Some Recent New Hires

- Julie Berger, Academic Collective Bargaining Administrator
Agenda

1. Welcome & Updates
   Jim Smith, President

2. HR Wellness Programs
   David Turner, Vice President for University Human Resources
   Vicki Mitroi, Director of Benefits

3. WEMU Update
   Molly Motherwell, WEMU General Manager

4. FY18 Budget Preview
   Jim Smith, President & Mike Valdes, Chief Financial Officer
Creating a Healthy Workplace
Employee Wellness Program

Presented by
David Turner, Vice President of University Human Resources
Vicky Mitroi, Associate Director of Benefits and Wellness
Pop Quiz

What is Your Biggest Asset?

With a show of hands, who said:

Your house
Your savings
Your car
Your luxury items
The Answer: Revealed

The asset we so often overlook is Health.
What is Wellness?

• **Worksite Wellness Program**: “An organized program in the worksite that is intended to assist employees and their family members in making voluntary behavior changes which reduce their health and injury risks, improve their health consumer skills, and enhance their individual productivity and well-being”.

Source: Larry Chapman, WebMD Health Services
Objective: to create an impactful and robust Wellness Program

Collaborate
To generate ideas through a Wellness Committee with members across campus

Connect
To connect our wellness programs to EMU’s mission, vision, values and culture

Build
To provide a framework on how to address main known risk factors and behaviors on campus in an impactful way

Inform
To keep employees informed of the upcoming Wellness programs, services and initiatives

Engage
To inspire and engage employees and the EMU leadership team to become ambassadors and advocates for Healthy EMU
Wellness Plan: Our Mission and Vision

- **Vision**: to raise awareness and encourage employee participation in activities that support healthy and balanced lifestyles.

- **Mission**: promote, educate and empower employees and their families in all aspects of wellness, while recognizing the need for work/life balance.
Wellness Plan: Our Goals

• To ensure comprehensive, modern, varied and original **programming** that addresses major health risks and promotes healthy lifestyles for EMU employees, families and friends.

• To create wellness **awareness** and instill pride in EMU’s culture, resources, and capabilities.
Top Chronic Conditions for EMU

Healthcare Costs and Chronic Conditions for EMU (Source: BCBS)

- Diabetes: 698896
- Mood Disorder/Depression: 682365
- Inflammatory Bowel Disease: 629868
- Breast Cancer: 561534
- MS: 503133
- Heart Disease: 497705

COSTS

Diabetes Mood Disorder/Depression Inflammatory Bowel Disease Breast Cancer MS Heart Disease
Wellness Plan: Our Focus

Based on our Wellness employee survey, distributed earlier this year, the top identified areas of interest were:

- Fitness
- Nutrition
- Relaxation
Pete Thomas – Season 2 Winner of NBC’s “The Biggest Loser”

• Special presentation focused on healthy lifestyles and inspiring others - “There’s a Winner Within You!”

When: May 19th, 2017 from 12:00PM to 1:00PM
Where: Halle Library Auditorium (G03)
RSVP required - seats are limited

• Opportunity to register for events, activities, and services
• Healthy snacks, samples of bars, yogurt, juice etc.
Physical Fitness

- **ReclIM Group Classes**
  - ABS CIRCUIT
  - HARD “CORE”
  - KICKBOXING
  - STRENGTH TRAINING
  - DANCE FITNESS AND ZUMBA
  - H2O FITNESS
  - POWER YOGA
  - TOTAL BODY CONDITIONING
  - POP PILATES
  - SPINNING
  - YOGA
  - WISDOM & WEIGHTS

- **ReclIM Packages and Deals**
  - Equipment orientation
  - Fitness Assessments
  - Personal fitness
Fitness: Imaginary Walking Wellness “Bus”

**What:** Imaginary Walking Wellness Bus  
**When:** Every Wednesday  
**Time:** 12:30pm – 1:30 pm  
**Where:** Around the Lakehouse  
**How:** Connect with friends around campus while enjoying a walk around the pond, using the designated map from RecIM
Office Of Nutrition Services (ONS)

• Free Healthy Cooking Classes
  • Taught by a certified dietitian
  • Food sampling

• Location: ONS, Rackham Building

• Themes:
  • Healthy cooking class: *Heart Health* (June 15th)
  • Healthy cooking class: *Sugar Savvy* (July 13th)
  • Healthy cooking class: *Meal Planning* (August 3rd)
Nutrition: ONS Resources

ONS Services

- Nutrition Counseling
- Bioelectrical Impedance Analysis (BIA) Body composition testing
- DEXA Scan – x-ray based bone density and body comp measurement

ONS Packages

- BIA & Nutrition Counseling
- DEXA Scan and nutrition counseling
- 4-visit nutrition counseling package
- Macro- & micronutrient 3-day food analysis
Nutrition: Weight Watchers

- Convenient on site classes
- Currently: every Monday
  - 1:00pm – 1:45pm for 14-weeks
  - McKenny Hall, Training Suite
- Provides weekly weigh-ins, peer support, information and recipes
- Reduced pricing
  - HMO participants may be free
  - FSA may be used in some limited instances
Relaxation

What: Sunrise Yoga
When: Every Tuesday and Thursday in May
Time: 7:45AM to 8:30AM
Where: Reclm
Instructor: Hannah Przeslawski
Cost: $25.00 for month of May
Massages

What: Massages (fully-clothed)
When: May 25, 2017 and
       June 1, 2017 (scheduled weekly)
Time: 11:00am – 3:00pm
Where: ONS, Rackham Building, Room 160
Cost: Approximately $1.30 per minute – 15-30 min increments
RSVP: Required
Instructor: Gloria Leininger, Licensed Massage Therapist

- Gloria Leininger completed her training certification for Therapeutic Massage and
  Bodywork at the Ann Arbor Institute of Massage Therapy in 2001.
- She is licensed in the State of Michigan and Nationally Certified.
- Gloria Leininger owns the Healing Arts Center for Massage & Wellness in Dexter, MI
Lunch and Learns

What: Managing Stress: The Road to Resilience
When: May 5, 2017
Time: 12:00PM to 1:00PM
Where: Halle Library (Room 302)
Instructor: Presented by LifeWorks (EAP)

What: Exercise and Fitness
When: May 26, 2017
Time: 12:00PM to 1:00PM
Where: Halle Library (Room 300)
Instructor: Presented by BCBS
Movie Screening on Campus

Prescreening of documentary: Eating You Alive

• Takes a scientific look at the reasons of chronic diseases we face, and how we can use whole-food, plant-based nutrition to take control of our health
Staying Up-to-Date with Events

Wellness Programs

Whether it’s getting help to quit smoking, change your eating habits or taking your physical fitness to the next level, Eastern cares about your wellness and work-life balance. Lifeworks, our employee assistance program, is available 24/7 to provide articles, information and counseling on topics like money, health and personal issues. As an employee, you can also take advantage of our discount membership program at our on-campus fitness center. We have a state-of-the-art nutrition center complete with a registered dietitian. And, if you’re a smoker and ready to quit, we have a host of tobacco cessation resources available.

Find out more about the offerings across campus for wellness related activities, lunch and learn sessions, cooking classes, motivational speakers, and more. View the May [PDF] calendar for current events and visit often as new calendars will be posted every month!

To register for any of our wellness events, visit our events registration page.
## Staying Up-to-Date with Events

### May 2017

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>01</td>
<td>Sunny Yoga (8:30AM to 9:30AM)</td>
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<tr>
<td>02</td>
<td>Sunny Yoga (8:30AM to 9:30AM)</td>
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<tr>
<td>03</td>
<td>National Get Fit Don’t Sit Day!</td>
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<td>04</td>
<td>Lunch &amp; Learn: Managing Stress</td>
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<tr>
<td>05</td>
<td>Lunch &amp; Learn: Managing Stress</td>
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<tr>
<td>06</td>
<td>Imagination Walking Wellness Bus (12:30PM to 1:30PM)</td>
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<tr>
<td>07</td>
<td>Imagination Walking Wellness Bus (12:30PM to 1:30PM)</td>
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<tr>
<td>08</td>
<td>Work &amp; Learn: Stress</td>
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<tr>
<td>09</td>
<td>Work &amp; Learn: Stress</td>
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<tr>
<td>10</td>
<td>Pete Thomas</td>
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<td>14</td>
<td>Pete Thomas</td>
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<td>15</td>
<td>Joyful Yoga (8:30AM to 9:30AM)</td>
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<td>16</td>
<td>Joyful Yoga (8:30AM to 9:30AM)</td>
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<td>Joyful Yoga (8:30AM to 9:30AM)</td>
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### June 2017

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<tr>
<th>Date</th>
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<tbody>
<tr>
<td>01</td>
<td>Men's Health Month</td>
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<tr>
<td>02</td>
<td>Lunch &amp; Learn: Navigating Work</td>
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<tr>
<td>03</td>
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<td>Lunch &amp; Learn: Navigating Work</td>
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<td>Lunch &amp; Learn: Navigating Work</td>
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<td>Lunch &amp; Learn: Navigating Work</td>
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<td>Lunch &amp; Learn: Navigating Work</td>
</tr>
<tr>
<td>25</td>
<td>Lunch &amp; Learn: Navigating Work</td>
</tr>
</tbody>
</table>

### May is Employee Health & Fitness Month

- Sunny Yoga – offered by the Rec on Tuesdays and Thursdays.
- National Get Fit Don’t Sit Day! – Consider an active event with your colleagues on campus.
- The Imaginative Walking Wellness Bus will continue on Wednesday’s at the Lakehouse.
- Lifeworks Lunch & Learn – May 3rd – Lifeworks will join us on campus for a lunch & learn on the topic of Managing Stress: The Root of Resiliency.
- Pete Thomas: "The Science of Resilience" – May 10th – Motivational speaker and contestent on "The Biggest Loser" coming to EMU.
- Messages – May 20th – with Licensed Massage Therapist, Gloria Lauter from Waking Arts Center for Message & Wellness. Located in 15G Rancham from 11AM to 3PM for 45 min sessions.
- BC3M Lunch & Learn: May 26th – BC3M will offer a lunch & learn session on the topic of Nutrition and Exercise.
- Rec/RM classes for the month include Yoga & Weights (Mon/Wed), HOC Water Fitness (Tue/Thu), Relaxation Yoga (Fri). More information: [link](https://example.edu/events/mayhealthmonth).

### June is Men’s Health Month

- Messages – May 20th – with Licensed Massage Therapist, Gloria Lauter from Waking Arts Center for Message & Wellness. Located in 15G Rancham from 11AM to 3PM for 45 min sessions.
- Lifeworks Lunch & Learn – June 2nd – Lifeworks will join us on campus for a lunch & learn on the topic of Navigating Work and Life.
- The Imaginative Walking Wellness Bus will continue on Wednesday’s at the Lakehouse. Walk at your own pace and get on or off the bus at any point on the route.
- Zilee: Vegetable Farm – June 9th – Learn about CSA farming and how you can become involved.
- Cooling Classes – June 19th – Yoga & Tai Chi, Office of Nutrition Services (ONS). Classes are FREE. RSVP Required.
- Lifeworks Lunch & Learn – June 27th – Lifeworks will join us on campus for a lunch & learn session on the topic of Mindfulness: Being Present in the Moment.
- Rec/RM classes for the month include Yoga & Weights (Mon/Wed), HOC Water Fitness (Tue/Thu), Relaxation Yoga (Fri). More information: [link](https://example.edu/events/junehealthmonth).
Branding Our Program

- Program Logo
- Wellness Committee
- Program goals/objectives/budget
- Program evaluation metrics of success:
  - Variety and originality of programming
  - Participation rates
  - Program costs
  - Levels of participant satisfaction
  - Program or goal-related outcomes
A world of music, news in your neighborhood

May 15, 2017
AGENDA

• Overview
• Audit and financials
• Successes
• Future plans
OVERVIEW

• WEMU began its 51st year of broadcasting in 2016

• Focused on strategic priorities of strong listener growth, increased fundraising and less reliance on the General Fund

• In 2011, WEMU announced as part of its strategic plan it would voluntarily reduce GF support by $250,000 over three years

• Exceeded goal with reduction of more than $400,000 – from $834K in FY11 to $431K in FY16

• Poised to remain a local, regional and national leader for another 50 years
• FY16 audit was completed by Plante Moran in November 2016

• Required annually by the Corporation for Public Broadcasting (CPB)

• No issues were identified
## Financials

### Current sources of funding for WEMU (in thousands):

<table>
<thead>
<tr>
<th>Source</th>
<th>FY11</th>
<th>FY12</th>
<th>FY13</th>
<th>FY14</th>
<th>FY15</th>
<th>FY16</th>
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<tbody>
<tr>
<td>General fund</td>
<td>$834</td>
<td>$652</td>
<td>$449</td>
<td>$413</td>
<td>$414</td>
<td>$431</td>
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<tr>
<td>Designated funds</td>
<td>51</td>
<td>58</td>
<td>40</td>
<td>62</td>
<td>59</td>
<td>59</td>
</tr>
<tr>
<td>Donor fundraising</td>
<td>597</td>
<td>618</td>
<td>683</td>
<td>699</td>
<td>667</td>
<td>637</td>
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<tr>
<td>CPB grants</td>
<td>188</td>
<td>213</td>
<td>150</td>
<td>111</td>
<td>217</td>
<td>152</td>
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<tr>
<td><strong>Total before allocated</strong></td>
<td>$1,670</td>
<td>$1,541</td>
<td>$1,322</td>
<td>$1,285</td>
<td>$1,357</td>
<td>$1,279</td>
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<tr>
<td><strong>Allocated administrative</strong></td>
<td>570</td>
<td>508</td>
<td>539</td>
<td>517</td>
<td>461</td>
<td>527</td>
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<tr>
<td><strong>Total audited revenue</strong></td>
<td>$2,240</td>
<td>$2,049</td>
<td>$1,861</td>
<td>$1,802</td>
<td>$1,818</td>
<td>$1,806</td>
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</table>

### Current operational needs for WEMU (in thousands):

<table>
<thead>
<tr>
<th>Category</th>
<th>FY11</th>
<th>FY12</th>
<th>FY13</th>
<th>FY14</th>
<th>FY15</th>
<th>FY16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages &amp; benefits – general fund</td>
<td>$613</td>
<td>$531</td>
<td>339</td>
<td>339</td>
<td>327</td>
<td>338</td>
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<tr>
<td>Wages &amp; benefits – general fund - students</td>
<td>78</td>
<td>0</td>
<td>32</td>
<td>2</td>
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<td>4</td>
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<td>Wages &amp; benefits – donor and grant funds</td>
<td>392</td>
<td>446</td>
<td>664</td>
<td>544</td>
<td>600</td>
<td>703</td>
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<tr>
<td>Wages &amp; benefits – donor and grant funds - students</td>
<td>0</td>
<td>59</td>
<td>54</td>
<td>49</td>
<td>48</td>
<td>21</td>
</tr>
<tr>
<td>SS&amp;M – general fund</td>
<td>25</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>SS&amp;M – sports broadcasting</td>
<td>58</td>
<td>42</td>
<td>25</td>
<td>27</td>
<td>29</td>
<td>27</td>
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<tr>
<td>SS&amp;M – electricity</td>
<td>14</td>
<td>17</td>
<td>11</td>
<td>14</td>
<td>18</td>
<td>15</td>
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<tr>
<td>SS&amp;M – donor and grant funds</td>
<td>355</td>
<td>331</td>
<td>388</td>
<td>376</td>
<td>164</td>
<td>235</td>
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<tr>
<td><strong>Total, before administrative, capital, and depreciation</strong></td>
<td>$1,535</td>
<td>$1,429</td>
<td>$1,516</td>
<td>$1,353</td>
<td>$1,188</td>
<td>$1,343</td>
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<tr>
<td>Administrative, capital, and depreciation costs</td>
<td>631</td>
<td>577</td>
<td>589</td>
<td>643</td>
<td>506</td>
<td>682</td>
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<tr>
<td><strong>Total audited operating expenses</strong></td>
<td>$2,166</td>
<td>$2,006</td>
<td>$2,105</td>
<td>$1,996</td>
<td>$1,694</td>
<td>$2,025</td>
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</table>
CHALLENGES IN FY16

• **Fundraising**
  – Donations from listeners
  – Major gifts
  – Corporate underwriting

• **Unexpected personnel costs**
SUCCESSES IN 2016-17

• Renewed emphasis on expanding audience base with dedicated focus on content, presentation, sound quality, horizontal and vertical promotion, and strategic plan for increased news coverage in on-air and digital platforms

• Very successful results:
  – In Fall, 2016, posted highest listener numbers in 25 years at 60,500/weekly (Source: Nielsen Audio)
  – Award winning long-form features (Issues of the Environment) and local newscasts (Michigan Association of Broadcasters)
SUCCESSES IN FY17

• Flagship station for Eastern football and basketball – in FY17 broadcast 60+ games including the Bahamas Bowl, for football and for men’s and women’s basketball. Football play by play announcer, Matt Shepard named Michigan Sportscaster of the Year for the second year in a row.

• Football coverage included extended halftime segments showcasing academics and community outreach.
SUCCESSES IN FY17

• Recipient of eight Broadcast Excellence Awards from the Michigan Association of Broadcasters including Station of the Year for Public Radio Group One. Largest weekly audience in history recorded in fall ratings of 60,500.

• Strong ongoing community support for 40th anniversary of jazz activities:
  – Detroit Music Award for Distinguished Service
  – Planned onstage tribute at Detroit Jazz Festival
  – Joint activities planned for 40th anniversary and Linda Yohn retirement
**SUCCESSES IN FY16**

- Continued providing Eastern students with radio and broadcasting real-world experience
- New for-credit internship program with Communications, Media and Theatre Arts Department in four areas: news; music programming; station administration; sports broadcasting
A new major brewing at EMU, coverage of fermentation science major

EMU awarded $1.8 million in grants to benefit veterans and low-income, first-generation students

EMU officers save overdose victim's life with Naloxone

EMU celebrates Martin Luther King, Jr.'s legacy, ‘And Justice For All’
• Blues Barbecue
  – Annual Blue Barbecue donor event
  – More than 500 WEMU donors enjoying the Convocation Center Concourse

• TRUEMU Night
  – WEMU donors on fan cam
  – TRUEMU night at Comerica Park
EMU Jazz Ensemble jamming with local musicians at WEMU 50th Anniversary Day event in King Hall

EMU Volleyball Team volunteering at pledge drive

EMU Jazz Ensemble playing at WEMU 5:01 event
LOOKING AHEAD

• Stay focused on **strategic priorities** of strong listener growth, increased fundraising, major giving

• Increased emphasis on **major gifts, creation of endowment, and corporate underwriting**

• One week pledge drive June 6-12 to reach the last part of $800,000 goal

• Continued focus on **expense reductions and cost containment**

• Committed to **continued reduction** of General Fund support
WEMU’s dedicated team of broadcast professionals recognizes the challenges presented by remaining a local news, information, cultural, and music provider at a time when the media landscape is changing and federal funding is under threat of elimination.

We remain committed to increasing audience size, donations, and major gifts; becoming more self-sustaining; supporting the career development of more students; providing live coverage of EMU Athletics games; and, remaining a vital public voice and regional presence for Eastern Michigan University.
FY18 Budget Preview

Mike Valdes, Chief Financial Officer
FY 2018 Budget Goals

- Balanced budget
- Invest in student success
- Grow high-demand academic programs
- Minimize involuntary impacts on staffing
- Efficiency through organizational re-alignments
- Invest in facilities and infrastructure
- Increase third party revenue sources
FY 2018 Budget – Baseline Revenue Assumptions

**General Fund**

- Total SCH – 482,000 at current mix (80% UG, 20% GD)
- UG Tuition* – 3.8% Increase
- GD Tuition* – 5.0% Increase
- State Appropriations – 1.9% Increase
- Other Revenue* – 5% Aggregate Rate Increase (3% net)
- Incorporate out-of-state UG Shift (3,000 SCH)

*Subject to Board of Regents approval*
FY 2018 Budget – Baseline Revenue Assumptions

**Auxiliaries**

- Rec/IM Opt-Out Fee* – TBD
- Housing – 3% Increase at current occupancy, mix
- Dining – 2-4% Increase at current mix
- Parking* – 5% Increase, 5% Premium Increase – at current mix

*Subject to Board of Regents approval*
FY 2018 Budget – Baseline Expense Assumptions

• Contractual Obligations per CBA
  o Wage Rates
  o HC Benefits, Parking, etc.

• Salaries
  o Non-Bargained For – 2% Increase
  o Open Labor Contracts – Less than or equal to 2% increase to total compensation
    ▪ Professional Technical, PTL, Police Sergeants
FY 2018 Budget – Baseline Expense Assumptions

• Financial Aid – Currently At Board Authorization
  ▪ $57 million ($4 million increase from 2017)
    ▪ Should include $3.0M benefit for out-of-state rate
    ▪ Assumed 3.0% increase, modeling for 3.8%
• Utilities Savings – Begin Winter 2018 (Co-Gen)
Revenue Challenges - Declining SCH (Local Industry)

CMU announces staff cuts ahead of budget forum

UT to offer buyouts in effort to trim costs
Roughly 500 employees eligible for ‘voluntary separation program’

Wright State could lay off up to 120 people to save $8 million

Declining enrollment a statewide hurdle
Community College Enrollment

Five year change in SCH at Community Colleges (Fall 2011 vs. Fall 2016)

- Henry Ford: -29.3%
- Jackson: -16.2%*
- Monroe: -34.3%
- Macomb: -10.8%
- Oakland: -40%
- Washtenaw: -11%

*Represents change from Fall 11 to Fall 15
Peer Institution Enrollments

Five year change in peer headcount (Fall 2011 vs. Fall 2016)

- CMU: -8.5%
- EMU: -7.4%
- WSU: -8.6%
- WMU: -6.3%
Revenue Challenges – Declining SCH

Eastern Michigan University
FY 2011 – 2016 SCH Trend (by College)

-8% SCH Decline from 2010/2011 to 2015/2016
Revenue Challenges – Declining SCH (Summer)

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue (est)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>69,890</td>
</tr>
<tr>
<td>2012</td>
<td>63,402</td>
</tr>
<tr>
<td>2013</td>
<td>58,158</td>
</tr>
<tr>
<td>2014</td>
<td>52,188</td>
</tr>
<tr>
<td>2015</td>
<td>47,571</td>
</tr>
<tr>
<td>2016</td>
<td>43,845</td>
</tr>
<tr>
<td>2017</td>
<td>41,414</td>
</tr>
</tbody>
</table>

41% SCH Decline
Revenue Challenges – State Appropriations

Lost appropriations revenues since 2009 levels - $61.3m
State Appropriations vs. Tuition & Fees

- 1980: 72.5%
- 1990: 27.5%
- 2000: 72.5%
- 2010: 76.1%
- 2016: 23.9%
EMU Financial Results

EMU Operating Surplus (Deficit)*

*Annual surplus/(deficit) adjusted for investment income, gain/loss on derivative valuations and capital appropriations.

$49.6m in annual losses 2012-2016
FY 2018 Budget Goals

EMU Financial Reserves*
2012-2016

*Financial Reserves = Cash + Restricted Investments + Unrestricted Investments

Target $110m

$68.50m from target

$41.50

$62.53

$52.12

$45.94

$59.57

Revenue Challenges – Other Uncertainties

- Potential FY18 federal budget cuts may impact:
  - Financial Aid
    - FSEOG (Pell Supplement)
    - Pell Grants
    - Work Study
  - Research and Development
    - Grant funded areas
FY 2017 Budget – Expenses By Type

Salaries & Benefits 61%
Financial Aid 17%
Services, Supplies & Materials 11%
Debt, Asset Preservation, Utilities 6%
Other Expenditures 5%
# Expenses By Functional Area

**EMU GENERAL FUND BUDGET - INCREASES**

**FY 2013 VS. FY 2017**

<table>
<thead>
<tr>
<th>Functional Area</th>
<th>FY17</th>
<th>FY13</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT</td>
<td></td>
<td>0.4%</td>
</tr>
<tr>
<td>Communications</td>
<td></td>
<td>10.9%</td>
</tr>
<tr>
<td>Utilities</td>
<td></td>
<td>17.7%</td>
</tr>
<tr>
<td>Student Life</td>
<td></td>
<td>37.0%</td>
</tr>
<tr>
<td>Public Safety</td>
<td></td>
<td>41.3%</td>
</tr>
<tr>
<td>Financial Aid</td>
<td></td>
<td>49.8%</td>
</tr>
</tbody>
</table>

*FY17 vs. FY13.*
# Expenses By Functional Area

**EMU GENERAL FUND BUDGET - DECREASES**  
**FY 2013 VS. FY 2017**

<table>
<thead>
<tr>
<th>Functional Area</th>
<th>FY17 Decrease</th>
<th>FY13 Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACADEMIC AFFAIRS</td>
<td>-2.8%</td>
<td></td>
</tr>
<tr>
<td>B&amp;F</td>
<td>-12.8%</td>
<td></td>
</tr>
<tr>
<td>PRESIDENT</td>
<td>-10.8%</td>
<td></td>
</tr>
<tr>
<td>ENROLLMENT MANAGEMENT</td>
<td>-13.0%</td>
<td></td>
</tr>
<tr>
<td>PHYSICAL PLANT</td>
<td>-3.9%</td>
<td></td>
</tr>
<tr>
<td>FOUNDATION</td>
<td>-15.8%</td>
<td></td>
</tr>
</tbody>
</table>
Expenses By Functional Area - Athletics

EMU ATHLETICS

<table>
<thead>
<tr>
<th>Category</th>
<th>FY 17</th>
<th>FY 16</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td></td>
<td></td>
<td>4.3%</td>
</tr>
<tr>
<td>Expenses</td>
<td>-</td>
<td>-</td>
<td>-4.8%</td>
</tr>
<tr>
<td>General Fund Support</td>
<td></td>
<td></td>
<td>-8.8%</td>
</tr>
</tbody>
</table>
Expected Actions

1. Staff voluntary early retirement plan
   • Roll-out by the end of May 2017
   • Plan recommended in AP meetings & listening sessions

2. Voluntary staff appointment changes
   • Existing program
   • Employees can voluntarily decrease hours during low activity periods
Expected Actions

- Evaluate impacts of voluntary changes prior to involuntary
  - Appointment changes
  - Reduction in work force
Next Steps

- Increase Revenues
  - Online opportunities (nationally & internationally)
  - Assess revenues from outside the University
- Decrease Expenses
  - Summer hours and seasonal shutdown of buildings
  - Consolidate redundant operations
- Additional Budget Forum Planned - June
Appendix: Maximum Pell Grants Awards

- FY 2011: $5,550
- FY 2012: $5,550
- FY 2013: $5,550
- FY 2014: $5,645
- FY 2015: $5,730
- FY 2016: $5,775
- FY 2017: $5,815

Average Annual Increase: 0.78%
Budget Forum
Tuesday, May 16
11:00 a.m.
201 Pray Harrold
Website:

emich.edu/president/communications/meetings.php
Upcoming Meetings:

June meeting: TBD
No meeting in July