, 2022:

Gross contributions promised	\$ 4,557,188
Less allowance for uncollectibles	<u>(455,719)</u>
Subtotal	4,101,469
Less unamortized discount	<u>(210,206)</u>
Net unconditional promises to give	<u>\$ 3,891,263</u>
Amounts due in:	
Less than one year	\$ 1,693,794
One to five years	1,977,424
More than five years	<u>885,970</u>
Total	<u>\$ 4,557,188</u>

Included in the above balances is a beneficial interest in a charitable lead trust with a receivable balance of \$885,719.

Eastern Michigan University Foundation

Notes to Consolidated Financial Statements

June 30, 2022

Note 4 - Investments

Investments consisted of the following at June 30, 2022, including investments held under split-interest agreements:

Mutual funds - Equity	\$ 394,006
Mutual funds - Fixed income	5,257,351
Mutual funds - Balanced	3,560,257
Corporate stock securities	56,270
Certificates of deposit (long term)	400,000
Equity funds measured at net asset value	37,013,176
Fixed-income funds measured at net asset value	16,652,340
Real asset funds measured at net asset value	7,602,929
Hedge funds measured at net asset value	7,990,413
Private equity funds measured at net asset value	10,999,971
Real estate holding and land	667,334
Total	<u>\$ 90,594,047</u>

Net realized and unrealized gains in the accompanying consolidated financial statements have been offset with related losses. Investment loss for the year ended June 30, 2022 is as follows:

Investment loss:	
Dividend and interest income	\$ 670,478
Net realized gains	14,610,032
Net unrealized losses	(18,789,586)
Investment fees	<u>(469,381)</u>
Total investment loss	<u>\$ (3,978,457)</u>

Note 5 - Net Assets

Net assets without donor restrictions consist of the following:

Designation to support underfunded EMU priorities and endowments that support scholarships and academic programs and departments - Funds functioning as endowments for specific purposes	\$ 805,651
Undesignated - Foundation operations	<u>304,948</u>
Total net assets without donor restrictions	<u>\$ 1,110,599</u>

Net assets with donor restrictions are available for the following purposes:

Subject to expenditures for a specified purpose:	
Scholarships	\$ 20,801,405
Specific program use	12,955,050
Subject to the passage of time - Annuity trust agreements	189,944
Restricted in perpetuity - Endowment	<u>62,066,255</u>
Total	<u>\$ 96,012,654</u>

Note 6 - Related Party Transactions

Under operating agreements with EMU, the Foundation has the responsibility to manage and invest endowment and other contributed assets held for the benefit of EMU and manage development and fundraising programs for the benefit of EMU, including management of gift records and receipts.

Separately, in order to support fundraising activities, EMU supports and funds the Foundation an amount determined annually. For the year ended June 30, 2022, the amount paid to the Foundation was \$1,278,567.

Notes to Consolidated Financial Statements

June 30, 2022

Note 6 - Related Party Transactions (Continued)

The Foundation awards contributions to EMU based on donor restrictions and endowment policies, as described in other notes. The Foundation also utilizes some of the employees and services of EMU in its operations, for which it is billed. During the year ended June 30, 2022, the Foundation incurred \$481,111 in management, general, and fundraising expenses payable to EMU. As of June 30, 2022, the Foundation has contributions payable to EMU of \$1,352,073 and management, general, and fundraising payables to EMU of \$39,775 recorded in accounts payable.

Note 7 - Retirement Plans

The Foundation provides a defined contribution 403(b) plan for all eligible full-time employees, as defined. Employees may make elective contributions to the 403(b) plan in accordance with IRS regulations. The Foundation may make contributions to the 403(b) plan up to 6 percent of the employees' base salaries. During fiscal year 2022, the Foundation contributed 4 percent of the employees' base salaries.

Total contributions to the plan for the year ended June 30, 2022 amounted to approximately \$63,000.

Note 8 - Fundraising Collections

Fundraising efforts of the Foundation result in both currently collectible gifts and pledged gifts for the benefit of EMU that are recorded as revenue in the Foundation's consolidated financial statements but are collectible over a period of years. Total fundraising collections for the year ended June 30, 2022 were as follows:

Accrual basis contribution revenue	\$ 16,312,673
Current gift deferrals and amortization in excess of collections on deferred gifts	<u>(1,274,845)</u>
Total	<u>\$ 15,037,828</u>

Note 9 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the inputs and valuation techniques used to measure fair value.

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Foundation has the ability to access.

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets and other inputs, such as interest rates and yield curves, that are observable at commonly quoted intervals.

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset. These Level 3 fair value measurements are based primarily on management's own estimates using pricing models, discounted cash flow methodologies, or similar techniques taking into account the characteristics of the asset. The fair value of beneficial investment in charitable lead trust at June 30, 2022 was determined based on the present value of expected fixed payment stream, as described in the trust agreement, with a discount rate of 0.16 percent.

In instances where inputs used to measure fair value fall into different levels in the above fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Foundation's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

Notes to Consolidated Financial Statements

June 30, 2022

Note 9 - Fair Value Measurements (Continued)

The following table presents information about the Foundation's assets measured at fair value on a recurring basis at June 30, 2022 and the valuation techniques used by the Foundation to determine those fair values:

	<u>Assets Measured at Fair Value on a Recurring Basis at June 30, 2022</u>			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Unobservable Inputs (Level 3)	Net Asset Value	Balance at June 30, 2022
Investments - Including investments held under split-interest agreements:				
Mutual funds - Fixed income	\$ 5,257,351	\$ -	\$ -	\$ 5,257,351
Mutual funds - Equity	394,006	-	-	394,006
Mutual funds - Balanced	3,560,257	-	-	3,560,257
Corporate stock securities	56,270	-	-	56,270
Certificates of deposit	400,000	-	-	400,000
Equity funds measured at net asset value			37,013,176	37,013,176
Fixed-income funds measured at net asset value			16,652,340	16,652,340
Real asset funds measured at net asset value			7,602,929	7,602,929
Hedge funds measured at net asset value			7,990,413	7,990,413
Private equity funds measured at net asset value			10,999,971	10,999,971
Total investment	9,667,884	-	80,258,829	89,926,713
Beneficial investment in charitable lead trust	-	885,719	-	885,719
Total assets	<u>\$ 9,667,884</u>	<u>\$ 885,719</u>	<u>\$ 80,258,829</u>	<u>\$ 90,812,432</u>

Land and real estate held for investment of \$612,334 and \$55,000, respectively, are valued at cost when purchased or historical donated value. Therefore, these investments are not included in the fair value measurements above.

Investments in Entities that Calculate Net Asset Value per Share

The Foundation holds shares or interests in investment companies at year end where the fair value of the investment held is estimated based on net asset value per share (or its equivalent) of the investment company.

Notes to Consolidated Financial Statements

June 30, 2022

Note 9 - Fair Value Measurements (Continued)

At year end, the fair value, unfunded commitments, and redemption rules of those investments are as follows:

	Investments Held at June 30, 2022			
	Fair Value	Unfunded Commitments	Redemption Frequency, if Eligible	Redemption Notice Period
Equity funds	\$ 37,013,176	\$ -	Daily, Weekly, Monthly	1-30 days
Fixed-income funds	16,652,340	-	Daily	2-3 days
Hedge funds	7,990,413	-	Monthly, Quarterly	60-90 days
Real assets funds	7,602,929	1,855,063	Daily	2 days
Opportunistic/Private equity	10,999,971	4,869,341	N/A	N/A
Total	<u>\$ 80,258,829</u>	<u>\$ 6,724,404</u>		

Equity funds invest in publicly traded securities listed in domestic, international, and/or emerging markets. This segment of the portfolio is intended to provide global growth exposure. Investments are diversified across market capitalization and geographic region.

Fixed-income funds invest in debt instruments of sovereign and/or corporate issuers. This segment of the portfolio is focused primarily on income generation. Investments are diversified across credit quality, market sector, and geographic region.

Hedge funds - A fund of hedge funds is an investment vehicle whose portfolio consists of shares in a number of hedge funds. These strategies typically are diversified by manager and investment style and may include allocations to styles such as relative value, event driven, hedged equity, and global macro, among others. A fund of hedge funds typically targets an absolute return that is independent of market returns. Investments in this asset class are meant to provide a diversified alpha source. Holdings in hedge funds are recognized to be less liquid than public market securities and may include a lockup for initial investments. Risk in this asset class is specific to the strategy being utilized. The volatility of hedge funds of funds typically is similar to that of fixed income.

Real assets funds - The public segment is focused primarily on providing inflation-adjusted dividend yield and collateral return from commodities, and it can be a function of net operating income within the real estate space. The segment may be diversified across a spectrum of markets, geographies, and investment styles. Private real assets are an ownership interest in a non-publicly traded limited liability company (LLC) or limited partnership (LP). The segment is focused primarily on providing inflation-adjusted dividend yield and collateral return from commodities and can be a function of net operating income within the real estate space. The segment may be diversified across a spectrum of markets, geographies, and investment styles. Investments in this asset class are illiquid and typically include multiyear investment horizons. Risk is specific to the strategy being utilized and may be above that of the general market.

Opportunistic/Private equity - Private equity is an ownership interest in a non-publicly traded limited liability company or limited partnership. The segment is focused primarily on providing global growth exposure. The segment may be diversified across a spectrum of markets, geographies, and investment styles. Investments in this asset class are illiquid and typically include multiyear investment horizons. Risk is specific to the strategy being utilized and may be above that of the general market.

Notes to Consolidated Financial Statements

June 30, 2022

Note 10 - Donor-restricted and Board-designated Endowments

The Foundation's endowment includes both donor-restricted endowment funds and funds designated by the board of trustees to function as endowments. Net assets associated with endowment funds, including funds designated by the board of trustees to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions. Certain net assets with donor purpose restrictions have been designated by the Foundation to be spent over time like an endowment, referred to as term endowments.

Interpretation of Relevant Law

The Foundation is subject to the State Prudent Management of Institutional Funds Act (SPMIFA) and, thus, classifies amounts in its donor-restricted endowment funds as net assets with donor restrictions because those net assets are time restricted until the board of trustees appropriates such amounts for expenditure. Most of those net assets also are subject to purpose restrictions that must be met before reclassifying those net assets to net assets without donor restrictions. The board of trustees of the Foundation has interpreted SPMIFA as not requiring the maintenance of purchasing power of the original gift amount contributed to an endowment fund, unless a donor stipulates the contrary. As a result of this interpretation, when reviewing its donor-restricted endowment funds, the Foundation considers a fund to be underwater if the fair value of the fund is less than the sum of (a) the original value of initial and subsequent gift amounts donated to the fund and (b) any accumulations to the fund that are required to be maintained in perpetuity in accordance with the direction of the applicable donor gift instrument. The Foundation has interpreted SPMIFA to permit spending from underwater funds in accordance with the prudent measures required under the law. Additionally, in accordance with SPMIFA, the Foundation considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund
- The purpose of the Foundation and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the Foundation
- The investment policies of the Foundation

Endowment Net Asset Composition by Type of Fund
as of June 30, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated endowment funds	\$ 579,441	\$ -	\$ 579,441
Donor-restricted endowment funds:			
Original donor-restricted gift amount and amounts required to be maintained in perpetuity by the donor	-	62,066,255	62,066,255
Accumulated investment gains	-	10,331,425	10,331,425
Term endowment	-	19,127,884	19,127,884
Total	\$ 579,441	\$ 91,525,564	\$ 92,105,005

Notes to Consolidated Financial Statements

June 30, 2022

Note 10 - Donor-restricted and Board-designated Endowments (Continued)

	Changes in Endowment Net Assets for the Fiscal Year Ended June 30, 2022		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets - Beginning of year	\$ 579,441	\$ 94,414,143	\$ 94,993,584
Investment return - Net of realized and unrealized gains and losses	-	(3,839,312)	(3,839,312)
Contributions and board transfers to term endowment funds	-	4,673,632	4,673,632
Appropriation of endowment assets for expenditure	-	(3,722,899)	(3,722,899)
Endowment net assets - End of year	<u>\$ 579,441</u>	<u>\$ 91,525,564</u>	<u>\$ 92,105,005</u>

Funds with Deficiencies

From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or SPMIFA requires the Foundation to retain as a fund of perpetual duration. Deficiencies of this nature exist in several donor-restricted endowment funds, which together have an original gift value of approximately \$5,181,649, a current fair value of approximately \$4,984,025, and a deficiency in net assets of \$197,625 as of June 30, 2022. These deficiencies resulted from unfavorable market fluctuations and continued appropriation for certain programs that was deemed prudent by the board of trustees. The Foundation monitors these situations and adjusts annual spending as needed.

Return Objectives and Risk Parameters

The Foundation has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment, while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Foundation must hold in perpetuity or for a donor-specified period, as well as board-designated funds. Under this policy, as approved by the board of trustees, the endowment assets are invested in a manner that is intended to satisfy the spending policy and allow for additional growth in the portfolio at least equal to the rate of inflation net of investment management fees, in order to maintain the portfolio's purchasing power. The asset allocation approach is to diversify portfolio exposures to balance risks across markets and strategies. The target policy of the Foundation is 50 percent equities, 22 percent fixed income, 12 percent opportunistic/private equity, 7 percent hedge funds, 5 percent real assets, and 4 percent global asset allocation/risk parity. The Foundation expects its endowment funds, over time, to provide an average rate of return of approximately 5.6 percent annually. Actual returns in any given year may vary.

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objectives, the Foundation relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The endowment funds are well diversified and include investments in cash and cash equivalents, equity, fixed income, multiasset, and alternative asset classes. The asset allocation policy adopted by the Foundation's board of trustees defines the investment goals and objectives, as well as asset class targets and ranges. The diversification of investment assets is designed to control risk and dampen the variability of endowment returns from year to year.

Notes to Consolidated Financial Statements

June 30, 2022

Note 10 - Donor-restricted and Board-designated Endowments (Continued)

Spending Policy and How the Investment Objectives Relate to Spending Policy

The Foundation has a policy of appropriating for distribution each year 4 percent of an eligible endowment fund's average market value over the prior 12 quarters through the second fiscal year end preceding the fiscal year in which the distribution is planned; the fiscal year 2021 - 2022 appropriation was based on the 12-quarter average market value of the fund as of June 30, 2020. In establishing this policy, the Foundation considered the long-term expected return on its endowment. In addition to this specific appropriation, the Foundation also distributes up to 2.0 percent of an endowment fund's 12-quarter average market value to the Foundation's operating budget as a source of revenue for the Foundation's operating expenses. Accordingly, over the long term, the Foundation expects the current spending policy to allow its endowment to grow at an average of 5.6 percent annually. This is consistent with the Foundation's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term, as well as to provide additional real growth through new gifts and investment return.

Mortgage Payable to the Endowment Fund

In October 2009, the Foundation utilized earnings with donor restrictions on endowment assets to settle a mortgage due to an unrelated party. The total mortgage paid with endowment funds was \$2,031,499. A 25-year note payable was established to reimburse the endowment fund with monthly principal and interest payments of \$12,842. The amount due to the endowment fund from funds without donor restrictions is \$571,169 at June 30, 2022.

Note 11 - Liquidity and Availability of Resources

The following reflects the Foundation's financial assets as of June 30, 2022, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the consolidated statement of financial position date:

Total assets at year end	\$ 99,026,744
Less fixed and nonfinancial assets	<u>(30,254)</u>
Financial assets - At year end	98,996,490
Less those unavailable for general expenditures within one year due to - Contractual or donor-imposed restrictions:	
Restricted by donor with time or purpose restrictions	33,756,455
Subject to appropriation and satisfaction of donor restrictions - Donor endowments	62,066,255
Other contractual restrictions	165,867
Investments held in annuity trust	<u>189,944</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 2,817,969</u>

The Foundation's primary responsibility is to hold assets for the benefit of others. The Foundation invests those assets to produce income in accordance with donor restrictions and its spending policy. The Foundation has a policy to structure its budget for general expenditures from the management fees collected and appropriations of endowment earnings per its spending policy.

The Foundation also realizes there could be unanticipated liquidity needs for programs and scholarships and has adequate accumulated earnings from which to draw, as described in Note 5.

Notes to Consolidated Financial Statements

June 30, 2022

Note 12 - Lease Commitments

The Foundation is obligated under certain operating leases for office equipment. The terms of the leases are generally 60 months, with monthly payments totaling approximately \$2,000 and quarterly payments of approximately \$450.

Future minimum lease payments are as follows:

<u>Years Ending</u>	<u>Amount</u>
2023	\$ 25,478
2024	25,478
2025	25,479
2026	9,689
2027	1,346
Total	<u>\$ 87,470</u>

Rent expense for 2022 was \$26,362.

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: B
DATE: December 8, 2022

RECOMMENDATION

ATHLETICS MEDIA RIGHTS AGREEMENT AMENDMENT

ACTION REQUESTED

It is recommended that the Board of Regents delegate to the President or his designee authority to finalize and execute a media rights agreement with Learfield Communications (“Learfield”) extending until June 30, 2033.

STAFF SUMMARY

The University’s previous media rights partner, IMG College, completed a merger with Learfield. As a result of this merger, the University’s prior agreement allowed for renegotiation and amendment of terms.

The proposed agreement extending to June 30, 2033 will provide to Learfield exclusive world-wide multi-media rights for marketing, sponsorship, and promotional inventory related to the University’s athletics. Learfield will provide to the University a minimum guaranteed rights fee as well as additional variable compensation dependent upon annual media rights revenues earned by Learfield.

Additional compensation within the agreement includes:

- Annual \$50,000 value in goods/services in exchange for sponsorship rights
- Guaranteed \$100,000 capital subsidy for first three years of agreement, with additional years contingent upon annual revenue levels earned by Learfield.

FISCAL IMPLICATIONS

The agreement will achieve minimum guaranteed rights of \$215,000 beginning in the 2023-2024 fiscal year, increasing to \$375,000 in fiscal year 2032-2033.

Annual goods/services trade of \$50,000, annually. Minimum of \$100,000 capital subsidy in fiscal years 2023-2024 through 2025-2026.

ADMINISTRATIVE RECOMMENDATION

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



December 8, 2012
Date

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: C
DATE: 12/8/2022

RECOMMENDATION

AGREEMENT TO APPROVE EMPLOYMENT CONTRACT AMENDMENT

ACTION REQUESTED

It is recommended that the Board of Regents of Eastern Michigan University authorize and execute the attached Third Amendment to President James M. Smith's Employment Contract.

STAFF SUMMARY

The attached Third Amendment to President's Employment Contract (the "Amendment") extends the President's term at the University for a period of two additional years, making the contract valid through June 30, 2026. The President's annual salary shall be \$468,650.00, commencing July 1, 2022, representing a 3% raise. The 3% increase is identical to that available to all eligible EMU employees in the Administrative Professional group in 2022. The Amendment further authorizes bonus payments for the 2020, 2021, and 2022 fiscal years and establishes a retention bonus payable only as deferred compensation. All other aspects of President Smith's Employment Contract with the University remain the same.

FISCAL IMPLICATIONS

The President's salary shall be \$468,650.00, retroactive to July 1, 2022.

ADMINISTRATIVE RECOMMENDATION

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

_____ 12/8/2022 _____

Date

THIRD AMENDMENT TO PRESIDENT'S EMPLOYMENT CONTRACT

This Third Amendment to the President's Employment Contract shall be effective _____, 2022, between the Eastern Michigan University Board of Regents ("the Board") and Dr. James Michael Smith ("President"), (collectively the "Parties").

WHEREAS, the Board and the President are parties to the President's Employment Contract dated February 12, 2016, (the "Agreement"), as well as a First Amendment to the Agreement dated October 25, 2019, and a Second Amendment to the Agreement dated May 4, 2020; and

WHEREAS, the Parties now desire to amend the Agreement;

NOW, THEREFORE, in consideration of the promises contained herein and for other good and valuable consideration, the Parties agree as follows:

1. Amendment to Section 3.0 – Term of Appointment: Evaluation.

The parties hereby amend Section 3.0 to read as follows:

This appointment shall be for a period of ten years, commencing on July 01, 2016, and terminating June 30, 2026, subject, however, to prior termination as provided for in this Agreement.

2. Amendment to Section 4.1

The parties hereby amend Section 4.1 to read as follows:

For all services rendered under this Agreement, the University shall pay President an annual base salary of four-hundred sixty-eight thousand six-hundred fifty dollars and no cents (\$468,650.00), payable per the University's standard payroll procedures. All such compensation shall be subject to the customary withholding tax, social security tax, and other employment taxes as may be required by the State of Michigan and the United States of America. The President's salary at this rate shall be retroactive to July 1, 2022.

3. Amendment to Section 4.3

The parties hereby amend Section 4.3 to read as follows:

The President is eligible for an annual bonus of up to ten percent of his base salary based upon his achievement of goals set for him by the Board.

The Parties further affirm that, as of the effective date of this Amendment, the President earned (1) a bonus for the 2019-2020 fiscal year equal to ten percent of his unadjusted base salary during that year, (2) a bonus for the 2020-2021 fiscal year equal to ten percent of his unadjusted base salary during that year and (3) a bonus for the 2021-2022 fiscal year equal to ten percent of his unadjusted base salary during that year. The President is entitled to claim these bonuses, but may choose to have some or all of them placed into a deferred compensation package in lieu of claiming them as standalone payment(s). The President may further choose to have future bonuses earned pursuant to this section placed into a deferred compensation package or delivered to him as standalone payments.

4. Addition of Section 4.4

The parties agree to add the following as Section 4.4 of the Agreement:

The President shall earn accrual of an annual retention bonus if he remains in his job as of June 30 of each year remaining in this contract, beginning on June 30, 2023. These retention bonuses shall accrue annually but shall be payable *only* as deferred compensation. If the President leaves his position voluntarily at any time before June 30, 2026, or if he is terminated from his position for cause at any time before June 30, 2026, he will forfeit entitlement to all accrued retention payments.

The schedule for these retention payment accruals is as follows:

\$25,000 shall accrue on June 30, 2023

\$30,000 shall accrue on June 30, 2024

\$35,000 shall accrue on June 30, 2025

\$40,000 shall accrue on June 30, 2026.

5. Amendment to Section 14.2 – Termination Without Cause

The parties agree to amend Section 14.2.1 to read as follows:

Regardless of any other provision of this agreement, this Agreement shall terminate automatically, without further liability to the University except as provided in Section 14.2.3 below, and except for applicable medical, insurance, and vested benefits provided in this Agreement, if the President dies while in office.

The Parties further agree to amend Section 14.2.3 to read as follows:

If the President (1) dies while in office; or (2) becomes incapable of carrying out the duties of the presidential office due to permanent disability and is terminated by the University without cause, the University shall be liable to the President or the President's personal representative as the case may be, for the amount of the President's base salary at the time of termination, not to exceed one full year of base salary and prorated if termination occurs during the final contract year, together with any other benefits which would be due and payable to the President, or personal representative, as the case may be, by reason of death or disability during employment by the University.

The Parties further agree to amend Section 14.2.4 to read as follows:

This Agreement may be terminated without cause by the University at any time, by delivering to the President written notice of the University's intent to terminate this Agreement without cause, which notice shall specify the employment termination date. Should the University choose to exercise this option, the University shall be liable to the President for the amount of the President's base salary at the time of termination, not to exceed one full year of base salary and prorated if termination occurs during the final contract year, together with any other benefits which would be due and payable to the President at the time of termination.

6. Confirmation and Integration

Except as expressly amended by this Amendment, the parties hereby confirm and ratify the Agreement in its entirety. The Agreement, as amended hereby, constitutes the entire agreement between the parties and their predecessors pertaining to the subject matter of the Agreement, as so amended, and supersedes all prior and contemporaneous agreements and understandings of the parties and their predecessors in connection therewith.

7. Counterparts

This Amendment may be executed in any number of counterparts, each of which shall constitute an original and all of which together shall constitute but one and the same original document.

8. Headings

The section headings herein are for convenience only and do not define, limit, or construe the contents of such sections.

IN WITNESS WHEREOF, the Parties have caused this Amendment to be signed by their duly authorized representatives, all done the day and year first above written.

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS

PRESIDENT

By: _____

By: _____

Printed Name: _____

Printed Name: _____

Date: _____

Date: _____

RESOLUTION

Recognition of Regent Dennis Beagen

WHEREAS, Dennis Beagen has served on the Eastern Michigan University Board of Regents since January 2015, with an extraordinary commitment of time, excellence, and expertise; and,

WHEREAS, Regent Beagen has honorably served as Chair of the Student Affairs Committee, Chair of the Education Policies Committee, and serves on the Eagle Administrative Services Board and the Finance and Investment Committee; and,

WHEREAS, he earned a bachelor's degree in Speech Communication from Eastern Michigan University, received a master's degree from the University of Michigan, completed all of his doctorate coursework at Wayne State University, and was the recipient of the 2011 Presidential Award for Faculty and Staff Leadership in Advancements, the EMU Alumni Association's Teaching Excellence Award, and the Dr. John Porter Distinguished Service Award; and,

WHEREAS, during his 59 years at Eastern, he served as administrative head of the Department of Communication, Media and Theatre Arts for more than 30 years, and as the Director of the EMU Forensics Program for 11 years, inspiring students to bring home eight national team championships, four top speaker national titles, and 27 individual national championships; and,

WHEREAS, Dennis Beagen, a treasured, respected leader with a steady hand and a joyous smile, has generously supported students, faculty, and staff with fundraising and "friend-raising" leadership efforts which included the \$17 million "Campaign for Scholars," the \$1.5 million "Build Theatre" campaign in collaboration with CMTA colleague Ken Stevens, the \$1 million campaign to support the Undergraduate Symposium, and 30 endowed scholarships for CMTA students and Symposium participants.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan Board of Regents expresses its deep appreciation to Dennis Beagen and commends him for the honor and distinction he has brought to himself as well as to Eastern Michigan University; and,

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Regents at Eastern Michigan University confers upon Dennis Beagen the title "Regent Emeritus," with all the rights, honors and privileges thereto.

December 8, 2022

RESOLUTION

Recognition of Regent Michelle Crumm

WHEREAS, Michelle Crumm has served on the Eastern Michigan University Board of Regents since January 2015, with an exemplary commitment to propelling the University forward; and,

WHEREAS, Regent Crumm has honorably served as the Vice Chair of the Board of Regents, Chair of the Athletic Affairs Committee, Chair of the Eagle Administrative Services Board, Chair of the Finance and Investment Committee, and serves on the Personnel and Compensation Committee; and,

WHEREAS, she earned a bachelor's degree in Accounting from Purdue University and a Master's of Business Administration degree from the University of Michigan, was named "Executive of the Year" by AnnArbor.com., included in the "Most Influential Women" list by *Crain's Detroit Business*, named one of the *Enterprising Women's* "Women of the Year," and was honored as "Entrepreneur of the Year" by Ernst and Young; and,

WHEREAS, after working at Plante & Moran and the Kellogg Company, she became the Co-Founder and Chief Business Officer of Adaptive Materials, Inc., and later founded and currently serves as the CEO of Present Value, where she collaborates with and coaches leadership teams from around the country; and,

WHEREAS, as a dynamic and determined community supporter, Regent Crumm served as the Chair of the Ann Arbor Area Community Foundation and is a passionate advocate for the EMU MAGIC program, which supports students who have experienced foster care, homelessness, or a lack of financial support and who are working to overcome those barriers and achieve academic success.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan Board of Regents expresses its deep appreciation to Michelle Crumm and commends her for the honor and distinction she has brought to herself as well as to Eastern Michigan University; and,

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Regents at Eastern Michigan University confers upon Michelle Crumm the title "Regent Emeritus," with all the rights, honors and privileges thereto.

December 8, 2022

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: F
DATE:
December 8, 2022

RECOMMENDATION

APPOINTMENT OF EAGLE ADMINISTRATIVE SERVICES BOARD MEMBERS

ACTION REQUESTED

In accordance with the Eagle Administrative Services By-Laws, Article III, Section 3.2, it is recommended that the Board of Regents reappoint Regent Nathan Ford to serve a two-year term on the Eagle Administrative Services Board from January 1, 2023 – December 31, 2024; appoint Regent Mike Hawks to serve a two-year term on the Eagle Administrative Services Board from January 1, 2023 – December 31, 2024 and appoint Regent Chad Newton to a one-year term from January 1, 2023 – December 31, 2023 to complete the term vacated by Regent Dennis Beagen.

STAFF SUMMARY


Not applicable

FISCAL IMPLICATIONS

Not applicable

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer
Vicki Reaume

December 8, 2022
Date

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: G
DATE: 12/8/2022

RECOMMENDATION

AGREEMENT TO APPROVE AMENDMENT TO BOARD POLICIES

ACTION REQUESTED

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

**Section 03.07.07 Eastern Michigan University Sexual Misconduct and Sex-Based
Discrimination Policy**

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 policy listed for revisions above contains recommended updates in accordance with the attachments, which include the existing policy 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

12/08/2022

Date

Policies, Rules and Regulations

Chapter Name: Employment, Affirmative Action and Civil Rights

Chapter 3.7.7

Issue: ~~INTERIM~~ Eastern Michigan University: Sexual Misconduct and Sex-based Discrimination Policy; ~~Or Sexual Harassment and Relationship Violence Policy~~

Effective Date: 8-14-20

Revision Date:

I. INTRODUCTION & TITLE IX COORDINATOR CONTACT INFORMATION

The President of Eastern Michigan University has appointed a Title IX Coordinator to oversee the University's central review, investigation and resolution of reports of sexual harassment, sexual assault, domestic violence, dating violence, stalking, sexual exploitation, and gender-based harassment. The contact information for the Title IX Coordinator ~~and Deputy Title IX Coordinators~~ is below:

~~Anika Awai Williams, J.D.~~

~~**Title IX Coordinator**~~

~~Sexual Misconduct Prevention & Response Office~~

~~Eastern Michigan University~~

~~100 Boone Hall~~

~~Ypsilanti, Michigan 48197~~

~~(734) 487-9126~~

~~emu_titleix_office@emich.edu ~~Title IX Office~~~~

~~734.487.2202~~

~~aaawaiwil@emich.edu~~

~~Jeanette Zalba~~

~~**Deputy Title IX Coordinator**~~

~~Coordinator Director, Housing and Residential Life~~

~~734.487.5372~~

~~jzalba@emich.edu~~

~~-~~

~~Erin Kido~~

~~**Deputy Title IX Coordinator**~~

~~Senior Associate Athletic Director/Senior Women's Administrator~~

~~734.487.1050~~

~~ekido@emich.edu~~

II. UNIVERSITY POLICY STATEMENT

Eastern Michigan University is an institution built upon honor, integrity, trust, and respect. Consistent with these values, the University is committed to providing a safe and non-discriminatory learning, living, and working environment. The University does not discriminate on the basis of sex or gender in any of its education or employment programs and activities. To that end, this policy prohibits specific forms of behavior that violate Title IX of the Education Amendments of 1972 ("Title IX"); Title VII of the Civil Rights Act of 1964 ("Title VII"); and Michigan's Elliott-Larsen Civil Rights Act. The

University also addresses such behavior pursuant to its obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), as amended by the Violence Against Women Reauthorization Act of ~~2013-2022~~ (“VAWA”).

The University prohibits [Sexual Harassment](#), [Sexual Assault](#), [Domestic Violence](#), [Dating Violence](#), [Stalking](#), [Sexual Exploitation](#) and [Gender-Based Harassment](#), which are collectively referred to as “Prohibited Conduct.”¹ ~~These types of Prohibited Conduct are defined in Section IV below. Retaliation against a person for the good faith reporting of Prohibited Conduct or participation in any investigation or proceeding under this Policy is also a form of Prohibited Conduct. These forms of Prohibited Conduct are unlawful, undermine the character and purpose of the University, and will not be tolerated.~~

The University will take prompt and equitable action to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The University conducts ongoing prevention, awareness, and training programs for Employees and Students to facilitate the goals of this policy.

A Student or Employee determined by the University to have committed an act of Prohibited Conduct ~~may be~~ is subject to disciplinary action, up to and including separation from the University. Third Parties who commit University Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

Where the date of the Prohibited Conduct precedes the effective date of this policy, the ~~the University’s~~ definitions of ~~misconduct~~ prohibited conduct in existence at the time of the alleged incident(s) will be used. The procedures under this policy, however, ~~may will~~ be used to investigate and resolve all reports made on or after the effective date of this policy, regardless of when the incident(s) occurred.

III. SCOPE OF POLICY

A. **To Whom This Policy Applies.**

This policy is applicable to Students, Employees, and Third Parties.

1. “Student” includes any person who meets any of the following criteria:

- a) is enrolled in any number of courses, in any format at EMU; or ~~is living in University housing; and/or~~ is not officially enrolled for a particular term, but who ~~has se EMU record indicates a continuing relationship with the University. The term relationship includes, but is not limited to:~~
- b) ~~Someone who has~~ enrolled and taken classes at the University in any of the last six terms/semesters, and has not received a conferred degree from EMU. ~~those eligible and/or applying for re-enrollment and/or readmission; those involved in an appeal or grievance process; and those with unresolved business matters with EMU.~~

¹ “Prohibited Conduct” is broken down into two separate categories: (1) Prohibited Conduct Under Title IX, which is defined and described in Section IV of this Policy, and (2) Other University-Prohibited Conduct, which is defined and described in Section V of this Policy.

2. “Employee” includes all persons who are legally defined as employees of the University.
3. “Third Parties” includes all contractors, vendors, visitors, guests, or any others as determined by the University ~~third parties~~.

Only Students, Employees, and Third Parties who are participating in, or attempting to participate in, the University’s education programs or activities at the time of filing are permitted to file a Formal Complaint. The University’s ability to take appropriate corrective action against a Third Party will be determined by the nature of the relationship of the Third Party to the University. The Title IX Coordinator will work with the parties to determine the appropriate manner of resolution consistent with the University’s commitment to a prompt and equitable process consistent with federal and state law, federal guidance, and this policy.

Where the Respondent is not a University Student or Employee, or a participant in any University related program or activity, the University’s ability to take action may be limited.

B. **When and Where ~~Does~~ This Policy Applies.**

This policy pertains to acts of Prohibited Conduct and Other University-Prohibited Conduct committed by or against Students, Employees and Third Parties when:

1. the conduct occurs at locations, events, or under circumstances over which the University exercised substantial control over both the Respondent and the context in which the Prohibited Conduct or Other University-Prohibited Conduct occurs.
- ~~1.2.~~ the conduct occurs on campus or other property owned or controlled by the University;
3. the conduct occurs in the context of a University employment or education program or activity, including, but not limited to, both on-campus and on-line classes, research, or internship programs; or
- ~~2.4.~~ the conduct occurs in an off-campus buildings owned or controlled by a student organization officially recognized by the University ~~a postsecondary school~~, such as a building owned by a recognized fraternity or sorority;
- ~~3.~~ the conduct that occurs outside the context of a University employment or a University education program or activity, or, did not occur against a person in the United States, but has continuing adverse effects for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity may also be covered under this Policy. Such conduct would not be Prohibited Conduct ~~u~~nder Title IX (as defined in Section IV) but may be Other University-Prohibited Conduct (as defined in Section V).

C. **Intersection with Other Policies.**

The University’s Office of Diversity and Affirmative Action (ODAA) administers ~~separate~~ policies (EEO/Affirmative Action ~~EEO/Affirmative Action and Civil Rights~~ Civil Rights) that address ~~of~~ discrimination and harassment not covered by this Policy. Where Prohibited Conduct

violates this ~~the Sexual Misconduct and Sex-based Harassment Policy~~ and also violates other University policies, the University's response will be governed by this Policy. Questions about which policy applies in a specific instance should be directed to the University's Title IX Coordinator. In addition, conduct may be inappropriate, but not a violation of this Policy. Such conduct will be reviewed by the Title IX Coordinator and may be addressed through other appropriate processes (e.g. administrative actionsoffices, collective bargaining agreements, student conduct proceedings, or others).

IV. DEFINITIONS OF PROHIBITED CONDUCT UNDER TITLE IX:

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of Michigan regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

EMU has adopted the following definition of Sexual Harassment in order to address the unique environment of an academic community. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

A. **Sexual Harassment.**

"Sexual Harassment", as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Sexual harassment is conduct on the basis of sex/gender or that is sexual that satisfies one or more of the following criteria:

1. Hostile Environment Sexual Harassment ~~by a student under Title IX~~ is unwelcome² conduct determined by a reasonable person to be so severe, and pervasive, and objectively offensive, that it effectively denies a person equal access to an EMU education program or activity.

Other forms of hostile environment sexual harassment ~~by employees~~ may be addressed as Other University-Prohibited Conduct under Section V below. ~~An additional definition of sexual harassment exists in Title VII, This definition applies to employees and is accounted for in Other Prohibited Conduc~~

~~Hostile Environment Sexual Harassment by an employee is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non verbal, graphic, physical, or otherwise, when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an~~

² Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is younger than the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

~~individual from participating in or benefitting from the University’s education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:~~

~~H2. **Sexual Harassment** for Eastern Michigan University **employees** shall mean any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (1) below, are present.~~

~~such conduct creates a hostile environment. A “hostile environment” exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University’s education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:~~

- ~~The frequency, nature, severity, location, duration and context of the conduct;~~
- ~~whether the conduct implicates concerns related to academic freedom or protected speech.~~

~~_____A hostile environment can be created by persistent or pervasive conduct or by a single or _____isolated incident, if sufficiently severe. The more severe the conduct, the less need there is _____to show a repetitive series of incidents to prove a hostile environment, particularly if the _____conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently _____severe to constitute a hostile environment. In contrast, the perceived offensiveness of a _____single verbal or written expression, standing alone, is typically not sufficient to constitute _____a hostile environment.~~

~~4.2.~~ **Quid Pro Quo Sexual Harassment** is when an EMU Employee conditions the provision of an aid, benefit, or service of EMU, on an individual’s participation in unwelcome sexual conduct.

~~B.3.~~ **Sexual Assault** is any sexual act³ directed against another person, without the consent of the Complainant⁴, including instances where the Complainant is incapable of giving consent.

³ A “sexual act” is specifically defined by federal regulations to include one or more of the following: (1) forcible rape; (2) forcible sodomy; (3) sexual assault with an object; (4) forcible fondling; (5) incest; and (6) statutory rape. Each of these six sexual acts are defined in Section VII of this Policy.

⁴ For purposes of this Policy, the individual who is reported to have experienced Prohibited Conduct, regardless of whether that individual makes a report or participates in the review of that report by the University, is referred to as the Complainant. The individual who is reported to have engaged in Prohibited Conduct is referred to as the Respondent.

Sexual Contact includes touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts, and/or making another touch you or themselves with or on any of these body parts.

C.4. Domestic Violence is violence constituting a misdemeanor or felony, committed on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the State of Michigan.

D.5. Dating Violence is violence, on the basis of sex, committed by a person, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition: Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

E.6. Stalking occurs when a person engages in a course of conduct on the basis of sex, directed at a specific person under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress. Course of Conduct means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property. Substantial emotional distress means significant mental suffering or anguish. Stalking includes "cyber-stalking," a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

BF. Gender-Based Harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, pervasive, and objectively offensive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. Conduct must be deemed severe, pervasive from an objectively offensive perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

1. The frequency, nature, severity, location, duration and context of the conduct; and
2. Whether the conduct implicates concerns related to academic freedom or protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to

show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

F. C. Retaliation

“Retaliation” is any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in the processes contained in this Policy. Retaliation may be present even where there is a finding of “no responsibility” on the allegations of Prohibited Conduct. A good faith pursuit by either party of civil, criminal or other legal action, even in response to an initial report under this Policy, does not constitute retaliation. Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. Intimidation, threats, coercion, or discrimination, including charges against an individual for ~~code of~~ conduct-Community Responsibility violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

EMU will take all appropriate and available steps to protect individuals who fear that they may be subjected to retaliation. Filing a complaint may be considered retaliation if it is intentionally dishonest~~filed in bad faith, filed for retaliatory reasons, or~~ F and intended to cause harm to a complainant or reporter.~~iling a complaint pursuant to the Code of Community Responsibility grievance process could be considered retaliatory if those charges could be applicable under Title IX and that would otherwise initiate the Sexual Misconduct and Sex-based Discrimination Policy grievance process, when the Code of Community Responsibility grievance process charges are made for the purpose of interfering with or circumventing any right or privilege provided afforded within Sexual Misconduct and Sex-based Discrimination Policy grievance process that is not provided by the Code of Community Responsibility grievance process.~~⁵ Therefore, EMU vets all complaints carefully to ensure this does not happen, and to assure that complaints are tracked to the appropriate process.

The exercise of rights protected under the First Amendment does not constitute retaliation.

Conduct in violation of EMU Board Policy 3.1.8 may also be considered a violation of this Policy.

EMU reserves the right to impose any level of sanction, ranging from a reprimand up to and including suspension or expulsion/termination, for any offense under this policy.

⁵ Charging an individual with a Code of Community Responsibility violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy and procedure does not constitute retaliation, provided that a determination regarding responsibility, alone, is not sufficient to conclude that any party has made a materially false statement in bad faith.

V. OTHER UNIVERSITY-PROHIBITED CONDUCT

~~EMU prohibits conduct~~ in addition to the forms of ~~Prohibited Conductsexual harassment~~ described above. ~~These forms of Other University-Prohibited Conduct are described as follows: which are covered by Title IX, EMU additionally prohibits Sexual Exploitation, and Gender Based a.;~~

A. Sexual Harassment, as defined in Section IV above, when the conduct occurs outside the context of University employment or a University education program or activity, or, did not occur against a person in the United States, but has continuing adverse effects for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

B. Hostile Environment Sexual Harassment by an employee is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

1. The frequency, nature, severity, location, duration and context of the conduct;
2. whether the conduct implicates concerns related to academic freedom or protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

A.C. Sexual Exploitation is ~~purposely or knowingly doing any of the following~~ taking or attempting to take non-consensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit or advantage anyone other than the person being exploited.⁶ Examples include:

1. causing the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that persons' ability to give Consent to sexual activity.
2. allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., live streaming of images) without the consent of all subjects or participants;

⁶ Sexual Exploitation can be a form of Sexual Harassment, and thus can be considered Prohibited Conduct as described under Section IV above, if it is unwelcome and so severe, pervasive, and objectively offensive such that it effectively denies equal access to the University's education programs or activities.

3. engaging in voyeurism (e.g., watching private sexual activity without the consent of all participants or viewing another person's intimate parts (including genitalia, groin, breasts or buttocks) in a place where that person would have a reasonable expectation of privacy;
4. recording or photographing private sexual activity and/or a person's intimate parts without the consent of all subjects or participants;
5. disseminating or posting images of private sexual activity and/or a person's intimate parts without the consent of all subjects or participants;
6. prostituting another person; or
7. knowingly —exposing another person to certain a-sexually transmitted infection or virus without the other's knowledge.

~~B. **Gender Based Harassment** includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature.S~~

~~1. and~~

~~2. W~~

VI. EXAMPLES OF SEXUAL HARASSMENT AND OTHER PROHIBITED CONDUCT

~~A. Offering or implying an employment related reward (such as a promotion, raise, or different work assignment) or an education related reward (such as a better grade, a letter of recommendation, favorable treatment in the classroom, assistance in obtaining employment, grants or fellowships, or admission to any educational program or activity) in exchange for sexual favors or submission to sexual conduct.~~

~~B. Threatening or taking a negative employment action (such as termination, demotion, denial of an employee benefit or privilege, or change in working conditions), or negative educational action, (such as giving an unfair grade, withholding a letter of recommendation, or withholding assistance with any educational activity) or intentionally making the individual's job or academic work more difficult because sexual conduct is rejected.~~

~~C. Excluding a person from a program, activity or facility based on sex, sexual orientation or gender identity.~~

~~D. Unwelcome sexual advances, repeated propositions or requests for a sexual relationship to an individual who has previously indicated that such conduct is unwelcome, or sexual gestures, noises, remarks, jokes, questions, or comments about a person's sexuality or sexual experience. Such conduct between peers must be sufficiently severe, persistent, or pervasive that it creates an educational or working environment that is hostile or abusive.~~

~~E. Explicit sexual pictures are displayed in a professor's office or on the exterior of a residence hall door.~~

~~F. The use or display in the classroom or workplace, including electronic, or pornographic or sexually harassing materials such as posters, photos, cartoons or graffiti without pedagogical justification.~~

~~G. A professor engages students in her class in discussions about their past sexual experiences, yet the conversation is not in any way germane to the subject matter of the class. She probes for explicit details, and demands that students answer her, though they are clearly uncomfortable and hesitant.~~

~~H. A student grabbed another student by the hair, then grabbed her breast and put his mouth on it. While this is sexual harassment, it is also a form of sexual violence.~~

~~I. Touching oneself sexually in view of others without their consent.~~

VI. ADDITIONAL DEFINITIONS

The following definitions ~~of consent, incapacitation, force, and coercion, as well as the definitions for six specified types of sexual acts (forcible rape, forcible sodomy, sexual assault with an object, forcible fondling, incest, and statutory rape)~~ shall be used for purposes of this Policy.

- A. Consent** is (a) informed (knowing); (b) voluntary (freely given); and (c) clearly communicated, through the demonstration of clear words or actions a person has indicated willingness to engage in a particular form of sexual activity. Consent cannot be gained by force or coercion. An incapacitated individual cannot consent to sexual activity.

Consent cannot be gained by taking advantage of the incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated.

- B. Incapacitation.** A person who is incapacitated is unable, temporarily or permanently, to give Consent because of physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated as a result of the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

When alcohol or other drugs are involved, it is important to understand the level of impairment that results from a person's level of consumption. The impact of alcohol and other drugs varies from person to person, and a person's level of impairment can change quickly over time. A person's level of impairment is not always demonstrated by objective signs; however, some signs of intoxication may include clumsiness, difficulty walking, poor judgment, difficulty concentrating, slurred speech, vomiting, combativeness, or emotional volatility.

Evaluating whether another individual is incapacitated requires an assessment of whether the consumption of alcohol or other drugs has rendered that individual physically helpless or substantially incapable of either (a) making decisions about whether to engage in sexual contact or sexual intercourse; or (b) communicating Consent to sexual contact or sexual intercourse.

In evaluating Consent where the question of incapacitation is at issue, the University asks two questions: (1) *did the person initiating sexual activity know that the other party was*

incapacitated, and if not, (2) should a sober, reasonable person, in the same situation, have known that the other party was incapacitated? If the answer to either question is yes, then there has not been consent.

One should be cautious before engaging in Sexual Contact or Sexual Intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether consent has been sought or given. If one has doubt about either party's ability to give consent, the safe thing to do is to forego all sexual activity.

Additional guidance about Consent and Incapacitation:

1. A person who initiates a specific sexual activity is responsible for obtaining Consent for that activity.
2. Consent is not to be inferred from silence, passivity, or a lack of resistance, and relying on non-verbal communication alone may not be sufficient to ascertain Consent.
3. Consent is not to be inferred from an existing or previous dating or sexual relationship. Even in the context of a relationship, there must be mutual Consent to engage in any sexual activity.
4. Consent to engage in one sexual activity is not Consent to engage in a different sexual activity or to engage in the same sexual activity on a later occasion.
5. Consent to engage in sexual activity with one person is not Consent to engage in sexual activity with any other person.
6. Consent can be withdrawn by either party at any point. Once Consent is withdrawn, the sexual activity must cease immediately.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on EMU to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Conduct under this policy is prohibited regardless of the sex. Being impaired by alcohol or other drugs does not excuse a Respondent from responsibility for committing Prohibited Conduct that violates this policy.

- C. **Force** is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent.

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

- D. Coercion** is conduct, including intimidation and express or implied threats of immediate or future physical, emotional, reputational, financial, or other harm to the Complainant or others, that would reasonably place an individual in fear and that is employed to compel someone to engage in sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.
- E. Forcible Rape** is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
- F. Forcible Sodomy** is oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- G. Sexual Assault with an Object** - To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- H. Forcible Fondling** is the touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- I. Incest** is nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Michigan law.
- J. Statutory Rape** is nonforcible sexual intercourse with a person who is under the statutory age of consent of 16 years in the State of Michigan.
- K. Complainant** means an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.
- L. Respondent** Any individual(s) or organization(s) alleged to have violated the Sexual Misconduct and Sex-based Harassment Policy and against whom a complaint has been brought to the attention of the University.
- M. Parties** include the Complainant(s) and Respondent(s), collectively.

M.N. Formal Complaint refers to a document filed by a complainant (meaning a document or electronic submission (such as by electronic mail) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the individual filing the formal complaint) alleging Title IX Sexual Harassment against a respondent and requesting that the University investigate the allegation of Title IX Sexual Harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the University. A formal complaint may be filed with the University Sexual Misconduct/Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information provided in this policy, and by any additional method identified in this policy.

VII. REPORTING

A. How to Report

There are two options for reporting Prohibited Conduct and Other University-Prohibited Conduct – through the Department of Public Safety (for criminal complaints) and through the **Sexual Misconduct Prevention & Response Title IX** Office (for complaints to the University alleging a violation of this Policy). A Complainant may choose to report to one, both, or to neither. These reporting options are not exclusive. Complainants may simultaneously pursue criminal complaints and complaints through the **Sexual Misconduct Prevention & Response Title IX** Office. The University will support Complainants in understanding, assessing and pursuing these options and will assist a Complainant in notifying law enforcement and seeking medical treatment or counseling.

1. Law Enforcement – EMU Department of Public Safety (for criminal complaints)

The Department of Public Safety is a fully deputized police department. Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking Emergency Protective Orders.

A report to DPS is a criminal complaint. In keeping with its commitment to taking all appropriate steps to eliminate, prevent, and remedy all Prohibited Conduct and Other University-Prohibited Conduct, the University urges Complainants to report Prohibited Conduct and Other University-Prohibited Conduct immediately to the [Department of Public Safety](#) at 734.487.1222. However, Complainants have the right to notify or decline to notify law enforcement. In the event of conduct that poses a threat to the health or safety of any individual, the University may initiate a report to law enforcement.

2. EMU **Sexual Misconduct Prevention & Response Title IX Office** (for complaints of Prohibited Conduct)

The Title IX Coordinator is a University employee and is responsible for monitoring compliance with Title IX; ensuring appropriate education and training; coordinating the University’s investigation, response, and resolution of all reports under this policy; and ensuring appropriate actions to eliminate Prohibited Conduct and Other University-Prohibited Conduct, prevent its recurrence, and remedy its effects. The Title IX Coordinator is available to meet with any Student, Employee, or Third Party to discuss this Policy or the accompanying procedures. The University has also designated Deputy

Title IX Coordinators to assist the Title IX Coordinator in the discharge of these responsibilities.

The University is committed to creating a reporting process that ~~urges~~ addresses encourages and facilitates the reporting for ~~disclosures of~~ anyone who has experienced or knows about an incident of Prohibited Conduct or Other University-Prohibited Conduct to immediately contact the Title IX Coordinator. The University's Title IX Coordinator or any Deputy Title IX Coordinator may be reached by telephone, email, or in person at their respective locations, email addresses and/or phone numbers listed in the Introduction to this Policy or at ~~emich.edu/title-nine~~ Eastern Michigan University's Sexual Misconduct Prevention & Response Title IX Office website, ~~under the About page~~. The University's Sexual Misconduct Prevention & Response Title IX Office's website is available for online reporting ~~as well on the Title IX Office website at emich.edu/title-nine~~. Officials with Authority, as defined in Section XI below, are also Mandatory Reports and are required to pass reports onto the Title IX Coordinator.

B. Time Frame for Reporting. There is no time limit for reporting Prohibited Conduct or Other University-Prohibited Conduct to the University under this policy; however, the University's ability to respond may diminish over ~~time, as~~ time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer a Student or an Employee, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct and Other University-Prohibited Conduct, prevent its recurrence, and remedy its effects.

C. Amnesty for Good Faith Reporting: ~~The University's Office of Wellness and Community Responsibility will grant amnesty in accordance with the~~ The Code of Community of Responsibility provides amnesty to students for disclosure of personal consumption of alcohol or other drugs (underage or illegal) where the disclosure is made in connection with a good faith report or investigation of Prohibited Conduct and Other University-Prohibited Conduct.

Concerns about the University's application of Title IX, VAWA, Title VII, the Clery Act, or Michigan's Elliott-Larsen Civil Rights Act may be addressed to the Title IX Coordinator; the United States Department of Education, Clery Act Compliance Division (~~at clery@ed.gov~~); the United States Department of Education, Office for Civil Rights (~~at OCR@ed.gov or (800) 421-3481~~); the Equal Employment Opportunity Commission (~~at info@eeoc.gov or (800) 669-4000~~) and/or the Michigan Department of Civil Rights (~~https://www.michigan.gov/mdcr/ or 517-335-3165~~). The contact information for the entities listed above is available on Eastern Michigan University's Sexual Misconduct Prevention & Response Title IX Office's website.

VIII. INVESTIGATIVE PROCEDURES

There are ~~two~~ three procedures for investigating complaints of Prohibited Conduct and Other University-Prohibited Conduct:

A. For allegations of Prohibited Conduct and Other University-Prohibited Conduct ~~Under Title IX~~ (as defined in Section IV and V above), the University will proceed pursuant to the University's Sexual Misconduct and Sex-based Discrimination Grievance Process.

~~B. For allegations of Other University-Prohibited Conduct (as defined in Section V below) involving students, the University will proceed pursuant to the Office of Wellness and Community Responsibility's Community Responsibility Process.~~

~~B.~~ CB. Except that ~~for~~ for allegations for Other University-Prohibited Conduct (as defined in Section V ~~above~~below) involving employees or third parties, the University will proceed pursuant to the University's Discrimination/Harassment Investigation Procedure for Complaints Against Faculty, Staff or Visitors.

The procedures referenced provide for prompt and equitable response to reports of Prohibited Conduct and Other University-Prohibited Conduct, conducted by University representatives who receive annual training on issues related to such conduct. The procedures designate specific time frames for major stages of the process and provide for thorough and impartial investigations, which afford all parties notice and an opportunity to present witnesses and evidence and to view the information that will be used in determining whether a policy violation has occurred. The University applies the Preponderance of the Evidence standard⁷ when determining whether this Policy has been violated.

IX. AVAILABLE SUPPORT

A. **Supportive Measures.** The University, under the guidance of the Title IX Coordinator, ~~offers~~ a wide range of resources for Students and Employees, whether as Complainants, ~~or~~ Respondents, or witnesses to provide support and guidance throughout the initiation, investigation, and resolution of a report of Prohibited Conduct and Other University-Prohibited Conduct. ~~The University will offer~~ Title IX Coordinator or representative will ~~reasonable~~ provide reasonable and appropriate measures to protect a Complainant and facilitate the Complainant's continued access to University employment or education programs and activities without unreasonably burdening the Respondent. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (involving a restrictive action against a Respondent that does not impede their access to an educational program or activity, or employment pursuant to federal law). Supportive measures, which may be temporary or permanent, may include no-contact directives, residence modifications, academic modifications and support, work schedule modifications, interim disciplinary suspension, suspension from employment, and pre-disciplinary leave (with or without pay). Supportive measures are available regardless of whether a Complainant pursues a complaint or investigation under this policy. The University will maintain the privacy of any supportive measures provided under this policy to the extent practicable, and will promptly address any violation of the protective measures.

The availability of supportive and remedial measures will be determined by the specific circumstances of each report and based upon the reasonableness of their availability. The University will consider a number of factors in determining which measures to take, including the needs of the Student or Employee seeking supportive and remedial measures; the severity or pervasiveness of the alleged conduct; any continuing effects on the Complainant; whether the

⁷ "Preponderance of the Evidence" means that it is more likely than not that a policy violation occurred.

Complainant and the Respondent share the same residence hall, academic course(s), or job location(s); and whether other judicial measures have been taken to protect the Complainant (e.g. protective orders).

Regardless of when or where the Prohibited Conduct and Other University-Prohibited Conduct occurred, the University will offer resources and assistance to community members who experience and/or are affected by Prohibited Conduct and Other University-Prohibited Conduct. In those instances when this Policy does not apply, the University will assist a Complainant in identifying and contacting external law enforcement agencies and appropriate campus or community resources.

The University will provide reasonable supportive and remedial measures to Third Parties as appropriate and reasonably available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

Complainants or others should report information concerning a violation of protective measures to the Title IX Coordinator as soon as possible, and should dial 911 in situations of immediate health or safety concern. The Title IX Coordinator has the discretion to impose and/or modify any supportive measure based on all available information, and is available to meet with a Complainant or Respondent to address any concerns about the provision of supportive measures.

B. Campus and University Resources

The University offers a wide range of resources for all Students and Employees to provide support and guidance in response to any incident of Prohibited Conduct or Other University-Prohibited Conduct. There are a number of resources in which Students and Employees can obtain confidential, trauma informed counseling and support. These resources:

- EMU Counseling and Psychological Services (CAPS), located in the Campus Wellness Center at 1075 North Huron River Drive Ypsilanti, Michigan 48197; 734-487-1118; <https://www.emich.edu/caps/index.php>.
- The EMU Community Behavioral Health Clinic, also located in the Campus Wellness Center at 1075 North Huron River Drive Ypsilanti, Michigan 48197; 734-487.4987; <https://www.emich.edu/cbhc/index.php>.
- The EMU Counseling Clinic in 135 Porter Hall; 734.487.4410; <https://www.emich.edu/coe/clinical-services/counseling-services.php>.
- Employees can also obtain such counseling and support through the Employee Assistance Program. <http://www.emich.edu/hr/benefits/information/assistance-program.php>

X. NOTICE/COMPLAINT

Upon receipt of a complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, the Title IX Coordinator initiates a prompt initial assessment to determine the next steps EMU needs to take. The Title IX Coordinator will initiate at least one of three responses discuss the available resources and resolution options:-

- A. Offering ongoing supportive measures throughout the process of responding to a complaint or a report of Prohibited Conduct, ~~because the Complainant does not want to file a formal complaint;~~
- B. An informal resolution ~~(upon submission of a formal complaint);~~ and/or
- C. A formal grievance process including an investigation, and a hearing⁸, ~~and which may also include a hearing.~~

EMU uses the formal grievance process to determine whether or not this Policy has been violated. If EMU determines this Policy has been violated, EMU will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

- D. **Initial Assessment.** Following receipt of notice or a complaint of an alleged violation of this Policy, the Title IX Coordinator⁹ engages in an initial assessment, typically within one to five business days. The steps in an initial assessment can include:
 1. If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
 2. If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.
 3. If a formal complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
 4. The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
 5. The Title IX Coordinator works with the Complainant to ensure they are aware of the right to have an Advisor.
 6. The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.

⁸ The University prohibits the use of medical experts that have an actual or apparent conflict of interest in an investigation or hearing. Further, the University prohibits seeking compensation from the recipient of any medical procedure, treatment, or care provided by a medical professional who has been convicted of a felony arising out of the medical procedure, treatment, or care.

⁹ If circumstances require, the University President or Title IX Coordinator will designate another person to oversee the process below should an allegation be made about the Title IX Coordinator or should the Title IX Coordinator be otherwise unavailable or unable to fulfill their duties.

7. If only a supportive and remedial response is preferred, the Title IX Coordinator works with the Complainant to identify their wishes, assesses the request, and implements accordingly. No Formal Grievance Process is initiated, though the Complainant can elect to initiate one later, if desired.
8. If an informal resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for informal resolution, which informal mechanism may serve the situation best or is ~~available, and~~ available and may seek to determine if the Respondent is also willing to engage in informal resolution.
9. If a formal grievance process is preferred, the Title IX Coordinator determines if the misconduct alleged involved Prohibited Conduct under Title IX. If the misconduct alleges Prohibited Conduct under Title IX, the Title IX Coordinator will initiate the formal investigation and grievance process, directing the investigation to address:
 - a) an incident;
 - b) a pattern of alleged misconduct; and/or
 - c) a culture/climate issue, based on the nature of the complaint.

If the misconduct alleged is not Prohibited Conduct under Title IX, but may allege Other University-Prohibited Conduct, the Title IX Coordinator (a) determines that Title IX does not apply (and will “dismiss” that aspect of the complaint, if any), (b) assesses which policies may apply and which resolution process may be applicable, and (c) will refer the matter accordingly under the University’s -Community Responsibility process or the University Discrimination/Harassment Complaint Investigation Procedure for Faculty, Staff, and Visitors. Please note that dismissing a complaint under Title IX is solely a procedural requirement under Title IX, and does not limit EMU’s authority to address a complaint with an appropriate process and remedies.

- E. Violence Risk Assessment.** In many cases, the Title IX Coordinator may determine that a Violence Risk Assessment (VRA) should be conducted by a risk assessment team as part of the initial assessment. Threat assessment is the process of evaluating the actionability of violence by an individual against another person or group following the issuance of a direct or conditional threat. A VRA is a broader term used to assess any potential violence or danger, regardless of the presence of a vague, conditional, or direct threat.

VRAs ~~require specific training and~~ are typically conducted by ~~psychologists, clinical counselors, social workers, case managers, law enforcement officers, student conduct officers, or other appropriate~~ University employees with appropriate training. A VRA authorized by the Title IX Coordinator should occur in collaboration with a risk assessment team. Where a VRA is required by the Title IX Coordinator, a Respondent refusing to ~~cooperate~~ respond to the request may result in a charge of failure to comply within the appropriate student or employee conduct process.

A VRA is not an evaluation for an involuntary behavioral health hospitalization (e.g., under Michigan’s Mental Health Code, 1974 PA 258), nor is it a psychological or mental health assessment. A VRA assesses the risk of actionable violence, often with a focus on

targeted/predatory escalations, and is supported by research from the fields of law enforcement, criminology, human resources, and psychology.

- F. Emergency Removal.** The University may act to remove a student Respondent entirely or partially from its education program or activities on an emergency basis when a VRA (as described above) has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. In such cases, the University will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to removing a student from a residence hall, temporarily re-assigning a student employee, restricting a student's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

In all cases in which an emergency removal is imposed, the student will be given notice of the action and the option to request to meet with the Title IX Coordinator within 24 hours, to show cause why the action/removal should not be implemented or should be modified. The Title IX Coordinator may suspend the removal proceeding pending the notice of the removal and the Respondent's request to meet. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived. A Complainant and their advisor may be permitted to participate in this meeting if the Title IX Coordinator determines it is equitable to do so. This section also applies to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions.

A Respondent may be accompanied by an advisor of their choice when meeting with the Title IX Coordinator for the show cause meeting. The Respondent will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation. The Title IX Coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline within the student or employee conduct processes, which may include expulsion or termination.

When the Respondent is an employee, the above emergency removal process may be modified as necessary in order to comply with any applicable University employment policy or collectively bargained agreement.

- G. Dismissal (Mandatory and Discretionary) pursuant to Title IX¹⁰.** EMU must dismiss a formal complaint or any allegations therein pursuant to Title IX if, at any time during the investigation or hearing, it is determined that:

1. The conduct alleged in the formal complaint would not constitute Prohibited Conduct under Title IX, even if proved; and/or

¹⁰ These dismissal requirements are mandated by the 2020 Title IX Regulations, 34 CFR §106.45.

2. The conduct did not occur in an educational program or activity controlled by EMU (including buildings or property controlled by recognized student organizations), and/or EMU does not have control of the Respondent;
3. The conduct did not occur against a person in the United States; and/or
4. At the time of filing a formal complaint, a Ceomplainant is not participating in or attempting to participate in the education program or activity of EMU¹¹.

EMU may dismiss a formal complaint or any allegations therein pursuant to Title IX if, at any time during the investigation or hearing:

5. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein;
6. The Respondent is no longer enrolled in or employed by EMU; or
7. Specific circumstances prevent EMU from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal under this section, EMU will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the Complainant(s) and Respondent(s) parties, . EMU will also notify the Complainant(s) and Respondent(s) parties of which University grievance procedure may be applicable.
~~any intent to proceed under the University Community Responsibility process or the University Discrimination/Harassment Investigation Process for Faculty, Employees, and Visitors.~~

H. Appeal of Dismissal Decision. A dismissal decision under this Section X is appealable by any party under the procedures for appeal described in the University’s Sexual Misconduct and Sex-based Discrimination Grievance Process. The decision not to dismiss is also appealable by any party claiming that dismissal is required or appropriate.

XI. OFFICIALS WITH AUTHORITY

EMU will act on any formal or informal notice/complaint of violation of this Policy that is received by the Title IX Coordinator or any other Official with Authority. An Official with Authority is an EMU representative whom EMU has authorized to institute corrective measures in response to a violation of the Policy. Officials with Authority are Mandatory Reporters as defined in Section XII below. — For purposes of reporting under this policy, the University considers the following individuals to be an Official with Authority:

- A. The Title IX Coordinator and any Deputy Title IX Coordinators
- B. The President of Eastern Michigan University
- C. The Provost and Executive Vice President for Academic and Student Affairs

¹¹ Such a Complainant is still entitled to supportive measures, but the formal grievance process is not applicable.

- D. The ~~Dean of Students~~Associate Vice President of Student Affairs
- E. The Vice President of Athletics ~~and~~ Athletics Director
- F. All Eastern Michigan University Department of Public Safety Officers: ~~734.487.1222~~

XII. MANDATORY REPORTING

In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality and are not required to report actual or suspected discrimination or harassment (those resources are described in more detail in Section XIII, below). They may offer options and resources without any obligation to inform an outside agency or campus official unless a Complainant has requested the information be shared.

If a Complainant expects formal action in response to their allegations, reporting to any Mandated Reporter can connect them with resources to report crimes and/or policy violations, and these employees will immediately pass reports to the Title IX Coordinator (and/or police, if desired by the Complainant), who will take action when an incident is reported to them. A party who wants to make a complaint alleging a violation of this Policy can do so themselves by making a report directly to the University in the following ways:

- A. Contact the Title IX Coordinator via email: ~~;- Anika Awai William: E-mail~~
emu_titleix_office@emich.edu aawaiwil@emich.edu
- B. Contact the Sexual Misconduct Prevention & Response~~Title IX~~ Office via telephone: (734)
~~.487-~~22029126.
- C. Make an in-person report at ~~T~~the Sexual Misconduct Prevention & Response~~Title IX~~ Office,
which ~~located~~is located at 100 ~~C~~ Boone Hall.
- D. Make a report ~~O~~online reporting: <http://www.emich.edu/title-nine>.

All regular EMU employees are Mandatory Reporters, except for those few employees who are considered Confidential Employees (as described in Section XIV below). A Mandatory Reporter is required to immediately report to the University's Title IX Coordinator ~~and DPS~~ all known relevant details (obtained directly or indirectly) about an incident of Prohibited Conduct or Other University-Prohibited Conduct that involves any member of the EMU community ("students", "employees" and "third parties") as a Complainant, Respondent, and/or witness, including, the name and identity of the reporting student, employee, or third party. ~~(obtained directly or indirectly) about an incident of Prohibited Conduct that involves any member of the EMU community ("students", "employees" and "third parties") as a Complainant, Respondent, and/or witness.~~ Mandatory Reporters additionally include Resident Advisors, Graduate Assistants, and all other student-employees, when disclosures are made to any of them in their capacities as employees.

Mandatory Reporters are not required to report information disclosed (1) at public awareness events (e.g., "Take Back the Night," candlelight vigils, protests, "survivor speak-outs" or other public forums in which students may disclose incidents of Prohibited Conduct; collectively, "Public Awareness Events"),

or (2) during a student’s participation as a subject in an Institutional Review Board-approved human subjects research protocol (“IRB Research”).

XIII. CONFIDENTIAL RESOURCES

A. Confidential Employee is

1. Any Employee who is a licensed medical, clinical or mental-health professional (e.g., physicians, nurses, physicians’ assistants, psychologists, psychiatrists, professional counselors and social workers, and those performing services under their supervision), when acting in their professional role in the provision of services to a patient who is a Student or Employee (“health care providers”);
2. Any Employee providing administrative, operational and/or related support for such health care providers in their performance of such services.

A Confidential Employee will not disclose information about Prohibited Conduct or Other University-Prohibited Conduct to the University’s Title IX Coordinator without the Student’s permission (subject to the exceptions set forth in the next paragraph). Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Michigan law. When information is shared by an individual with a Confidential Employee, the Confidential Employee cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

B. Clery Act Reporting: Pursuant to the Clery Act, the University includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires the University to maintain a daily crime log and issue timely warnings to the University community about certain crimes that have been reported and may continue to pose a serious or continuing threat to Students and Employees. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University community. Clery reporting is administered by EMU’s Department of Public Safety.

C. Privacy: The University is committed to protecting the privacy of individuals engaged in the reporting and investigative process, including the identity of individuals and information involved in the investigation and resolution of a report under this policy. ~~With the exception of Title IX reporting,~~ Mandatory Reporters ~~should will~~ maintain the privacy of Title IX reported information related to a report of Prohibited Conduct or Other University-Prohibited Conduct, and information ~~should will~~ only be shared beyond the Title IX Coordinator or DPS on a “need to know” basis in order to assist in the review, investigation and resolution of the report, or support of the parties.

The University is committed to providing assistance to help Students, Employees and Third Parties make informed choices. With respect to any report under this policy, the University will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct and Other University-Prohibited Conduct, prevent its recurrence, and remedy its effects.

The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA). The privacy of an individual's medical and related records generally are protected in the United States by the Health Insurance Portability and Accountability Act (HIPAA), excepting health records protected by FERPA. The privacy of Employee personnel records will be protected in accordance with Michigan state law. Open Records laws may require disclosure of law enforcement records. However, victim and witness names in law enforcement records will not be disclosed, unless otherwise required by law. The University also protects privacy with regard to personal information pursuant to The General Data Protection Regulation (GDPR), FERPA, HIPAA, and the California Consumer Privacy Act (CCPA).

XIV. PREVENTION AND AWARENESS PROGRAMS

The University is committed to the prevention of Prohibited Conduct and Other University-Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related education.

XV. TRAINING

The University provides training to Students and Employees to ensure they understand this Policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

XVI. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION

All University community members are expected to provide truthful information in any report or proceeding under this Policy. Submitting or providing false or misleading information, in bad faith or ~~with a view to~~for personal gain or ~~to cause~~ intentional harm to another, in connection with an incident of Prohibited Conduct or Other University-Prohibited Conduct is prohibited and subject to disciplinary sanctions under the EMU's Code of Community Responsibility and disciplinary action under the appropriate Employee disciplinary policy. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated.

XVII. ANNUAL REVIEW

This policy is maintained by the Sexual Misconduct Prevention & Response~~Title IX~~ Office. The University will review and update this policy, as appropriate, by October 31 of each year. The University will evaluate, among other things, any changes in legal requirements, existing University resources, and the resolution of cases from the preceding year (including, but not limited to, timeframes for completion and sanctions and remedies imposed).

Policies, Rules and Regulations

Chapter Name: Employment, Affirmative Action and Civil Rights

Chapter 3.7.7

Issue: Eastern Michigan University: Sexual Misconduct and Sex-based Discrimination Policy

Effective Date: 8-14-20

Revision Date:

I. INTRODUCTION & TITLE IX COORDINATOR CONTACT INFORMATION

The President of Eastern Michigan University has appointed a Title IX Coordinator to oversee the University's central review, investigation and resolution of reports of sexual harassment, sexual assault, domestic violence, dating violence, stalking, sexual exploitation, and gender-based harassment. The contact information for the Title IX Coordinator is below:

Title IX Coordinator

Sexual Misconduct Prevention & Response Office

Eastern Michigan University

100 Boone Hall

Ypsilanti, Michigan 48197

(734) 487-9126

emu_titleix_office@emich.edu

II. UNIVERSITY POLICY STATEMENT

Eastern Michigan University is an institution built upon honor, integrity, trust, and respect. Consistent with these values, the University is committed to providing a safe and non-discriminatory learning, living, and working environment. The University does not discriminate on the basis of sex or gender in any of its education or employment programs and activities. To that end, this policy prohibits specific forms of behavior that violate Title IX of the Education Amendments of 1972 ("Title IX"); Title VII of the Civil Rights Act of 1964 ("Title VII"); and Michigan's Elliott-Larsen Civil Rights Act. The University also addresses such behavior pursuant to its obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2022 ("VAWA").

The University prohibits [Sexual Harassment](#), [Sexual Assault](#), [Domestic Violence](#), [Dating Violence](#), [Stalking](#), [Sexual Exploitation](#) and [Gender-Based Harassment](#), which are collectively referred to as "Prohibited Conduct."¹ These types of Prohibited Conduct are defined in Section IV below. Retaliation against a person for good faith reporting of Prohibited Conduct or participation in any investigation or proceeding under this Policy is also a form of Prohibited Conduct. The University will take prompt and equitable action to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The University conducts ongoing prevention, awareness, and training programs for Employees and Students to facilitate the goals of this policy.

¹ "Prohibited Conduct" is broken down into two separate categories: (1) Prohibited Conduct Under Title IX, which is defined and described in Section IV of this Policy, and (2) Other University-Prohibited Conduct, which is defined and described in Section V of this Policy.

A Student or Employee determined by the University to have committed an act of Prohibited Conduct may be subject to disciplinary action, up to and including separation from the University. Third Parties who commit University Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

Where the date of the Prohibited Conduct precedes the effective date of this policy, the University's definitions of prohibited conduct in existence at the time of the alleged incident(s) will be used. The procedures under this policy, however, may be used to investigate and resolve all reports made on or after the effective date of this policy, regardless of when the incident(s) occurred.

III. SCOPE OF POLICY

A. To Whom This Policy Applies.

This policy is applicable to Students, Employees, and Third Parties.

1. "Student" includes any person who meets any of the following criteria:
 - a) is enrolled in any number of courses, in any format at EMU; or
 - b) is not officially enrolled for a particular term, but who has enrolled and taken classes at the University in any of the last six terms/semesters, and has not received a conferred degree from EMU.
2. "Employee" includes all persons who are legally defined as employees of the University.
3. "Third Parties" includes all contractors, vendors, visitors, guests, or any others as determined by the University.

Only Students, Employees, and Third Parties who are participating in, or attempting to participate in, the University's education programs or activities at the time of filing are permitted to file a Formal Complaint. The University's ability to take appropriate corrective action against a Third Party will be determined by the nature of the relationship of the Third Party to the University. The Title IX Coordinator will work with the parties to determine the appropriate manner of resolution consistent with the University's commitment to a prompt and equitable process consistent with federal and state law, federal guidance, and this policy.

Where the Respondent is not a University Student or Employee, or a participant in any University related program or activity, the University's ability to take action may be limited.

B. When and Where This Policy Applies.

This policy pertains to acts of Prohibited Conduct and Other University-Prohibited Conduct committed by or against Students, Employees and Third Parties when:

1. the conduct occurs at locations, events, or under circumstances over which the University exercised substantial control over both the Respondent and the context in which the Prohibited Conduct or Other University-Prohibited Conduct occurs.
2. the conduct occurs on campus or other property owned or controlled by the University;
3. the conduct occurs in the context of a University employment or education program or activity, including, but not limited to, both on-campus and on-line classes, research, or internship programs; or
4. the conduct occurs in an off-campus building owned or controlled by a student organization officially recognized by the University, such as a building owned by a recognized fraternity or sorority;

Conduct that occurs outside the context of University employment or a University education program or activity, or, did not occur against a person in the United States, but has continuing adverse effects for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity may also be covered under this Policy. Such conduct would not be Prohibited Conduct under Title IX (as defined in Section IV) but may be Other University-Prohibited Conduct (as defined in Section V).

C. Intersection with Other Policies.

The University's Office of Diversity and Affirmative Action (ODAA) administers separate policies ([EEO/Affirmative Action and Civil Rights](#)) that address discrimination and harassment not covered by this Policy. Where Prohibited Conduct violates this Policy and also violates other University policies, the University's response will be governed by this Policy. Questions about which policy applies in a specific instance should be directed to the University's Title IX Coordinator. In addition, conduct may be inappropriate, but not a violation of this Policy. Such conduct will be reviewed by the Title IX Coordinator and may be addressed through other appropriate processes (e.g. administrative actions, collective bargaining agreements, student conduct proceedings, or others).

IV. DEFINITIONS OF PROHIBITED CONDUCT UNDER TITLE IX:

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of Michigan regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

EMU has adopted the following definition of Sexual Harassment in order to address the unique environment of an academic community. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

A. Sexual Harassment.

“Sexual Harassment”, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Sexual harassment is conduct on the basis of sex/gender or that is sexual that satisfies one or more of the following criteria:

1. **Hostile Environment Sexual Harassment** under Title IX is unwelcome² conduct determined by a reasonable person to be so severe, and pervasive, and objectively offensive, that it effectively denies a person equal access to an EMU education program or activity.

Other forms of hostile environment sexual harassment may be addressed as Other University-Prohibited Conduct under Section V below.

2. **Quid Pro Quo Sexual Harassment** is when an EMU Employee conditions the provision of an aid, benefit, or service of EMU, on an individual’s participation in unwelcome sexual conduct.
3. **Sexual Assault** is any sexual act³ directed against another person, without the consent of the Complainant⁴, including instances where the Complainant is incapable of giving consent. Sexual Contact includes touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts, and/or making another touch you or themselves with or on any of these body parts.
4. **Domestic Violence** is violence constituting a misdemeanor or felony, committed on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the State of Michigan.
5. **Dating Violence** is violence, on the basis of sex, committed by a person, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant’s statement and

² Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is younger than the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances (“in the shoes of the Complainant”), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

³ A ‘sexual act’ is specifically defined by federal regulations to include one or more of the following: (1) forcible rape; (2) forcible sodomy; (3) sexual assault with an object; (4) forcible fondling; (5) incest; and (6) statutory rape. Each of these six sexual acts are defined in Section VII of this Policy.

⁴ For purposes of this Policy, the individual who is reported to have experienced Prohibited Conduct, regardless of whether that individual makes a report or participates in the review of that report by the University, is referred to as the Complainant. The individual who is reported to have engaged in Prohibited Conduct is referred to as the Respondent.

with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition: Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

6. **Stalking** occurs when a person engages in a course of conduct on the basis of sex, directed at a specific person under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress. Course of Conduct means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property. Substantial emotional distress means significant mental suffering or anguish. Stalking includes "cyber-stalking," a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

B. Gender-Based Harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, pervasive, and objectively offensive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. Conduct must be deemed severe, pervasive from an objectively offensive perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

1. The frequency, nature, severity, location, duration and context of the conduct; and
2. Whether the conduct implicates concerns related to academic freedom or protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

C. Retaliation

"Retaliation" is any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in the processes contained in this Policy. Retaliation may be present even where there is a finding of "no responsibility" on the allegations of Prohibited Conduct. A good faith pursuit by either party of civil, criminal or other legal action, even in response to an initial report under this Policy, does not constitute retaliation. Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly

investigated. Intimidation, threats, coercion, or discrimination, including charges against an individual for Code of Community Responsibility violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

EMU will take all appropriate and available steps to protect individuals who fear that they may be subjected to retaliation. Filing a complaint may be considered retaliation if it is intentionally dishonest, filed for retaliatory reasons, or intended to cause harm to a complainant or reporter.⁵ Therefore, EMU vets all complaints carefully to ensure this does not happen, and to assure that complaints are tracked to the appropriate process.

The exercise of rights protected under the First Amendment does not constitute retaliation.

Conduct in violation of EMU [Board Policy 3.1.8](#) may also be considered a violation of this Policy.

EMU reserves the right to impose any level of sanction, ranging from a reprimand up to and including suspension or expulsion/termination, for any offense under this policy.

V. OTHER UNIVERSITY-PROHIBITED CONDUCT

EMU prohibits conduct in addition to the forms of Prohibited Conduct described above. These forms of Other University-Prohibited Conduct are described as follows:

- A. Sexual Harassment**, as defined in Section IV above, when the conduct occurs outside the context of University employment or a University education program or activity, or, did not occur against a person in the United States, but has continuing adverse effects for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

- B. Hostile Environment Sexual Harassment** by an employee is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:
 - 1. The frequency, nature, severity, location, duration and context of the conduct;
 - 2. whether the conduct implicates concerns related to academic freedom or protected speech.

⁵ Charging an individual with a Code of Community Responsibility violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy and procedure does not constitute retaliation, provided that a determination regarding responsibility, alone, is not sufficient to conclude that any party has made a materially false statement in bad faith.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

C. **Sexual Exploitation** is taking or attempting to take non-consensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit or advantage anyone other than the person being exploited.⁶ Examples include:

1. causing the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that persons' ability to give Consent to sexual activity.
2. allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., live streaming of images) without the consent of all subjects or participants;
3. engaging in voyeurism (e.g., watching private sexual activity without the consent of all participants or viewing another person's intimate parts (including genitalia, groin, breasts or buttocks) in a place where that person would have a reasonable expectation of privacy;
4. recording or photographing private sexual activity and/or a person's intimate parts without the consent of all subjects or participants;
5. disseminating or posting images of private sexual activity and/or a person's intimate parts without the consent of all subjects or participants;
6. prostituting another person; or
7. knowingly exposing another person to certain sexually transmitted infection or virus without the other's knowledge.

VI. ADDITIONAL DEFINITIONS

The following definitions shall be used for purposes of this Policy.

A. **Consent** is (a) informed (knowing); (b) voluntary (freely given); and (c) clearly communicated, through the demonstration of clear words or actions a person has indicated willingness to engage in a particular form of sexual activity. Consent cannot be gained by force or coercion. An incapacitated individual cannot consent to sexual activity.

Consent cannot be gained by taking advantage of the incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated.

⁶ Sexual Exploitation can be a form of Sexual Harassment, and thus can be considered Prohibited Conduct as described under Section IV above, if it is unwelcome and so severe, pervasive, and objectively offensive such that it effectively denies equal access to the University's education programs or activities.

B. Incapacitation. A person who is incapacitated is unable, temporarily or permanently, to give Consent because of physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated as a result of the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

When alcohol or other drugs are involved, it is important to understand the level of impairment that results from a person's level of consumption. The impact of alcohol and other drugs varies from person to person, and a person's level of impairment can change quickly over time. A person's level of impairment is not always demonstrated by objective signs; however, some signs of intoxication may include clumsiness, difficulty walking, poor judgment, difficulty concentrating, slurred speech, vomiting, combativeness, or emotional volatility.

Evaluating whether another individual is incapacitated requires an assessment of whether the consumption of alcohol or other drugs has rendered that individual physically helpless or substantially incapable of either (a) making decisions about whether to engage in sexual contact or sexual intercourse; or (b) communicating Consent to sexual contact or sexual intercourse.

In evaluating Consent where the question of incapacitation is at issue, the University asks two questions: (1) *did the person initiating sexual activity know that the other party was incapacitated, and if not,* (2) *should a sober, reasonable person, in the same situation, have known that the other party was incapacitated?* If the answer to either question is yes, then there has not been consent.

One should be cautious before engaging in Sexual Contact or Sexual Intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether consent has been sought or given. If one has doubt about either party's ability to give consent, the safe thing to do is to forego all sexual activity.

Additional guidance about Consent and Incapacitation:

1. A person who initiates a specific sexual activity is responsible for obtaining Consent for that activity.
2. Consent is not to be inferred from silence, passivity, or a lack of resistance, and relying on non-verbal communication alone may not be sufficient to ascertain Consent.
3. Consent is not to be inferred from an existing or previous dating or sexual relationship. Even in the context of a relationship, there must be mutual Consent to engage in any sexual activity.
4. Consent to engage in one sexual activity is not Consent to engage in a different sexual activity or to engage in the same sexual activity on a later occasion.
5. Consent to engage in sexual activity with one person is not Consent to engage in sexual activity with any other person.
6. Consent can be withdrawn by either party at any point. Once Consent is withdrawn, the sexual activity must cease immediately.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on EMU to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective

of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Conduct under this policy is prohibited regardless of the sex. Being impaired by alcohol or other drugs does not excuse a Respondent from responsibility for committing Prohibited Conduct that violates this policy.

- C. **Force** is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent.

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

- D. **Coercion** is conduct, including intimidation and express or implied threats of immediate or future physical, emotional, reputational, financial, or other harm to the Complainant or others, that would reasonably place an individual in fear and that is employed to compel someone to engage in sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.
- E. **Forcible Rape** is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
- F. **Forcible Sodomy** is oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- G. **Sexual Assault with an Object** - To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- H. **Forcible Fondling** is the touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- I. **Incest** is nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Michigan law.

- J. Statutory Rape** is nonforcible sexual intercourse with a person who is under the statutory age of consent of 16 years in the State of Michigan.
- K. Complainant** means an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.
- L. Respondent** Any individual(s) or organization(s) alleged to have violated the Sexual Misconduct and Sex-based Harassment Policy and against whom a complaint has been brought to the attention of the University.
- M. Parties** include the Complainant(s) and Respondent(s), collectively.
- N. Formal Complaint** refers to a document filed by a complainant (meaning a document or electronic submission (such as by electronic mail) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the individual filing the formal complaint) alleging Title IX Sexual Harassment against a respondent and requesting that the University investigate the allegation of Title IX Sexual Harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the University. A formal complaint may be filed with the University Sexual Misconduct/Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information provided in this policy, and by any additional method identified in this policy.

VII. REPORTING

A. How to Report

There are two options for reporting Prohibited Conduct and Other University-Prohibited Conduct – through the Department of Public Safety (for criminal complaints) and through the Sexual Misconduct Prevention & Response Office (for complaints to the University alleging a violation of this Policy). A Complainant may choose to report to one, both, or to neither. These reporting options are not exclusive. Complainants may simultaneously pursue criminal complaints and complaints through the Sexual Misconduct Prevention & Response Office. The University will support Complainants in understanding, assessing and pursuing these options and will assist a Complainant in notifying law enforcement and seeking medical treatment or counseling.

1. Law Enforcement – EMU Department of Public Safety (for criminal complaints)

The Department of Public Safety is a fully deputized police department. Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking Emergency Protective Orders.

A report to DPS is a criminal complaint. In keeping with its commitment to taking all appropriate steps to eliminate, prevent, and remedy all Prohibited Conduct and Other University-Prohibited Conduct, the University urges Complainants to report Prohibited Conduct and Other University-Prohibited Conduct immediately to the [Department of Public Safety](#) at 734.487.1222. However, Complainants have the right to notify or decline

to notify law enforcement. In the event of conduct that poses a threat to the health or safety of any individual, the University may initiate a report to law enforcement.

2. **EMU Sexual Misconduct Prevention & Response Office** (for complaints of Prohibited Conduct)

The Title IX Coordinator is a University employee and is responsible for monitoring compliance with Title IX; ensuring appropriate education and training; coordinating the University's investigation, response, and resolution of all reports under this policy; and ensuring appropriate actions to eliminate Prohibited Conduct and Other University-Prohibited Conduct, prevent its recurrence, and remedy its effects. The Title IX Coordinator is available to meet with any Student, Employee, or Third Party to discuss this Policy or the accompanying procedures. The University has also designated Deputy Title IX Coordinators to assist the Title IX Coordinator in the discharge of these responsibilities.

The University is committed to creating a reporting process that encourages and facilitates the reporting for anyone who has experienced or knows about an incident of Prohibited Conduct or Other University-Prohibited Conduct to immediately contact the Title IX Coordinator. The University's Title IX Coordinator or any Deputy Title IX Coordinator may be reached by telephone, email, or in person at their respective locations, email addresses and/or phone numbers listed in the Introduction to this Policy or at [Eastern Michigan University's Sexual Misconduct Prevention & Response Office website](#). The Sexual Misconduct Prevention & Response Office's website is available for online reporting as well. Officials with Authority, as defined in Section XI below, are also Mandatory Reports and are required to pass reports onto the Title IX Coordinator.

- B. Time Frame for Reporting.** There is no time limit for reporting Prohibited Conduct or Other University-Prohibited Conduct to the University under this policy; however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer a Student or an Employee, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct and Other University-Prohibited Conduct, prevent its recurrence, and remedy its effects.
- C. Amnesty for Good Faith Reporting:** The Code of Community of Responsibility provides amnesty to students for disclosure of personal consumption of alcohol or other drugs (underage or illegal) where the disclosure is made in connection with a good faith report or investigation of Prohibited Conduct and Other University-Prohibited Conduct.

Concerns about the University's application of Title IX, VAWA, Title VII, the Clery Act, or Michigan's Elliott-Larsen Civil Rights Act may be addressed to the Title IX Coordinator; the United States Department of Education, Clery Act Compliance Division ; the United States Department of Education, Office for Civil Rights ; the Equal Employment Opportunity Commission and/or the Michigan Department of Civil Rights The contact information for the entities listed above is available on Eastern Michigan University's Sexual Misconduct Prevention & Response Office's website.

VIII. INVESTIGATIVE PROCEDURES

There are two procedures for investigating complaints of Prohibited Conduct and Other University-Prohibited Conduct:

- A. For allegations of Prohibited Conduct and Other University-Prohibited Conduct (as defined in Section IV and V above), the University will proceed pursuant to the University's Sexual Misconduct and Sex-based Discrimination Grievance Process.
- B. Except that for allegations for Other University-Prohibited Conduct (as defined in Section V above) involving employees or third parties, the University will proceed pursuant to the University's Discrimination/Harassment Investigation Procedure for Complaints Against Faculty, Staff or Visitors.

The procedures referenced provide for prompt and equitable response to reports of Prohibited Conduct and Other University-Prohibited Conduct, conducted by University representatives who receive annual training on issues related to such conduct. The procedures designate specific time frames for major stages of the process and provide for thorough and impartial investigations, which afford all parties notice and an opportunity to present witnesses and evidence and to view the information that will be used in determining whether a policy violation has occurred. The University applies the Preponderance of the Evidence standard⁷ when determining whether this Policy has been violated.

IX. AVAILABLE SUPPORT

- A. **Supportive Measures.** The University, under the guidance of the Title IX Coordinator, offers a wide range of resources for Students and Employees, whether as Complainants, Respondents, or witnesses to provide support and guidance throughout the initiation, investigation, and resolution of a report of Prohibited Conduct and Other University-Prohibited Conduct. The Title IX Coordinator or representative will provide reasonable and appropriate measures to protect a Complainant and facilitate the Complainant's continued access to University employment or education programs and activities without unreasonably burdening the Respondent. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (involving a restrictive action against a Respondent that does not impede their access to an educational program or activity, or employment pursuant to federal law). Supportive measures, which may be temporary or permanent, may include no-contact directives, residence modifications, academic modifications and support, work schedule modifications, interim disciplinary suspension, suspension from employment, and pre-disciplinary leave (with or without pay). Supportive measures are available regardless of whether a Complainant pursues a complaint or investigation under this policy. The University will maintain the privacy of any supportive measures provided under this policy to the extent practicable, and will promptly address any violation of the protective measures.

The availability of supportive and remedial measures will be determined by the specific circumstances of each report and based upon the reasonableness of their availability. The University will consider a number of factors in determining which measures to take, including the needs of the Student or Employee seeking supportive and remedial measures; the severity or

⁷ "Preponderance of the Evidence" means that it is more likely than not that a policy violation occurred.

pervasiveness of the alleged conduct; any continuing effects on the Complainant; whether the Complainant and the Respondent share the same residence hall, academic course(s), or job location(s); and whether other judicial measures have been taken to protect the Complainant (e.g. protective orders).

Regardless of when or where the Prohibited Conduct and Other University-Prohibited Conduct occurred, the University will offer resources and assistance to community members who experience and/or are affected by Prohibited Conduct and Other University-Prohibited Conduct. In those instances when this Policy does not apply, the University will assist a Complainant in identifying and contacting external law enforcement agencies and appropriate campus or community resources.

The University will provide reasonable supportive and remedial measures to Third Parties as appropriate and reasonably available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

Complainants or others should report information concerning a violation of protective measures to the Title IX Coordinator as soon as possible, and should dial 911 in situations of immediate health or safety concern. The Title IX Coordinator has the discretion to impose and/or modify any supportive measure based on all available information, and is available to meet with a Complainant or Respondent to address any concerns about the provision of supportive measures.

B. Campus and University Resources

The University offers a wide range of resources for all Students and Employees to provide support and guidance in response to any incident of Prohibited Conduct or Other University-Prohibited Conduct. There are a number of resources in which Students and Employees can obtain confidential, trauma informed counseling and support. These resources:

- EMU Counseling and Psychological Services (CAPS), located in the Campus Wellness Center at 1075 North Huron River Drive Ypsilanti, Michigan 48197; 734-487-1118; <https://www.emich.edu/caps/index.php>.
- The EMU Community Behavioral Health Clinic, also located in the Campus Wellness Center at 1075 North Huron River Drive Ypsilanti, Michigan 48197; 734-487.4987; <https://www.emich.edu/cbhc/index.php>.
- The EMU Counseling Clinic in 135 Porter Hall; 734.487.4410; <https://www.emich.edu/coe/clinical-services/counseling-services.php>.
- Employees can also obtain such counseling and support through the Employee Assistance Program. <http://www.emich.edu/hr/benefits/information/assistance-program.php>

X. NOTICE/COMPLAINT

Upon receipt of a complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, the Title IX Coordinator initiates a prompt initial assessment to determine the next steps EMU needs to take. The Title IX Coordinator will discuss the available resources and resolution options:

- A. Offering ongoing supportive measures throughout the process of responding to a complaint or a report of Prohibited Conduct.
- B. An informal resolution; and/or
- C. A formal grievance process including an investigation and a hearing⁸.

EMU uses the formal grievance process to determine whether or not this Policy has been violated. If EMU determines this Policy has been violated, EMU will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

- D. **Initial Assessment.** Following receipt of notice or a complaint of an alleged violation of this Policy, the Title IX Coordinator⁹ engages in an initial assessment, typically within one to five business days. The steps in an initial assessment can include:
 1. If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
 2. If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.
 3. If a formal complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
 4. The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
 5. The Title IX Coordinator works with the Complainant to ensure they are aware of the right to have an Advisor.
 6. The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.
 7. If only a supportive and remedial response is preferred, the Title IX Coordinator works with the Complainant to identify their wishes, assesses the request, and implements accordingly. No Formal Grievance Process is initiated, though the Complainant can elect to initiate one later, if desired.

⁸ The University prohibits the use of medical experts that have an actual or apparent conflict of interest in an investigation or hearing. Further, the University prohibits seeking compensation from the recipient of any medical procedure, treatment, or care provided by a medical professional who has been convicted of a felony arising out of the medical procedure, treatment, or care.

⁹ If circumstances require, the University President or Title IX Coordinator will designate another person to oversee the process below should an allegation be made about the Title IX Coordinator or should the Title IX Coordinator be otherwise unavailable or unable to fulfill their duties.

8. If an informal resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for informal resolution, which informal mechanism may serve the situation best or is available and may seek to determine if the Respondent is also willing to engage in informal resolution.
9. If a formal grievance process is preferred, the Title IX Coordinator determines if the misconduct alleged involved Prohibited Conduct under Title IX. If the misconduct alleges Prohibited Conduct under Title IX, the Title IX Coordinator will initiate the formal investigation and grievance process, directing the investigation to address:
 - a) an incident;
 - b) a pattern of alleged misconduct; and/or
 - c) a culture/climate issue, based on the nature of the complaint.

If the misconduct alleged is not Prohibited Conduct under Title IX, but may allege Other University-Prohibited Conduct, the Title IX Coordinator (a) determines that Title IX does not apply (and will “dismiss” that aspect of the complaint, if any), (b) assesses which policies may apply and which resolution process may be applicable, and (c) will refer the matter accordingly under the University’s Community Responsibility process or the University Discrimination/Harassment Complaint Investigation Procedure for Faculty, Staff, and Visitors. Please note that dismissing a complaint under Title IX is solely a procedural requirement under Title IX, and does not limit EMU’s authority to address a complaint with an appropriate process and remedies.

E. Violence Risk Assessment. In many cases, the Title IX Coordinator may determine that a Violence Risk Assessment (VRA) should be conducted by a risk assessment team as part of the initial assessment. Threat assessment is the process of evaluating the actionability of violence by an individual against another person or group following the issuance of a direct or conditional threat. A VRA is a broader term used to assess any potential violence or danger, regardless of the presence of a vague, conditional, or direct threat.

VRAs are conducted by University employees with appropriate training. A VRA authorized by the Title IX Coordinator should occur in collaboration with a risk assessment team. Where a VRA is required by the Title IX Coordinator, a Respondent refusing to respond to the request may result in a charge of failure to comply within the appropriate student or employee conduct process.

A VRA is not an evaluation for an involuntary behavioral health hospitalization (e.g., under Michigan’s Mental Health Code, 1974 PA 258), nor is it a psychological or mental health assessment. A VRA assesses the risk of actionable violence, often with a focus on targeted/predatory escalations, and is supported by research from the fields of law enforcement, criminology, human resources, and psychology.

- F. Emergency Removal.** The University may act to remove a student Respondent entirely or partially from its education program or activities on an emergency basis when a VRA (as described above) has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. In such cases, the University will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to removing a student from a residence hall, temporarily re-assigning a student employee, restricting a student's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

In all cases in which an emergency removal is imposed, the student will be given notice of the action and the option to request to meet with the Title IX Coordinator within 24 hours, to show cause why the action/removal should not be implemented or should be modified. The Title IX Coordinator may suspend the removal proceeding pending the notice of the removal and the Respondent's request to meet. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived. A Complainant and their advisor may be permitted to participate in this meeting if the Title IX Coordinator determines it is equitable to do so. This section also applies to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions.

A Respondent may be accompanied by an advisor of their choice when meeting with the Title IX Coordinator for the show cause meeting. The Respondent will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation. The Title IX Coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline within the student or employee conduct processes, which may include expulsion or termination.

When the Respondent is an employee, the above emergency removal process may be modified as necessary in order to comply with any applicable University employment policy or collectively bargained agreement.

- G. Dismissal (Mandatory and Discretionary) pursuant to Title IX¹⁰.** EMU must dismiss a formal complaint or any allegations therein pursuant to Title IX if, at any time during the investigation or hearing, it is determined that:

1. The conduct alleged in the formal complaint would not constitute Prohibited Conduct under Title IX, even if proved; and/or

¹⁰ These dismissal requirements are mandated by the 2020 Title IX Regulations, 34 CFR §106.45.

2. The conduct did not occur in an educational program or activity controlled by EMU (including buildings or property controlled by recognized student organizations), and/or EMU does not have control of the Respondent;
3. The conduct did not occur against a person in the United States; and/or
4. At the time of filing a formal complaint, a Complainant is not participating in or attempting to participate in the education program or activity of EMU¹¹.

EMU may dismiss a formal complaint or any allegations therein pursuant to Title IX if, at any time during the investigation or hearing:

5. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein;
6. The Respondent is no longer enrolled in or employed by EMU; or
7. Specific circumstances prevent EMU from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal under this section, EMU will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the Complainant(s) and Respondent(s). EMU will also notify the Complainant(s) and Respondent(s) of which University grievance procedure may be applicable.

H. Appeal of Dismissal Decision. A dismissal decision under this Section X is appealable by any party under the procedures for appeal described in the University's Sexual Misconduct and Sex-based Discrimination Grievance Process. The decision not to dismiss is also appealable by any party claiming that dismissal is required or appropriate.

XI. OFFICIALS WITH AUTHORITY

EMU will act on any formal or informal notice/complaint of violation of this Policy that is received by the Title IX Coordinator or any other Official with Authority. An Official with Authority is an EMU representative whom EMU has authorized to institute corrective measures in response to a violation of the Policy. Officials with Authority are Mandatory Reporters as defined in Section XII below. For purposes of reporting under this policy, the University considers the following individuals to be an Official with Authority:

- A. The Title IX Coordinator and any Deputy Title IX Coordinators
- B. The President of Eastern Michigan University
- C. The Provost and Executive Vice President for Academic and Student Affairs
- D. The Dean of Students

¹¹ Such a Complainant is still entitled to supportive measures, but the formal grievance process is not applicable.

- E. The Vice President of Athletics / Athletics Director
- F. All Eastern Michigan University Department of Public Safety Officers

XII. MANDATORY REPORTING

In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality and are not required to report actual or suspected discrimination or harassment (those resources are described in more detail in Section XIII, below). They may offer options and resources without any obligation to inform an outside agency or campus official unless a Complainant has requested the information be shared.

If a Complainant expects formal action in response to their allegations, reporting to any Mandated Reporter can connect them with resources to report crimes and/or policy violations, and these employees will immediately pass reports to the Title IX Coordinator (and/or police, if desired by the Complainant), who will take action when an incident is reported to them. A party who wants to make a complaint alleging a violation of this Policy can do so themselves by making a report directly to the University in the following ways:

- A. Contact the Title IX Coordinator via email: emu_titleix_office@emich.edu.
- B. Contact the Sexual Misconduct Prevention & Response Office via telephone: (734) 487-9126.
- C. Make an in-person report at the Sexual Misconduct Prevention & Response Office, which is located at 100 Boone Hall.
- D. Make a report online: <http://www.emich.edu/title-nine>.

All regular EMU employees are Mandatory Reporters, except for those few employees who are considered Confidential Employees (as described in Section XIV below). A Mandatory Reporter is required to immediately report to the University's Title IX Coordinator all known details (obtained directly or indirectly) about an incident of Prohibited Conduct or Other University-Prohibited Conduct that involves any member of the EMU community ("students", "employees" and "third parties") as a Complainant, Respondent, and/or witness, including, the name and identity of the reporting student, employee, or third party. Mandatory Reporters additionally include Resident Advisors, Graduate Assistants, and all other student-employees, when disclosures are made to any of them in their capacities as employees.

Mandatory Reporters are not required to report information disclosed (1) at public awareness events (e.g., "Take Back the Night," candlelight vigils, protests, "survivor speak-outs" or other public forums in which students may disclose incidents of Prohibited Conduct; collectively, "Public Awareness Events"), or (2) during a student's participation as a subject in an Institutional Review Board-approved human subjects research protocol ("IRB Research").

XIII. CONFIDENTIAL RESOURCES

- A. **Confidential Employee** is

1. Any Employee who is a licensed medical, clinical or mental-health professional (e.g., physicians, nurses, physicians' assistants, psychologists, psychiatrists, professional counselors and social workers, and those performing services under their supervision), when acting in their professional role in the provision of services to a patient who is a Student or Employee ("health care providers");
2. Any Employee providing administrative, operational and/or related support for such health care providers in their performance of such services.

A Confidential Employee will not disclose information about Prohibited Conduct or Other University-Prohibited Conduct to the University's Title IX Coordinator without the Student's permission (subject to the exceptions set forth in the next paragraph). Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Michigan law. When information is shared by an individual with a Confidential Employee, the Confidential Employee cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

- B. Clery Act Reporting:** Pursuant to the Clery Act, the University includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires the University to maintain a daily crime log and issue timely warnings to the University community about certain crimes that have been reported and may continue to pose a serious or continuing threat to Students and Employees. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University community. Clery reporting is administered by EMU's Department of Public Safety.
- C. Privacy:** The University is committed to protecting the privacy of individuals engaged in the reporting and investigative process, including the identity of individuals and information involved in the investigation and resolution of a report under this policy. Mandatory Reporters should maintain the privacy of Title IX reported information related to a report of Prohibited Conduct or Other University-Prohibited Conduct, and information should only be shared beyond the Title IX Coordinator or DPS on a "need to know" basis in order to assist in the review, investigation and resolution of the report, or support of the parties.

The University is committed to providing assistance to help Students, Employees and Third Parties make informed choices. With respect to any report under this policy, the University will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct and Other University-Prohibited Conduct, prevent its recurrence, and remedy its effects.

The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA). The privacy of an individual's medical and related records generally are protected in the United States by the Health Insurance Portability and Accountability Act (HIPAA), excepting health records protected by FERPA. The privacy of Employee personnel records will be protected in accordance with Michigan state law. Open Records laws may require disclosure of law enforcement records. However, victim and witness names in law enforcement records will not be disclosed, unless otherwise required by law. The University also protects privacy with regard to personal information pursuant to The General Data Protection Regulation (GDPR), FERPA, HIPAA, and the California Consumer Privacy Act (CCPA).

XIV. PREVENTION AND AWARENESS PROGRAMS

The University is committed to the prevention of Prohibited Conduct and Other University-Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related education.

XV. TRAINING

The University provides training to Students and Employees to ensure they understand this Policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

XVI. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION

All University community members are expected to provide truthful information in any report or proceeding under this Policy. Submitting or providing false or misleading information, in bad faith or for personal gain or to cause intentional harm to another, in connection with an incident of Prohibited Conduct or Other University-Prohibited Conduct is prohibited and subject to disciplinary sanctions under the EMU's Code of Community Responsibility and disciplinary action under the appropriate Employee disciplinary policy. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated.

XVII. ANNUAL REVIEW

This policy is maintained by the Sexual Misconduct Prevention & Response Office. The University will review and update this policy, as appropriate, by October 31 of each year. The University will evaluate, among other things, any changes in legal requirements, existing University resources, and the resolution of cases from the preceding year (including, but not limited to, timeframes for completion and sanctions and remedies imposed).

President's Report
EASTERN MICHIGAN UNIVERSITY
Board of Regents
Dec. 8, 2022

Madam Chair and Distinguished Members of the Board of Regents:

As we near the end of the semester we have much to celebrate and look forward to, especially as we are approaching the start of the new year. Across campus, construction is evident as Welcome Home 2025, our transformative student housing project, is well underway. Renovations to Downing, Putnam and Walton residence halls are taking place. And, considerable activity is taking place as construction of the new Lakeview and Westview buildings begins. These new housing communities, with apartment-style living, will be highly user-friendly and efficient for our students and will contribute greatly to the overall vibrancy of our campus. It is wonderful to see the hard work of the many people involved in the planning process, including hundreds of students who participated in forums and surveys, starting to come to fruition. New renderings of the buildings are posted on the [Welcome Home 2025 website](#), where you can learn more about the project and timeline.

Commencement is just nine days away – 1,100 students will receive their degrees and begin the next chapter in their lives. This is always a highlight of the year, and I am pleased we will be joined by two-time Eastern graduate Philip Incarnati, president and CEO of McLaren Health who will deliver the commencement address and receive an honorary Doctorate of Science. Mr. Incarnati holds both a bachelor's and master's degree in business administration and was a student-athlete on the football team. His legacy at EMU runs deep. He served on the Board of Regents from 1992-2010, including serving as chair for 10 years. His leadership as a Regent and his generous financial support continue to incentivize innovation, growth, and excellence on campus.

We're also pleased to be joined by distinguished educator and community advocate, Professor Emeritus Ronald Woods. Professor Woods will receive an honorary Doctorate of Humane Letters. He is the founding department head of African American Studies and has been an unwavering champion for students from all walks of life. We look forward to celebrating Professor Woods and recognizing his many achievements.

The end of the semester is also an excellent time to celebrate academic success and innovation. Earlier today, we highlighted the Brickley Awards and the 11 faculty members involved in nine projects that were recognized. In 2016, Anthony and Lois Evans established the James H. Brickley Endowment for Faculty Professional Development and Innovation. The endowment's purpose is to facilitate faculty professional development and innovation through a broad range of activities, including research and scholarly/creative work, curriculum development, community service, professional travel, and training. The full list of the 11 faculty members and their projects can be found in the documents from today's Educational Policies Committee meeting.

Continuing our theme of success and innovation, three interior design students were recently honored with first, second, and third place finishes during the 15th annual National CET Student Awards sponsored by a Swedish software company. This is the fourth consecutive

year that all three top spots have been awarded to EMU interior design students. Please join me in congratulating seniors Kaitlyn Dorey, Allison DePottey and Claire Heikka.

Students in Eastern's Eagle Investment Fund are showing professional investment managers how it's done. Since April, the student-managed fund, supported by faculty in the College of Business, outperformed the markets, which is all the more difficult due to factors like inflation, rising interest rates, the ongoing war, and the possible recession.

The Eagle Investment Fund includes 11 undergraduates and five graduate students. You can learn more about them on EMU Today. Please join me in recognizing their faculty advisors, Ivan Rodriguez and Yu Zhang. Not surprisingly, two students have already found positions with an investment company.

The entrepreneurship program headed by Professor Sanjib Chowdhury was recently ranked among the top 50 graduate programs in the nation by The Princeton Review and Entrepreneur magazine. This is a wonderful accomplishment and testament to Dr. Chowdhury's fine work through the Center for Entrepreneurship.

On the topic of success, please join me in celebrating our student-athletes on the football team, along with the coaching and support staff, for their outstanding season this year. With eight regular-season wins, the team claimed a share of the MAC's West Division title for the first time in Eastern history and won the Michigan MAC trophy for the first time since 2012. The team will play in its fifth bowl game in the last seven seasons, earning a bid to the Famous Idaho Potato Bowl. The Dec. 20 matchup against San Jose State University pits two teams who last met in the California Bowl in 1987. Eastern went into that game as a 17-point underdog, and won 30-27. Special congratulations to Coach Chris Creighton who has built a program that has made Eagle nation proud.

In regard to the extension of my employment contract, I am grateful to the members of the Board of Regents for their confidence and their appreciation of the efforts of the University's leadership team. I am proud of the positive strides we have taken, together with students, faculty, staff and alumni. And, I know much work, and ongoing collaboration, is critical to continuing our progress.

As I conclude, please join me in recognizing two exceptionally fine individuals who share this very long table with me this afternoon, Regents Dennis Beagen and Michelle Crumm. Your time and commitment to the University and your support of our students, faculty and staff have been tremendously valuable. I thank you on behalf of our leadership team, those in the room with us today, those watching via the live stream, and the rest of the Eastern community. I hope everyone can join us across the hall following the meeting for a reception in recognition of their work.

Madame Chair, this concludes my report. Additional information and accomplishments are listed in the appendix to this report on the University's website.

Thank you, Chair Jeffries.

James M. Smith, Ph.D.
President

Recognition

- Interior Design students were recently honored with the **top three spots** during the **15th annual National CET Student Awards** sponsored by the Swedish software company, Configura. **Kaitlyn Dorey** earned **first place**, **Allison DePottey** took **second place**, and **Claire Heikka** took **third place**.
- The **MBA program** has been named among the nation's **Best Part-Time MBA Programs by Fortune** in its 2022 ranking, climbing 13 spots and being one of two MBA programs in Michigan to be recognized.
- EMU **Chief Information Officer Ron Woody** has been named to the **EdScoop 50 Awards**, which honor the top information technology leaders in higher education.

Of Note

- Eastern Michigan University alumni, friends, faculty, staff, and students came together for the University's annual day of giving on November 29, **#GIVINGTRUEDAY**. Thanks to the support of **957 donors**, EMU raised almost **\$600,000** to support scholarships, programs, and services.
- **The National Science Foundation** awarded **Stephanie Casey**, mathematics and statistics professor at Eastern, a **five-year grant totalling more than \$215K** for data science and statistics education. The grant is part of a \$2.5 million project called "ESTEEM II: Enhancing Data Science and Statistics Teacher Education - Transforming and Building Community" project.
- GameAbove introduced the **GameAbove Next-Generation (Next-Gen) Scholarship**, offering financial support to EMU students on the brink of graduating but who are not able to finish their degree due to financial limitations. Partnering with the University and **Engage@EMU**, GameAbove is designating **\$75,000 towards scholarships starting in January 2023**.
- Washtenaw County has one of the state's highest recidivism rates at 34% compared to 26% statewide. Eastern received funding to launch its first **Navigation: Returning Citizens AmeriCorps Program (NRCA)**. The new program is designed to support returning citizens interested in pursuing two or four-year degree programs and certifications.
- In collaboration with Jewish Family Services of Washtenaw County (JFS), Eastern has created a new scholarship called the **New Future Fund to help refugee students continue their studies** at the University due to an interruption by war or other transformative events.

- During the early holiday season, Eastern partnered with the **Hundley Foundation** and **Chartwells** for the “**Thankful For You**” event. Community organizations were able to receive more than **1,000 Thanksgiving meals** delivered or served by student volunteers, EMU alumni Samuel Estes, members of EMU athletics, President James Smith, Connie Ruhl-Smith, and Ypsilanti Meals on Wheels.
- The latest episode of **EMU Today TV** features **Student Body President Auryon Azar**. Topics discussed include the **Welcome Home 2025 plan** to build two new residence halls on campus and modernize other residential buildings, and **EMU’s long history as a national leader in forensics**. In the second segment, **Alexis Braun Marks, EMU archivist and associate professor**, is interviewed and discusses EMU’s iconic buildings and features.

Events

- The **Eastern Michigan University Choral Program** will usher in the holiday season with its **Candlelight Concerts** at 7:30 p.m. on December 10 and at 3 p.m. on December 11, at Pease Auditorium.
- **Raffaele Mautone**, EMU alum and founder and CEO of AaDya Security, spoke about his career path and technology as part of the **Tech Talk speaker series** on December 7.
- Director of the Washtenaw Area Transportation Study, **Ryan Buck**, shared his experience and expertise on transportation planning and creating a multi-modal and non-motorized future as part of the **URP Streetwise Speakers Series** on December 6.
- The **EMU Theatre** is presenting “**Peter and the Starcatcher**” on various dates from December 2-11.
- The **World Languages German language program** collaborated with the Detroit Pistons to host “**German Heritage Night**” on December 1. Participants experienced a panel discussion with guest speakers Andrew Bemish, honorary consul of the Federal Republic of Germany, Arnd Herwig, president of German American Business Council of Michigan, and Reinhard Lemke, senior advisor of the American Chamber of Commerce in Germany.
- **The Emerald Flutes ensemble** presented world music in the Alexander Recital Hall

on November 30.

- The annual **Bandorama** was held on November 19. The concert featured the **Symphonic Band, Wind Symphony, and EMU Marching Band**.
- The **EMU Civil Rights & Social Justice Center** presented the first in a three-part speaker series, “60 Years of Civil Rights: From the Church House to Social Media, the Struggle Continues,” on November 17. The keynote speaker was **Dr. Leslie McLemore**, an activist with the Mississippi Freedom Project.
- Assistant Principal Percussionist of the Detroit Symphony Orchestra **Andres Pichardo-Rosenthal** presented a **percussion clinic** for percussion students on November 16.
- **Michael Grzybowski**, senior counsel for Dykema, spoke on patenting inventions as part of the **Tech Talk** speaker series on November 16.
- **Dr. Abraham Edwards**, of Michigan State University and recipient of the 2022 Michigan MAA Distinguished Teaching Award, held a talk titled “Infinite Fun with Exponents” on November 15.
- **Dr. June Manning Thomas** discussed her book “Struggling to Learn: An Intimate History of School Desegregation in South Carolina” covering first-person recollections and incisive, historical commentary on November 10.
- EMU alumnus and Syracuse University professor, **Aaron Luedtke**, gave a talk that examined the **Battle of Fort Dearborn** from a Native American perspective on November 10.
- On November 10, **Petra Koppers**, the 2022 McAndless Professor, led students and community members in a workshop exploring **creative ways to audio-describe visual images** for the benefit of visually disabled people and everyone else.
- **Professor Deborah Pae** and Grammy Award-Winning recording engineer and violinist, **Da-Hong Seetoo** hosted a talk on the art of recording, “What musicians need to know when preparing for recording, and what recording engineers listen for in the booth!” on November 10. Following the talk, Professor Pae and Da-Hong Seetoo performed the “East Meets West: Seetoo Scholarship Celebration” concert.
- The **EMU First-Gen Forward Initiative Team** hosted the **EMU First-Generation**

Celebration Day on November 10 to celebrate first-gen students.

- **Chuck Gray**, vice president of Ford Motor Company, discussed the importance of STEM and the power of engineering on November 9 as part of the **Tech Talk** speaker series.
- **EMU Admissions** hosted “**Explore Eastern**” on November 5. The event for high school students and their families featured an academic resource fair, presentations by the Deans from each of our five academic colleges, and opportunities to tour the campus.
- The **Digital Divas** program hosted its **12th annual high school conference** on November 4. The event provides invaluable insight into STEM careers and opportunities for young women.
- **Shooshan Danagoulian**, Wayne State University, presented a seminar titled “Insured in the Emergency Department: Does Improved Insurance Coverage Close Disparities in Care for Black and Hispanic Patients?” on November 2.
- The **EMU 2022 Fall Career Fair** was held on November 2. Students and alumni from all majors and industries were encouraged to attend.
- The **EMU Symphony Orchestra** presented an evening of Halloween music at their **annual Halloween Pops Concert** on October 28. The EMUSO performed songs from Star Wars, The Wizard of Oz and Pirates of the Caribbean as well as many others.
- **Engage@EMU** and the **EMU Bright Futures** network of afterschool programs partnered with **uniteSTEM** for **ypsiGLOW** on October 28. The event is a celebration showcasing Ypsilanti's creativity and diversity with light-filled luminary processions, costumes, public art installations, street art performances, music, dancing, and more.
- The dean of the **College of Education, Dr. Ryan Gildersleeve**, held a Dean's Talk titled "Community + Value and the Future of Education" on October 27.
- **Bollywood Night** was held on October 22 in **celebration of Diwali**, a famous festival of lights.
- The **EMU Marching Band** took to the streets of Ypsilanti on October 22 for donations to benefit the students in the marching band.

- The **EMU Theatre** presented Arthur Miller's "**The Crucible**" from October 21-23.

Athletics

- Football (Men): **Brandon Benson, Dylan Drummond, Carter Evans, Samson Evans, Jesus Gomez, Tanner Knue, Taylor Powell** and **Mitchell Tomasek** have been named **2022 College Sports Communicators (CSC) Academic All-District honorees**.
- Football (Men): The Eagles captured the **Michigan MAC Trophy** and were also **co-champions of the MAC West Division**.
- Football (Men): **Jose Ramirez** collected **MAC Defensive MVP honors**, becoming the first Eastern Michigan student-athlete to be named a league most valuable player in the sport of football. **Jaylon Jackson, Sidy Sow, and Mitchell Tomasek** were named **First Team All-MAC**. **Brian Dooley** and **Samson Evans** each earned **Second Team All-MAC honors**. **Hassan Beydoun, Jesús Gómez** and **Tanner Knue** earned **Third Team All-MAC honors**.
- Football (Men): **Jose Ramirez** has accepted an invitation to play in the **2023 East-West Shrine Bowl**, college football's longest-running all-star game.
- Soccer (Women): **Sarah Ash, Sophia D'Ambra, Tiffanie Hollingsworth, Megan Lukowski, Maddie O'Farrell, and Rebecca Przybylo** have been named **2022 College Sports Communicators (CSC) Academic All-District honorees**.
- Soccer (Women): **Maddie O'Farrell** was named **All-MAC Second Team** and **Hannah Thompson** was **2022 MAC All-Freshman Team** honors.
- Track & Field (Men): **Baldvin Magnussen** set a new **Icelandic indoor national record** in the 5,000m run at the Sharon Colyear-Danville Open.
- Volleyball (Women): **Raeven Chase**, a three-time Academic All-MAC selection, earned **All-MAC First Team honors** for the second consecutive time.
- Volleyball (Women): **Mackenzie Gross, Bella Hommes, Callie Minshew, and Madeline Timmerman** have been named to the **College Sports Communicators (CSC) Academic All-District Team**.
- **Eastern Michigan Athletics** posted an **overall Graduation Success Rate (GSR)** of

Board/ 8

87, the mark tying the department's previous best set during the 2019-20 campaign.

- **Alex Jewell**, director of media relations, was named to the inaugural **30 Under 30 Class** by the **College Sports Communicators**.

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: J

DATE:

December 8, 2022

RECOMMENDATION

ELECTION OF BOARD OFFICERS – CHAIR AND VICE CHAIR

ACTION REQUESTED

In accordance with the Board of Regents By-Laws, Article IV, Section 4.01, it is recommended that the Board of Regents elect Eunice Jeffries as Chair of the Board of Regents. This term for Chair will be for one year.

In accordance with the Board of Regents By-Laws, Article IV, Section 4.02, it is recommended that the Board of Regents elect Mike Hawks as Vice Chair of the Board of Regents. This term for Vice Chair will be for one year.

STAFF SUMMARY

Not applicable

FISCAL IMPLICATIONS

There are no fiscal implications associated with this action.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer

12-8-2022

Date