

Administrative Leaders Meeting

Tuesday, August 5, 2025

Today's Agenda

1. Welcome
2. Advancement Updates
3. Hazing Act compliance
4. Sick Leave policy changes
5. Budget updates
6. Final Comments



Some Recent Hires (1 of 2)



Holly Baumgartner: Assoc. Provost & Vice President for Graduate Studies

Gloryvee Fonseca-Bolorin: Director of Student Support Services, College of Education

Brad Gibson: Director, Enrollment Management Technology

Amy Hietapelto: Dean, College of Business

Carol Bishop Mills: Dean, College of Arts & Sciences

Some Recent Hires (2 of 2)



Jared Oluoch: Director, School of Info. Security & Applied Computing

Shadden Sion: Manager, Catalog & Schedule (Registrar)

Kazem Sohraby: Director, School of Engineering

Cathy Steiner: Director, University Event Services & Student Center



Welcome!



Upcoming Events

Housing Student Move-In! (9am-4pm)

Thursday, Aug. 21

- First-Year Students
- Transfer Students attending CONNECT

Friday, Aug. 22

- Upper-level students

Saturday, Aug 23 & Sunday, Aug. 24,

- Any students who have not checked-in



Upcoming Events

Center of Race & Ethnicity Fall Welcome

Friday, August 22, 5:00 – 6:00 p.m.

Student Center 3rd Floor

LGBTRC Fall Welcome

Friday, August 22, 5:00 – 6:00 p.m.

Student Center 3rd Floor

Women's Resource Center Welcome Back

Monday, August 25, 10:00 a.m. – 3:00 p.m.

358 Student Center



Upcoming Events

Classes Start!

Monday, August 25

Welcome Back Popsicle Party!

Tuesday, August 26, 4:30 – 6:00pm

Honors College

2025 Calendar			
JANUARY	FEBRUARY	MARCH	APRIL
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28 29 30	26 27 28 29 30 31	23 24 25 26 27 28 29	28 29 30 31



<https://today.emich.edu/calendar>

Upcoming Events

Holman Success Center Open House

Wednesday, August 27, 11:00am – 1:00pm

Halle Library, Lower Level

2025 Calendar			
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<https://today.emich.edu/calendar>

Upcoming Events

EagleFest!

Annual event for student organizations to meet students

Tuesday, Sept. 2, 4:00 – 7:00pm

Student Center, Outdoor University Park

2025 Calendar															
JANUARY				FEBRUARY				MARCH				APRIL			
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<https://today.emich.edu/calendar>

Upcoming Events

BBQueer

Annual kickoff hosted by the LGBTRC

Thursday, Sept. 4, 5:00 – 7:30pm

Student Center Patio

Honors College

September Pancake Breakfast

Friday, Sept. 5, 10:30am – 12:00pm

Honors College Room 107 (Reception Hall)

2025 Calendar															
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Upcoming Events

First Home Football Game vs. Long Island Univ.

Saturday, Sept. 6, 7:00pm

Rynearson Stadium

Theme: EMU Block Party!

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<https://today.emich.edu/calendar>

Upcoming Events

Homecoming 2025!

Office Decorating Contest: 9/8 – 9/16

Field Day: 9/11

Kickoff Picnic: 9/17

T-Shirt Swap & Build-An-Eagle: 9/17

Trap Karaoke: 9/17

Step Show: 9/18

Alumni Awards: 9/19

Football vs. Univ. of Louisiana (and tailgating): 9/20

<https://www.emich.edu/homecoming/events/index.php>

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21 22 23 24 25 26 27	19 20 21 22 23 24 25	16 17 18 19 20 21 22	21 22 23 24 25 26 27
28 29 30	26 27 28 29 30 31	23 24 25 26 27 28 29	28 29 30 31



Reminder:

Use and Read the University Calendar!

EVENTS CALENDAR

FEATURED EVENTS



AUG 23

Glow Night
6:00 pm to 9:00 pm
Student Center - Ballroom



AUG 27

Student Employment Job Fair
1:00 pm to 4:00 pm
Student Center - Ballroom



SEP 15

Homecoming Week 2025:
Sept. 15-20
All Day
Campus wide

<https://today.emich.edu/calendar>

Requesting the President's Visit or Remarks

- New online system to request the President to attend or speak at a campus-sponsored event

<https://www.emich.edu/president/index.php>

- Requests basic info (e.g., date, time, logistics, etc.)

OFFICE OF THE PRESIDENT



President James Smith

James M. Smith, Ph.D. is the 23rd president of Eastern Michigan University. He began his duties July 1, 2016. Since joining Eastern Michigan University, President Smith has actively pursued several strategic initiatives, including adding new academic programs in high-demand areas, launching a Commission on Diversity and Inclusion to drive diversity and equity initiatives on campus, and investing in campus infrastructure to ensure a bright future for Eastern's students and employees.



“ Eastern's foundation as an institution of opportunity is more important than ever. We are a place where first-generation students, people from urban and rural communities, and all races, cultures, backgrounds and identities are embraced and motivated to success.

— James M. Smith, Ph.D. ”

[Request the President Speak At Or Attend an Event](#)

Request for EMU President to Speak or Attend a University Event

Thank you for your request for President James Smith to attend and/or speak at an event.

The President receives many requests to attend and/or speak at events. The Office of the President strives to accommodate as many requests as possible but, unfortunately, not all requests can be granted due to schedule conflicts.

We urge you to submit this form at least four (4) weeks in advance of the event.

Please complete this electronic invitation form in its entirety.



EASTERN MICHIGAN UNIVERSITY

Advancement Updates

Maher Salah, Vice President for Advancement

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Team Members New To EMUF Since August 2024

- Katie Batt-Hayes, Director of Annual Giving
- Cristina Frendo, AVP for Alumni Engagement
- Omar Ahmad, Assistant Athletic Director for Development
- Sarah Grant, Director of Development, College of Health & Human Services
- Jeremy Heinlein, Director of Development, GameAbove College of Engineering & Technology
- Maria Zampierollo, Senior Director of Data Services and Information Systems
- Jen'ai James, Director of Development, College of Education
- Director of Advancement Communications (August 2025)
- Director of Alumni Engagement (August 2025)
- Assistant Director of Alumni Engagement (August 2025)
- Advancement Student Ambassadors

TRIVIA: Advancement Student Ambassador (ASA) Program:
How many ASAs do we have working with us at EMUF?

EMU Foundation's Impact in FY25

- Fundraising: \$17,006,797
- Donor Count: 5,044
- Hosted over 40 alumni & donor events; including 175th!



TRIVIA:
In the two-years since we completed the GiveRise Campaign, have we averaged *more or less* money raised per year, than we did during the Campaign?

Principal and Major Gifts - Jill Hunsberger

New Teammates:

- Sarah Grant, Director of Development, College of Health & Human Services
- Jeremy Heinlein, Director of Development, GameAbove College of Engineering & Technology
- Jen'ai James, Director of Development, College of Education (August 18)

The Work:

- Tip of the spear - coordinate all advancement efforts
- Partner with academic leaders, identify fundraising priorities, lead strategy
- Focus on major gifts
 - Individuals, Private Foundations, Corporations
 - Planned gifts

TRIVIA - What dollar amount is needed to establish an endowment fund?

Advancement Services and Strategic Solutions - Vince Cavataio

New Teammates:

- Katie Batt-Hayes, Director of Annual Giving
- Maria Zampierollo, Senior Director of Data Services and Information Systems
- Omar Ahmad, Assistant Athletic Director for Development

The Work:

- Annual Giving
- Athletics Fundraising
- Corporate and Foundation Fundraising
- Data Services and Information Systems
- Gifts Processing
- Prospect Development
- Stewardship

TRIVIA

**How many gifts were made
in support of scholarships in
FY25?**

BONUS

**How many data requests
were completed by the EMUF
team in FY25?**

Alumni Engagement - Cris Frendo

The Team:

- Cris Frendo - Assistant Vice President
- Mia Milton - Executive Director
- Celia Murkowski - Director of Alumni Engagement
- + hiring for 3 open roles (August 2025)

The Work:

- Communications
- Events
- Volunteer Engagement
- Fundraising
- New this year: Liaisons

**TRIVIA: Michigan has 83 counties
- in how many of them do EMU
alumni currently reside?**



Accounting, Finance, and Operations - Laura Wilbanks

The Work:

- Manage Foundation finances, including budgeting, forecasting, and financial reporting.
- Oversee endowment accounting, fund disbursement, and compliance with donor intent.
- Process and monitor all Foundation expenditures, contracts, and reimbursements.
- Ensure regulatory and audit compliance in alignment with nonprofit and university standards.
- Support strategic financial planning for fundraising initiatives and capital projects.

TRIVIA:

How many individual funds is the EMUF Endowment comprised of?

Bonus:

As of June 30, 2025, what is the the value of the EMUF Endowment?

We Are Here to Serve and Support You!

Fundraising is a T  AM sport

Everyone can play an important role in alumni engagement and fundraising

Partner with us - we're open for business!

Questions?





EASTERN MICHIGAN UNIVERSITY

Hazing Act Compliance

Lauren London, General Counsel

Mary Gaffney, Graduate Case Manager (Graduate Assistant)

Stop Campus Hazing Act

- Updated Hazing Policy
- Hazing Prevention and Education
- Updated Reporting Processes
 - Clery Reporting
 - Available October 1, 2026
 - Transparency Report
 - Available December 23, 2025

Prevention and Education


- Hazing Awareness and Prevention Module
 - Assigned to all students on the first day of classes
- Faculty and Staff training – January
- Specific training sessions offered to students
 - To cover ethical leadership, group cohesion, and bystander intervention
 - Offered to registered student organizations, fraternities and sororities, and athletics

How to Report Hazing?

- Emergencies: If a situation poses an immediate threat to health or safety, contact EMU Dept. of Public Safety directly
- Anonymously Online:
 - Using the new Hazing Concern Reporting Form
 - i. General Reporting form
 - ii. Athletics: [Anonymous Reporting](#)
 - Using EMU's existing [EthicsPoint Reporting Form](#)
- In Person or by Phone: Contact the Dean of Students Office at [734.487.1107](tel:734.487.1107) or visit at 246 Student Center

New Hazing Website

- Updated Hazing Policy
- Definition of Hazing
- How to report Hazing
- Prevention and Education Information
- State Law information
- Will contain the Transparency Report in the future

 EASTERN MICHIGAN UNIVERSITY

DEAN OF STUDENTS OFFICE

[STUDENT RESOURCES](#) FACULTY RESOURCES MEET OUR TEAM

Death of a Student

Absence Notification

Waiver of Confidentiality [PDF]

Family Educational Rights & Privacy Act (FERPA) →

Student Intervention Team

Policies on Gatherings

Hazing Policy

Dean of Students

246B Student Center

Ypsilanti, MI 48197


734.487.1107

Fax: 734.487.8932

Dean of Students / Student Support / Hazing Policy at Eastern Michigan University

Hazing Policy at Eastern Michigan University

Eastern Michigan University strictly prohibits hazing in all forms. Hazing is inconsistent with the University's values of integrity, inclusion, and mutual respect, and will not be tolerated under any circumstances. The University is committed to providing a safe and supportive campus environment that promotes academic and personal success for all students.

 [Download EMU's Complete Hazing Policy](#)

Hazing Defined

EMU's [Student Code of Conduct](#) defines hazing as any action or activity committed by either active members, associate members or pledges of an organization for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization which inflicts or intends to cause physical or severe emotional distress and/or may demean, degrade, or disgrace any person.

The federal Stop Campus Hazing Act also includes [a definition of hazing](#), which EMU recognizes as being incorporated into its own definition of hazing.

How to Report Hazing

Eastern Michigan University encourages all members of the campus community to report any suspected incidents of hazing. Reports may be submitted by any individual, including those not directly involved in the incident. Prompt reporting allows the University to take appropriate action to protect students and uphold community standards.

- **Emergencies:** If a situation poses an immediate threat to health or safety, contact EMU Police at [734.487.1222](tel:734.487.1222) or dial 911.
- **Anonymously Online:** Use the University's [Behavioral Misconduct Reporting](#) (accessible via the Dean of Students website) or either of these other sites.
 - Student Handbook: [Report an Incident](#)
 - Athletics: [Anonymous Reporting](#)
- **In Person or by Phone:** Contact the Dean of Students Office at [734.487.1107](tel:734.487.1107) or visit at 246 Student Center

<https://www.emich.edu/dean-of-students/student-support/hazing-policy>

Questions?





EASTERN MICHIGAN UNIVERSITY

Michigan Earned Sick Time Act (ETSA) Presentation

Kathy Stacey, Chief Human Resources Officer

Jeff Angelieu, Director of Total Rewards

Michigan ESTA - Overview

- This act applies to all employees of EMU **who do not already have** sick time or other paid time off.
 - Giving time to: Students, Employee Consultants, Temporaries, Work Study, Graduate Assistants, Visiting Faculty (not in China).
- These employees work in the State of Michigan.
- This act is not directed at employees working through another employer in the service of EMU.



CenTrio

Michigan ESTA – Eligibility

- Employees of EMU working in the State of Michigan
 - Students, Employee Consultants, Temporaries, Work Study, Graduate Assistants, Visiting Faculty.
- If there is a two (2) month break in service, the sick bank restarts at zero.
 - Employees no longer working for EMU must be removed in a timely manner from our systems.



Michigan ESTA – Accrual

- Began on February 21, 2025, or hire date, whichever is later.
- Accrual is 1 hour ETSA for every 30 hours worked.
 - Graduate Assistants will accrue hours per assignment at 10 hours per week or 20 hours per week.
 - If someone works multiple jobs, they will accrue for all eligible hours worked across all those positions.
- The accrual is based on actual time worked and does not include time not worked, for example, sick time used.



Michigan ESTA – When can I use the time?

- If hired before February 21st can use immediately
- If hired after February 21st they can use time after 120 days of continuous employment.
- Can only use the time they have accrued.
- Can use this time when they cannot work during a regularly scheduled time.
- The most that can be used in a calendar year is 72 hours.
- There is no payout of unused time.



Michigan ESTA – Condensed Usage Examples

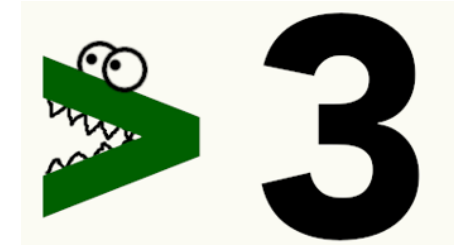
- The employee's mental or physical illness reasons.
- For the employee's family member's mental or physical illness reasons.
- If the employee or the employee's family member is a victim of domestic violence or sexual assault, or other related reasons.
- For meetings at a child's school or place of care related to the child's health, disability, domestic violence or sexual assault.
- For closure of the employee's place of business by order of a public official or need to care for a child.

Michigan ESTA – Provide Notice to EMU

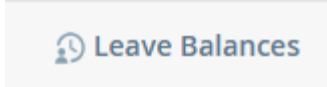
- If the need for earned sick time is foreseeable, the person must provide advance notice not to exceed 7 days prior to the date the earned sick time is to begin, of the intention to use the earned sick time.
- If the need for earned sick time is not foreseeable, the person must provide notice of the intention as soon as practicable.

Michigan ESTA - Documentation

- For earned sick time of more than 3 consecutive days, EMU may request reasonable documentation.
- Upon request the employee must provide this documentation within 15 days. You as management will make this request.
 - **If EMU requires documentation, it is EMU's responsibility to pay all out-of-pocket expenses the employee incurs in obtaining the documentation.**
 - EMU cannot delay commencement of the leave based on a failure to receive documentation.



Michigan ESTA – Time Card Completion

- For hourly employees, this will be recorded on the time card.
 - The smallest amount of sick that can be recorded is 15 minutes.
 - Please see the Office of the Controller EMU Time Entry [web page](#) for help with time entry.
 - When reviewing a time card, selecting  in the upper righthand corner will display the employees accrued time.
- For a Graduate Assistant who is taking sick time, you must complete a [payroll outside of web time entry form](#) and submit that to payroll for recording.

Questions?

Michigan Sick Time Act FAQ ([English](#))

Michigan Sick Time Act FAQ ([Spanish](#))

HR Website – [Leave of Absence](#)





EASTERN MICHIGAN UNIVERSITY

Budget Update

James M. Smith, President

Summary

1. Significant uncertainty with federal issues, State funding, and enrollment
2. The University faces a deficit for FY26, which will require difficult actions
3. Opportunities remain with:
 - Retention
 - Transfer student enrollment
 - Graduate student enrollment
 - Philanthropy



Update: Challenges



Federal Government funding

- ❖ Cuts to grant funding (FY25 and FY26)
- ❖ Cuts to student loans (FY26)



State Government funding

- ❖ \$1+ billion in less revenue due to recent federal budget legislation
- ❖ State agencies are modeling 15% budget cuts
- ❖ FY26 budget not expected until September

Update: Challenges



Expected decline in FTIAC enrollment

- ❖ Fewer college-aged students in Michigan
- ❖ Free community college
- ❖ Declining international enrollment due to visa holds
- ❖ UM & MSU enrolling more students to fill these gaps



General uncertainty

- ❖ Many unknown factors = difficult to assess & plan

Nationwide Higher Education Challenges

“Universities across the US are facing significant budget cuts due to various factors, including declining enrollment, state funding reductions, and federal funding freezes.

These cuts are leading to job losses, program suspensions, and other austerity measures at institutions ranging from public flagships to private universities.”

–AI from Google

**Duke to start layoffs in August after nearly
600 employees take voluntary buyouts**
- *The News & Observer*, 7/25/25

**Layoffs, Budget Cuts
Pile Up in June**
- *Inside Higher Ed*, 7/1/25

**A Year of Challenges
& Uncertainty...**

- *Chronicle of Higher Education*, 7/28/25

**Foreign-Student
Enrollments Could
Nosedive This Fall**
- *Chronicle of Higher Education*, 7/30/25

**UNC Flagship
Plans Big Cuts**
- *Chronicle of Higher
Education*, 7/31/25

**MSU will make staff cuts,
may offer buyouts to
balance budget**
- *Lansing State Journal*, 7/1/25

**University of Southern
California signals layoffs amid
\$200M budget gap**
- *HigherEdDive.com*, 7/16/25

Possible Actions to Address FY26 Deficit

- ❖ Reduced travel
- ❖ Reducing spending on consultants
- ❖ Consolidating IT software (focus on redundancy)
- ❖ Reducing / pausing facility projects
- ❖ Position eliminations (occupied & unoccupied)

Opportunities



Retention



Transfer student enrollment



Graduate student enrollment



Philanthropy (fundraising)



Questions?



Next Meeting!

Tuesday, January 6, 2026

Where Can I Find This Information?

emich.edu/president/communications/meetings.php

Thank You!

END OF PRESENTATION