

# **EASTERN MICHIGAN UNIVERSITY**

## **Board of Regents' Meeting**

The preliminary minutes of the November 15, 2005, Board of Regents Meeting.

The Regular Meeting of the Eastern Michigan University Board of Regents was called to order by Chair Valvo at 1:05 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

Chairman Valvo asked Secretary Aymond for an attendance call.

The Board Members present were:

- Chairman Karen Valvo
- Vice Chair Thomas Sidlik
- Regent Joseph Antonini
- Regent Jan Brandon
- Regent Floyd Clack
- Regent Roy Wilbanks

Board Members absent were:

- Regent Philip Incarnati
- Regent Sharon Rothwell

Members of the Administration present were:

- President John A. Fallon, III
- Interim Director of Finance Steve Holda
- Vice President Courtney McAnuff
- Interim Vice President and Provost Don Loppnow
- Interim Director of Information and Communications Technology Connie Schaffer
- Interim Vice President Tom Stevick
- Vice President Jim Vick

## **COMMUNICATIONS**

Secretary Aymond announced there were two requests to address the Board, and, abiding by the Board guidelines, 15 minutes would be allowed for each speaker.

Howard Bunsis, representing the AAUP, expressed support for the reduction in administrative staffing and support for the bond proposal.

Michael Haynes, a member of VISION and McKenny Union and Campus Life, described the campus support and fund raising for Habitat For Humanity

The Board recessed for lunch.

The Regular Meeting of the Eastern Michigan University Board of Regents was reconvened at 2:30 p.m. and an attendance roll call was taken.

The Board Members present were:

- Chairman Karen Valvo
- Vice Chair Thomas Sidlik
- Regent Joseph Antonini
- Regent Jan Brandon
- Regent Floyd Clack
- Regent Roy Wilbanks

Board Members absent were:

- Regent Philip Incarnati
- Regent Sharon Rothwell

## **PRESIDENTIAL SCHOLARS**

The 2004-2005 Presidential Scholars were introduced to the Board and the audience.

Shana Baber  
Livonia, MI

Carrie Bowen  
Lincoln Park, MI

Ruth Chrisom  
Farmington, MI

Christine Fairbanks  
Manchester, MI

Dean Garrity  
Livonia, MI

Gordon Garrity  
Detroit, MI

Ellen Gutman  
Sylvania, OH

Serina Kramer  
Chelsea, MI

Rachel Lebron  
Belleville, MI

Christopher Lewis  
Westland, MI

Daniel Mathis  
Monroe, MI

Michelle McCourt  
Grafton, OH

Leigh Soltis  
Livonia, MI

Nichole Vasu  
Troy, MI

Christopher Vraniak  
Plymouth, MI

## RESOLUTION

Regent Wilbanks moved and Regent Clack seconded to recommend the Board approve the Resolution for the MAC Men's Cross Country Champions.

Whereas, the Eastern Michigan University men's cross country team placed five runners in the top 22 spots on the way to winning the 2005 Mid-American Conference Championship in the meet held Oct. 29 in DeKalb, Illinois, and

Whereas, the MAC championship was the cross country team's 11th overall and first since 2001, and

Whereas, EMU tallied 39 points for the victory, easily outdistancing Miami in second at 64. Other team results had Ohio third (101), Kent State fourth (120), Central Michigan fifth (132), Akron sixth (135), Buffalo seventh (137), Bowling Green (229), and Toledo ninth (273), and

Whereas, Eastern Michigan junior Corey Nowitzke (Jr.-R.-Monroe, Mich.-Monroe) just missed winning the individual title, finishing in 24:25 to place second behind Miami's Dan Huling who ran 24:21 to win the race, and

Whereas, other Eagles chasing Nowitzke to the finish line were Neal Naughton (Fr.-R.-Walled Lake, Mich.-Walled Lake Western) in fifth (24:46), Josh Karanja (Fr.-R.-Ottawa, Ontario, Canada-Nepean) sixth (24:47), Kyle Mena (Fr.-R.-Portage, Mich.-Northern) 12th (25:15), Alan Walker (Jr.-R.-Phoenix, Ariz.-Greenway) 14th (25:31), Josh Perrin (Fr.-R.-Hillsdale, Mich.-Hillsdale) 15th (25:34), and Tom Clifford (Sr.-Grand Rapids, Mich.-West Catholic) 22nd (25:54), and

Whereas, rounding out the EMU place finishers were David Brent (Fr.-Monroe, Mich.-St. Mary's Catholic Central) in 30th (26:14), Luke Chrusciel (Fr.-R.-Grandville, Mich.-Grandville) 56th (27:19), and

Whereas, EMU men's Head Cross Country Coach John Goodridge was selected as 2005 MAC Coach of the Year and Nowitzke and Karanja were both first-team All-MAC selections while Mena and Walker were second-team selections,

Now, therefore, be it resolved that the Eastern Michigan University Board of Regents congratulates the men's cross country team for its outstanding success in the 2005 cross country season and commends them for the honor and distinction they have brought to themselves as well as Eastern Michigan University.

**Motion Carried.**

**MINUTES OF THE SEPTEMBER 20, 2005 BOARD MEETING  
MINUTES OF THE OCTOBER 21, 2005 SPECIAL BOARD  
OF REGENTS MEETING**

Regent Clack moved and Regent Wilbanks seconded to approve the minutes of the both meetings.

**Motion Carried.**

**PRESIDENT'S REPORT**

Thank you, Regent Valvo.

Several days ago in my Periodic Update to campus I mentioned that I couldn't believe that the end of the semester is just a blink away. I thought that my being new to Eastern Michigan University was the reason I was feeling somewhat frenzied, until I started hearing back from folks across all spectrums of the University that they, too, have found this fall to be exceptionally eventful.

My report today will highlight three areas that have occupied a significant portion of my attention over these past several weeks—continuous improvement, governmental initiatives and engagement activities—as well as share with you several updates about EMU people, programs and activities.

**Continuous Improvement**

In February 2004 Eastern Michigan University was accepted into the Academic Quality Improvement Program (AQIP). Launched in 1999, AQIP attempts to infuse the principles and benefits of continuous improvement into the culture of colleges and universities by providing an alternative process through which an already-accredited institution can maintain its accreditation from the North Central Association. EMU received its most recent 10-year accreditation from the NCA in 2000.

AQIP distinguishes itself from traditional accreditation through its concentration on systems and processes both as the basis for quality assurance and as the lever for enabling institutional improvement. This alternative accreditation process is more intense and efficient, uses faster cycles of improvement, involves faculty more directly in all academic improvement processes, maintains an institution's status with the Department of Education and emphasizes an institution's distinctive needs and aspirations.

A 12-member contingent of EMU officials, including Regent Clack, ventured to Lisle, Illinois, October 5-8, to participate in an AQIP Strategy Forum. During the forum, AQIP officials and representatives from other AQIP-member universities weighed in with analysis of the four continuous improvement projects we presented.

I'm pleased to report that all four projects passed muster, with scores and comments indicating the University was more than prepared enough to proceed. The committee unanimously agreed to move forward with all four projects, which include:

- Improving delivery of academic advising;
- Improving customer service to students, faculty and staff;
- Incorporating writing across the curriculum into lower-level writing courses;
- And creating metrics for campus-wide institutional assessment.

Complementing this process, indeed providing the underpinning for all of the work that we will do, will be the development of an institutional vision statement. Daryl Barton, president of the Faculty Council, and I are co-chairing this process. The visioning process will include a number of people directly, and everyone, indirectly. Our goal will be to create a five to seven page document that will represent a shared vision—a picture of our pathway to the future and what we intend to pursue with great vigor.

While some measure of visioning was undertaken as part of the strategic planning process, my experience thus far has been that the vision for EMU is as individual and idiosyncratic as the person with whom I am speaking at any given time. We are a multi-million dollar enterprise without a business plan. And in this era of increased competition and shrinking resources, we have an obligation to our stakeholders to have a precise picture of who we are and where we want to be—and to have all our oars rowing in the same direction.

This is hard work. Most organizations don't do it; many can't do it. But, I believe this will be the single most important task that we, as an institution, will undertake.

### **Governmental Initiatives**

Outreach efforts in Lansing, Washington and with local governmental leaders have been a major priority for me. I've spent several days in Lansing meeting and, more importantly, listening to the concerns that our elected representatives have shared on a number of issues—from University House, to tuition increases, to graduation rates, to the need for universities to respond more quickly to the state's economic needs. In most cases these have been reasonable discussions. And although a few individuals are not yet prepared to move forward, I believe that we've done the things necessary to get us out of the doghouse—but we remain on a very short leash.

We are intensifying our efforts to have a presence in Lansing and to position the University as an indispensable asset to the state and legislators. To that end, this past week we implemented the first of what will be a series of e-postcards from me to legislators that will link them to an institutional resource they might find valuable—in this case, the rich resource of experts we have available to help them solve problems in their districts or in Lansing.

I recently met with Governor Granholm to discuss EMU's role in promoting her "Return to Learn" initiative. This program is aimed at encouraging adults in the state's workforce to complete a postsecondary education degree. Michigan lags behind the national average in the percentage of the population that has earned a college degree or some form of postsecondary education credential. Because of our unique niche in the marketplace, we've been working with adult learners for many years and have a number of programs already in place to address their special needs. The University is hosting a series of open houses at our regional centers and on the main campus to encourage adults who started, but did not finish, their degree program to Return to Learn at EMU.

A little over a week ago, I had the pleasure of convening an Intergovernmental Session that brought together representatives from Eastern Michigan University, Washtenaw County Government, the City of Ypsilanti, Ypsilanti Township, Superior Township, Pittsfield Township, the Ypsilanti Public Schools, Willow Run Community Schools, Lincoln Consolidated Schools and the Intermediate School District. The purpose of our meeting was to gather potential partners to explore ways we could, and should, work together to achieve greater efficiencies, effectiveness and cost savings.

The discussion was lively. The group generated a list of challenges we are facing, and began to discuss areas of collaborative opportunities we might pursue. Each of the participants has committed to continuing the discussion and using this group as a means to overcome barriers that have hampered prior initiatives. I was pleased that the group identified the University as a critical, and neutral, component in this process and that I have been asked to continue to facilitate these discussions. I can think of no better way to improve local relationships than to work together helping to solve mutual problems.

As I've visited local elected officials, one message I've heard loud and clear, is that they want to hear more often from EMU, and specifically the president. To respond, we've launched Executive Briefing, an electronic communication that is being sent weekly to local governmental, civic and educational leaders. This interactive piece provides recipients with links to EMU news and the ability to respond electronically with any questions or concerns they may have.

### **Engagement Activities**

I was pleasantly surprised to see nearly 80 individuals at my first open forum, October 19. Those who came, including a group of students fulfilling a class assignment, had plenty of questions and we enjoyed a lively and open discussion. I intend to host a minimum of two open forums each semester—the next one is scheduled for tomorrow at 5:30 p.m. in Dining Commons One. These sessions have no agenda; they just provide an opportunity for anyone who would like to do so, to come and to ask questions or share information with me. They are part of the activities recommended by the Transition Team to help me learn about the University and to make the president more accessible than has been the case in the past.

Another recommendation that emerged from transition planning was to establish a forum through which community leaders could have regular access to me in order to share information, dispel rumors or ask questions. Twelve community leaders have accepted my invitation to be a part of this group and will be meeting with me on a quarterly-basis beginning November 29. I'm encouraged by the positive response I've received to my invitation and expect that this group will be an invaluable resource.



Earlier this month I addressed both the Ann Arbor and Ypsilanti Chambers of Commerce. These were great occasions to share our story and the positive impact EMU has in southeastern Michigan. Shortly after arriving at EMU, through the efforts of Marketing and Communications, I had the opportunity to work with Mort Crim Productions on a segment they were producing for WDIV-TV Detroit called Our Story. This series focuses on institutions in Michigan such as EMU, the DIA, the Detroit Media Center and others that have helped shape the history and quality of life of the region. EMU: Our Story debuted in early October to an audience of nearly a quarter of a million viewers. I'm using it in presentations as I travel throughout the state and the University because it captures, in a very compelling way, the story of this great institution. I've included a copy of the DVD in your packets and invite you to view and share it among your colleagues.

### Points of Pride

Each day as part of our internal communications efforts we share a "good news" story about EMU with the campus community. We've had a great deal of good news to share including:

- For the second consecutive year, The Princeton Review has selected Eastern Michigan University's College of Business as one of the "Best 237 Business Schools" in the nation.
- WEMU 89.1 FM was voted the best radio station for music for the second straight year by the Ann Arbor News Readers Choice Awards. The station also was given a silver award for being the best radio station for talk. WEMU was the only local station to earn honors in both radio categories.
- Eastern Michigan University was recently awarded a \$1.5 million grant from the National Science Foundation (NSF) to develop the Creative Scientific Inquiry Experience (CSIE), a program designed to increase the number of science and math graduates. The grant is part of the NSF's highly competitive science talent expansion program, which focuses on increasing the number of science, technology, engineering and mathematics (STEM) graduates. EMU's project, entitled "Creative Scientific Inquiry Experience: Developing Integrated Science Curriculum to increase STEM Graduates," is designed to increase the number of students graduating in STEM. The program will offer theme-linked courses with academic service-learning experiences and career exploration for students. Kathy Stacey, professor of communication and theatre arts, and director of Academic Service-Learning and Joanne Caniglia, professor of math, are co-principal investigators.
- We are completely retooling our scholarship and financial aid award process in order to better leverage resources to meet enrollment goals. Staff has been working with Noel-Levitz to analyze historical data and redesign award guidelines for fall of '06.
- EMU's Stafford Loan Default rate for the most recently published year, 2003, is at 2.2 percent. This is an all-time low for EMU and demonstrates the positive impact of our debt management sessions, borrower communications and individual loan counseling to inform students about their obligations.
- Applications for Winter 2006 are up by double digits over last year in all new student categories.
- At Oct. 31, **cash gifts in excess of \$2.5 million** have been received in benefit of Eastern Michigan University. Included in this total is a \$1 million gift from an anonymous donor to be used for entrepreneurial projects on EMU's campus.
- EMU's Children's Institute recently received a **\$25,000 grant from the Charlotte R. Schmidlapp Fund**, Fifth Third Bank, Trustee. The funds will help support the



Institute's childcare program. Byna Elliot, vice president at Fifth Third Bank and a 1992 graduate of EMU, helped secure the grant. She volunteers as a trustee with the EMU Foundation.

- **EMU's Faculty and Staff Giving program**, administered by the EMU Foundation, kicked-off with goals of exceeding last year's giving of more than \$400,000 and increasing participation.
- Since September, the Alumni Relations Office has planned and hosted several events engaging alumni in Washington D.C., Chicago and the Flint area. Upcoming is the annual alumni basketball reception Friday, Nov. 18 in the Stadium Club, EMU Convocation Center, as well as an evening reception hosted by the Accounting Alumni Chapter Tuesday, Nov. 22 at the Livonia Marriott at Laurel Park.

## News Notes

As always, I'd like to close my report with a few notes about our faculty, students and alumni.

## FACULTY

- Seven Eastern Michigan University professors were honored at the 15th Annual Teaching Excellence Awards Oct. 22. The awards recognize faculty who have distinguished themselves in the classroom. Faculty members, nominated by former students or other faculty from each of the five colleges, were honored. Those honored included: **Jeffrey L. Bernstein**, associate professor of political science; **Daniel R. Brickner**, associate professor of accounting and finance; **Ella M. Burton**, associate professor of educational leadership and counseling; **Konnie G. Kustron**, associate professor of legal and paralegal studies; **Sally McCracken**, professor of communication and theatre arts; **Peggy Alford Trewn**, assistant professor of nursing; and **Norman Tyler**, professor of geography and geology.
- **Gerald "Skip" Lawver**, assistant professor of technology, was recently honored by the National Center for Biomedical Research and Training at Louisiana State University as one of the top three emergency responders in the country.

## STUDENTS

- **Clarissa Russell** is the first Eastern Michigan University graduate-and only one of three persons nationwide-to receive a Henry Ford Health System Fellowship for 2005-06. The fellowship program provides an opportunity for individuals with a master's degree to work in areas of administrative specialization with Henry Ford senior leaders.
- **Josh Jobst**, a graduate student in piano performance at EMU, won the 2005 "Best Interpretation of a Composition by Franz Liszt" award. Jobst, of Belleville, won the award at the American Liszt Society's William Garrison Piano Competition in Baltimore. He also was awarded second place overall in the competition and will be presented in a debut recital in Baltimore during the 2006-07 season.

## ALUMNI

- **Brigadier General John C. Rowland ('65)** has been enshrined in the Michigan Aviation Hall of Fame. Rowland, the former Army Aviation Facility Commander and state aviation officer, is the first helicopter pilot to be enshrined. Rowland flew 839 hours of combat time during Vietnam and received the Distinguished Flying Cross and Bronze Star. After the military, he founded Wolverine Aviation, Inc. at Willow Run. Since 1974, he has been with the Michigan Army National Guard in Grand Ledge, Michigan.
- **Loren Estleman ('74)** was named best local author as part of the Ann Arbor News' Readers Choice Awards. Estleman is best known for his series of Amos Walker mystery novels. He has won numerous literary awards and has been a commencement speaker at EMU.
- **John Young ('04)** has received the 2005 Counselor of the Year Award from the Michigan Association for Humanistic Education and Development. The award is given at the annual conference of the Michigan Counseling Association.

## ATHLETICS

- **EMU men's cross country team** won the MAC Championship and head coach John Goodridge was named coach of the year.
- **EMU's 2004-05 softball team** posted the sixth highest team GPA among Division I-A softball teams. The National Fast Pitch Coaches Association recognized the team. The team's GPA was 3.461.
- For the second consecutive season the Eastern Michigan University's **women's basketball team** has been picked to capture the Mid-American Conference's West Division championship by the voting members of the MAC News Media Association. The Green and White received 20 of 23 first-place votes in garnering 132 total points.
- **EMU's women's volleyball team** captured the 2005 West Division Championship this past weekend. The women head to the MAC tournament Friday.

## Upcoming events

Nov. 18 Basketball double header

Women at 6 p.m. versus Central Connecticut

Men at 8:30 p.m. versus California

Former EMU head coach Ben Braun will be inducted into the Hall of Fame prior to the men's game. At halftime of the men's game, the women's NIT banner will be raised.

Dec. 18 Commencement at 2 p.m. at the Convocation Center

## **TREASURER'S REPORT**

### **Section 1**

Regent Antonini moved and Regent Wilbanks seconded that the Treasurer's Report for the month of September 2005, be received and placed on file.

**Motion Carried.**

## **INTERNAL AUDIT**

### **Section 2**

Regent Antonini moved and Regent Wilbanks seconded that the Internal Audit report for October through November 2005, be received and placed on file.

**Motion Carried.**

## **GRANTS/CONTRACTS**

### **Section 3**

Regent Antonini moved and Regent Wilbanks seconded that 64 grants and contracts totaling \$4,287,188 for the period 9/1/05 through 10/31/05 be accepted.

**Motion Carried.**

## **CONSTRUCTION PROJECTS PROGRESS**

### **Section 4**

Regent Antonini moved and Regent Wilbanks seconded that the Board receive and place on file the Construction Projects Progress Report for the period ending September 30, 2005.

**Motion Carried.**

## **ACCOUNTS RECEIVABLE**

### **Section 5**

Regent Antonini moved and Regent Wilbanks seconded that the Student Accounts Receivable Reports, and the Collection Agency Inventory as of September 30, 2005, be received and placed on file.

**Motion Carried.**

## **REPORT: FY 2006 GENERAL FUND BUDGET INTERIM STATUS**

### **Section 6**

Regent Antonini moved and Regent Wilbanks recommended that the fiscal 2006 General Fund Budget Interim Status Report be accepted and placed on file.

**Motion Carried.**

## **REPORT: Information and Communications Technology Initiatives**

### **Section 7**

Regent Antonini moved and Regent Wilbanks recommended that the Report on the progress of ICT Initiatives and the financial status report be accepted and placed on file. It is also recommended that the Board of Regents approve the use of the \$1.8 million of net revenue to support technology needs in FY 2006.

**Motion Carried.**

## **STAFF APPOINTMENTS**

### **Section 8**

Regent Antonini moved and Regent Wilbanks seconded that the Board of Regents approve the 20 staff appointments for the period August 20, 2005 through October 31, 2005 as shown on the following list.

## REPORTING PERIOD:

AUGUST 20, 2005 - OCTOBER 31, 2005

## EASTERN MICHIGAN UNIVERSITY

## STAFF APPOINTMENTS

| LAST NAME   | FIRST NAME | ECLS | GRADE | JOB TITLE                     | DEPARTMENT             | HIRE DATE  | ANNUAL SALARY | % APPT | ETHNICITY | GENDER |
|-------------|------------|------|-------|-------------------------------|------------------------|------------|---------------|--------|-----------|--------|
| Wagner      | Sandra     | AC   | 14    | Head Coach(Wres/Glf/Soc/Tenni | I/A-Wn's Golf Genfee   | 8/24/2005  | \$38,000.00   | 100    | WH        | F      |
| Capelli     | Craig      | AC   | 14    | Head Coach(Wres/Glf/Soc/Tenni | I A Womens Tennis      | 9/23/2005  | \$41,000.00   | 100    | WH        | M      |
| Bunce       | Douglas    | AP   | PFHR1 | Human Resources Generalist I  | Exc Dir Human Resrcs   | 9/26/2005  | \$36,000.00   | 100    | WH        | M      |
| Ring        | Tasha      | AP   | AVAM1 | Mgr Regional Admissions       | Adm Off-Campus Oulrth  | 10/3/2005  | \$28,000.00   | 75     | WH        | F      |
| Taylor      | Darin      | CP   | 01*   | Officer Campus Police         | Public Safety Support  | 8/22/2005  | \$36,893.00   | 100    | BL        | M      |
| Doly-Densem | Alicia     | CS   | 05    | Sr Secretary                  | Stu W/Disabil Ser      | 9/19/2005  | \$13,997.00   | 50     | BL        | F      |
| Hula        | D'Anne     | CS   | 04    | Secretary II                  | Biology                | 10/10/2005 | \$24,772.80   | 100    | WH        | F      |
| Young       | Shenika    | CS   | 05    | Customer Service Rep II       | Ce Reg Cir Detroit     | 10/24/2005 | \$13,997.00   | 50     | BL        | F      |
| Abdul Sater | Mohammad   | FM   | 95    | Fast Food Worker              | Dining Services        | 8/29/2005  | \$11,349.00   | 75     | WH        | M      |
| Sullivan    | Ashley     | FM   | 95    | Fast Food Worker              | Dining Services        | 8/29/2005  | \$15,132.00   | 75     | WH        | F      |
| Kopka       | Kenneth    | FM   | 12    | Groundsperson                 | Grnds Walks Roadways   | 9/19/2005  | \$10,576.80   | 50     | WH        | M      |
| Maylone     | Rebecca    | FM   | 95    | Fast Food Worker              | Dining Services        | 10/10/2005 | \$15,132.00   | 75     | WH        | F      |
| Terreyer    | Travis     | PT   | 08    | Asst Coord Construction Proj  | Minor Spcl Alteratns   | 8/22/2005  | \$41,500.00   | 100    | WH        | M      |
| Baskin      | Corey      | PT   | 06    | Acad Supp Prog Specialist     | Upward Bound Program   | 9/6/2005   | \$32,000.00   | 100    | BL        | M      |
| Sohn        | Susan      | PT   | 07    | Off of Intl Stdts Specialist  | International Students | 9/12/2005  | \$38,000.00   | 100    | WH        | F      |
| Stahl       | Kathrine   | PT   | 07    | Interior Designer             | Physical Plant Ofc     | 9/26/2005  | \$41,500.00   | 100    | WH        | F      |
| Robinson    | Tina       | PT   | 08    | Construction Accountant       | VP for Student Affairs | 10/5/2005  | \$38,059.00   | 100    | BL        | F      |
| Huffman     | Raquel     | PT   | 07    | Health & Safety Specialist    | Health Safety Admin    | 10/9/2005  | \$36,750.00   | 100    | WH        | F      |
| Notis       | Christine  | PT   | 06    | Research Assistant II         | Biology                | 10/17/2005 | \$30,000.00   | 100    | WH        | F      |
| Goncalves   | Josephs    | PT   | 06    | Access Services Specialist    | Stu W/Disabil Ser      | 10/24/2005 | \$33,903.00   | 100    | HI        | M      |

## **SEPARATIONS/RETIREMENTS**

### **Section 9**

Regent Antonini moved and Regent Wilbanks seconded that the Board approve 34 separations and retirements for the reporting period August 20, 2005 through October 31, 2005 as shown on the following listings:



REPORTING PE  
AUGUST 20, 2005

TOBER 31, 2005

EASTERN MICHIGAN UNIVERSITY

STAFF SEPARATIONS/RETIREMENTS

| <u>NAME</u>          | <u>JOB TITLE</u>               | <u>E CLASS</u> | <u>GRADE</u> | <u>ORG#</u> | <u>DEPARTMENT</u>             | <u>HIRE DATE</u> | <u>TERM DT</u> | <u>GENDER</u> | <u>ETHNICITY</u> | <u>TERM REASON</u>             |
|----------------------|--------------------------------|----------------|--------------|-------------|-------------------------------|------------------|----------------|---------------|------------------|--------------------------------|
| Baron, Neva K        | Academic Advisor I             | PT             | 07           | 135650      | Academic Advising Ct          | 2/25/2002        | 9/16/2005      | F             | WH               | TERM LAYOFF W RECALL RIGHTS    |
| Branch, Charles      | Head Coach (Gym/Soc/Wres/Crew) | AC             | 15           | 104700      | I A Mens Wrestling            | 8/14/2000        | 9/1/2005       | M             | BL               | TERM PERSONAL                  |
| Brown, Charles       | Special Grounds Equipment Op   | FM             | 16           | 126600      | Grnds Walks Roadways          | 8/6/1984         | 9/9/2005       | M             | BL               | TERM DEATH                     |
| Burfans, Deborah     | Service EMU Specialist         | CS             | 06           | 131225      | McKenny Service Center        | 11/5/2001        | 9/9/2005       | F             | WH               | TERM PERSONAL                  |
| Charley, Andre       | Admissions Advisor             | PT             | 07           | 131750      | Adm Off-Campus Outh           | 8/20/2001        | 8/26/2005      | M             | BL               | TERM PERSONAL                  |
| Clark, Diana         | Library Assistant III          | CS             | 05           | 120400      | Library-General Account       | 1/6/1970         | 9/16/2005      | F             | WH               | TERM DEATH                     |
| Cloud, Raymond W     | Carpenter                      | FM             | 22           | 150000      | VP for Student Affairs        | 12/5/1994        | 9/27/2005      | M             | NA               | TERM INVOLUNTARY               |
| Coman, Brenda        | Police Dispatcher              | CS             | 05           | 127200      | Public Safety Support         | 7/29/2002        | 9/26/2005      | F             | WH               | TERM PERSONAL                  |
| Donohue, Robert E    | Electrician                    | FM             | 22           | 126850      | Electrical                    | 4/27/1977        | 10/1/2005      | M             | WH               | TERM RETIREMENT                |
| Duan, Shengyao       | Research Associate II          | PT             | 08           | 138350      | Celta                         | 1/5/2004         | 10/14/2005     | M             | AS               | TERM PERSONAL                  |
| Flores, Angelica     | Supv Parking Operations        | PT             | 06           | 127250      | Parking                       | 6/30/2003        | 10/20/2005     | F             | HI               | TERM PERSONAL                  |
| Foy, Phoebe K        | Custodian                      | FM             | 06           | 153100      | McKenny-Custodi Serv          | 9/16/1987        | 9/15/2005      | F             | WH               | TERM PERSONAL                  |
| Gannon, Carol        | Administrative Assistant II    | PT             | 06           | 107600      | Fgn Lang & Bilingual          | 6/24/1996        | 10/3/2005      | F             | WH               | TERM LAYOFF WITH RECALL RIGHTS |
| Garner Jr, Kenneth H | Project Coord, Learning Center | PT             | 08           | 113900      | Academic Programming          | 6/12/2000        | 9/9/2005       | M             | WH               | TERM PERSONAL                  |
| Gray, Robert L       | Asst Mgr Ticket Ops            | PT             | 06           | 140300      | Convocation Center Operations | 8/23/2004        | 10/12/2005     | M             | BL               | TERM PERSONAL                  |
| Gruenen, Brenda F    | Sr Secretary                   | CS             | 05           | 151100      | International Students        | 2/17/1988        | 9/30/2005      | F             | WH               | TERM RETIREMENT                |
| Guy, Michael         | Plumber/Maintenance            | FM             | 22           | 150000      | VP for Student Affairs        | 6/7/1976         | 10/5/2005      | M             | WH               | TERM PERSONAL                  |
| Hayden, Timothy G    | Sr Information System Clerk    | CS             | 06           | 116000      | Grad Studies/Researc          | 8/6/2001         | 9/10/2005      | M             | WH               | TERM PERSONAL                  |
| Hayes, Camilla S     | Secretary II                   | CS             | 04           | 110750      | Cont Certification            | 7/1/2004         | 9/16/2005      | F             | WH               | TERM PERSONAL                  |
| Howard, Jennifer L   | Budget Analyst III             | PT             | 09           | 142450      | Budget Management             | 5/29/2001        | 10/6/2005      | F             | WH               | TERM PERSONAL                  |

REPORTING PE  
AUGUST 20, 2C

TOBER 31, 2005

EASTERN MICHIG/

VERSITY

STAFF SEPARATIONS/RETIREMF

| NAME                | JOB TITLE                      | E CLASS | GRADE | ORG#   | DEPARTMENT                      | HIRE DATE  | TERM DT    | GENDER | ETHNICITY | TERM REASON                   |
|---------------------|--------------------------------|---------|-------|--------|---------------------------------|------------|------------|--------|-----------|-------------------------------|
| Jackson, Bobbie N   | Workplace Education Specialist | PT      | 08    | 119750 | Non-Credit Programs             | 7/27/2000  | 9/16/2005  | F      | BL        | TERM PERSONAL                 |
| Jennings, Jonathan  | Operations Specialist I        | PT      | 05    | 137300 | ICT-Operations Production       | 10/15/2001 | 8/28/2005  | M      | WH        | TERM LAYOFF W RECALL RIGHTS   |
| John, Susan E       | Sr Secretary                   | CS      | 05    | 112350 | Comm College Relations          | 3/29/2000  | 9/24/2005  | F      | WH        | TERM PERSONAL                 |
| Kose, Douglas A     | Asst Dir Ath Mktg & Promotions | AP      | MGIL1 | 103800 | IA Promotions                   | 7/17/2000  | 8/25/2005  | M      | WH        | TERM PERSONAL                 |
| Nerothin, Jason P   | Web Analyst/Programmer I       | PT      | 08*   | 137600 | ICT-Network and System Services | 6/14/2004  | 10/10/2005 | M      | WH        | TERM PERSONAL                 |
| Nguyen, Christine N | Secretary II                   | CS      | 04    | 106550 | Biology                         | 11/4/2002  | 9/15/2005  | F      | AS        | TERM PERSONAL                 |
| Pearson, Robert L   | Customer Service Rep II        | CS      | 05    | 118600 | Cont Ed Livonia                 | 6/13/2005  | 8/29/2005  | M      | BL        | TERM LAYOFF W/O RECALL RIGHTS |
| Ray, Kathryn J      | Secretary II                   | CS      | 04    | 108850 | Sociology                       | 9/1/2004   | 9/26/2005  | F      | WH        | TERM INVOLUNTARY NO RET       |
| Rich, Tracy         | Customer Service Rep           | CS      | 04    | 118050 | Ce Regionl Progrmg              | 10/4/2004  | 10/16/2005 | F      | WH        | TERM PERSONAL                 |
| Richardson, Tina R  | Sr Financial Aid Advisor       | PT      | 08    | 132250 | Financial Aid Office            | 10/8/2001  | 9/16/2005  | F      | BL        | TERM PERSONAL                 |
| Ruffin, Mechalle    | Sr Financial Aid Advisor       | PT      | 08    | 132250 | Financial Aid Office            | 3/3/2003   | 8/26/2005  | F      | BL        | TERM INVOLUNTARY NO RET       |
| Shuey, Angela A     | Senior Secretary               | CS      | 05    | 140100 | Center For Quality              | 11/3/2003  | 9/2/2005   | F      | WH        | TERM PERSONAL                 |
| Smerek, Carol       | Admin Secretary                | CC      | AXCY2 | 130400 | Assistant Exec Vp               | 8/19/2002  | 10/14/2005 | F      | WH        | TERM PERSONAL                 |
| Wyatt, Rudolph      | Carpenter                      | FM      | 22    | 150000 | VP for Student Affairs          | 1/4/1999   | 9/30/2005  | M      | BL        | TERM RETIREMENT               |

## **EMERITUS STAFF STATUS**

### **Section 10**

Regent Antonini moved and Regent Wilbanks seconded that the Board of Regents grant Emeritus Staff Status to Barbara Delprato, Executive Secretary, who retired January 4, 2005.

**Motion Carried.**

## **ACADEMIC REPARATIONS/RETIREMENTS**

### **Section 11**

Regent Antonini moved and Regent Wilbanks seconded that the Board of Regents approve 16 separations and retirements for the reporting period September 1, 2005 through October 31, 2005.

ACADEMIC SEPARATIONS 9/1/2005 THROUGH 10/31/2005

| NAME                    | E CLASS | GRADE | DATE PROCESSED | CURRENT HIRE DATE | TERM DATE  | JOB TITLE                    | ORG#   | DEPARTMENT                         | GENDER | ETHN CODE | REASON                     |
|-------------------------|---------|-------|----------------|-------------------|------------|------------------------------|--------|------------------------------------|--------|-----------|----------------------------|
| DeCamp, JoAnna          | AP      | MGIL1 | 10/10/2005     | 9/3/2002          | 10/10/2005 | Dir Non-Credit Programs      | 118050 | Ce Regional Progrmng               | F      | WH        | TERM AT WILL SEPARATION    |
| Robbins, Jerry          | AP      | MGAD3 | 9/15/2005      | 7/1/1991          | 9/15/2005  | Special Assistant to Provost | 109600 | Education Dean                     | M      | WH        | TERM AFTER PAYOUT          |
| Blake Gustavson, Kevin  | FA      | 01    | 9/1/2005       | 8/23/2000         | 9/15/2005  | Associate Professor          | 107650 | Geography & Geology                | M      | WH        | TERM PERSONAL              |
| Cianciolo, S T          | FA      | 01    | 9/15/2005      | 8/28/1985         | 9/15/2005  | Professor                    | 109350 | Dept of Accounting and Finance     | M      | WH        | TERM AFTER PAYOUT          |
| Khailany, Assad S       | FA      | 01    | 9/15/2005      | 8/23/1972         | 9/15/2005  | Professor                    | 109400 | Computer Information Systems       | M      | WH        | TERM AFTER PAYOUT          |
| Reid, David             | FA      | 01    | 8/22/2005      | 8/31/1988         | 9/15/2005  | Professor                    | 108400 | Physics & Astronomy                | M      | BL        | TERM PERSONAL              |
| Edgerton, Glenn T       | LE      | 01    | 8/31/2005      | 9/1/2004          | 9/15/2005  | Lecturer I                   | 110250 | Health Promotion Human Performance | M      | WH        | TERM NON REAPPOINTMENT     |
| Hanewicz, Cheryl        | LE      | 01    | 9/1/2005       | 8/29/2001         | 9/30/2005  | Lecturer II                  | 115650 | School of Technology Studies       | F      | WH        | TERM PERSONAL              |
| Olin, Alicia C          | LE      | 01    | 8/31/2005      | 9/1/2004          | 9/15/2005  | Lecturer I                   | 107600 | Fgn Lang & Bilingual               | F      | HI        | TERM NON REAPPOINTMENT     |
| Flinnol, Sandra         | LL      | 00    | 9/1/2005       | 5/1/2005          | 9/30/2005  | Adjunct Lecturer             | 118550 | Ce Reg Ctr Detroit                 | F      | NX        | TERM APPOINTMENT CANCELLED |
| Gannon, Thomas          | LL      | 01    | 12/31/2002     | 9/19/2005         | 10/31/2005 | Lecturer                     | 109450 | Management                         | M      | WH        | TERM END APPOINTMENT       |
| Kawase, Kyoko           | LL      | 00    | 12/31/2003     | 1/1/2005          | 9/20/2005  | Lecturer                     | 107600 | Fgn Lang & Bilingual               | F      | AS        | TERM END APPOINTMENT       |
| Olin, Alicia C          | LL      | 00    | 12/31/2003     | 9/1/2004          | 9/15/2005  | Lecturer                     | 107600 | Fgn Lang & Bilingual               | F      | HI        | TERM END APPOINTMENT       |
| Olin, Alicia C          | LL      | 01    | 12/31/2002     | 9/1/2004          | 9/15/2005  | Lecturer                     | 107500 | Lit-Coop Placement                 | F      | HI        | TERM END APPOINTMENT       |
| Pobutsky, Stephen       | LL      | 00    | 9/30/2005      | 5/1/2005          | 10/1/2005  | Adjunct Lecturer             | 107200 | Eng Language & Lit                 | M      | XX        | TERM PERSONAL              |
| VonJankowsky Jr, Paul J | LL      | 01    | 9/23/2005      | 9/1/2002          | 9/30/2005  | Adjunct Lecturer             | 107800 | History & Philosophy               | M      | NX        | TERM APPOINTMENT CANCELLED |

## **EMERITUS FACULTY STATUS**

### **Section 12**

Regent Antonini moved and Regent Wilbanks seconded that the Board grant Emeritus Faculty Status to the three former faculty members listed below.

**Jeffrey Dansky**

**Professor, Department of Psychology**

From 1976 – 2005 (29 yrs.)

**David W. Hortin**

**Professor, Department of Political Science**

From 1967 – 2005 (38 yrs.)

**Elva Mae Nicholson**

**Professor, Department of Chemistry**

From 1972 – 2005 (33 yrs.)

**Motion Carried.**

## **STUDENT AFFAIRS COMMITTEE**

### **Section 13**

Regent Brandon moved and Regent Antonini seconded that the Agenda for November 15, 2005, and the Minutes of September 20, 2005, be received and placed on file.

**Motion Carried.**

## **EDUCATIONAL POLICIES COMMITTEE**

### **Section 14**

Regent Clack moved and Regent Antonini seconded that the Educational Policies Agenda for November 15, 2005, and the minutes of the September 20, 2005, meeting be received and placed on file.

**Motion Carried.**

## **HONORARY DEGREE RECIPIENT**

### **Section 15**

Regent Clack moved and Regent Wilbanks seconded that the Board approve awarding an Honorary Doctorate of Public Service to John D. Dingell, Jr., the longest serving member of the United States House of Representatives, at the Sunday December 18, 2005 commencement ceremony.

**Motion Carried.**

## **NEW ACADEMIC PROGRAMS**

### **Section 16**

Regent Clack moved and Regent Antonini seconded that the Board approve a new Academic Program: Combined 3/2 Bachelor of Science/Masters of Public Administration.

**Motion Carried.**

## **FACULTY AFFAIRS COMMITTEE**

### **Section 17**

Regent Clack moved and Regent Wilbanks seconded that the Faculty Affairs Committee Agenda for November 15, 2005, and the Minutes of the September 20, 2005, meeting be received and placed on file.

**Motion Carried.**

## **ATHLETIC AFFAIRS COMMITTEE**

### **Section 18**

Regent Wilbanks moved and Regent Clack seconded that the Athletic Affairs Committee Agenda for November 15, 2005, and the Minutes of the September 20, 2005, be received and placed on file.

**Motion Carried.**

## **INTERCOLLEGIATE ATHLETIC MISSION STATEMENT**

### **Section 19**

Regent Wilbanks moved and Regent Antonini seconded that the Board of Regents approve the revised mission statement for the Department of Intercollegiate Athletics. This statement is shown on the following pages.



**Eastern Michigan University  
Department of Intercollegiate Athletics  
Mission Statement**

The mission of the Department of Intercollegiate Athletics is to provide a competitive intercollegiate athletic program for men and women while supporting the educational goals of its student-athletes. The development of successful teams, while focusing on the well-being of student-athletes, is inherent in our mission. Integral to our mission is the intellectual, cultural, physical and social development of our student-athletes and the personal and professional development of coaches and staff.

In support of this mission, the Department of Intercollegiate Athletics is committed to the following guiding principles:

**Integrity**

Eastern Michigan University athletic programs will adhere to the letter and the spirit of the rules and regulations of the National Collegiate Athletic Association and the Mid-American Conference and will comply with all applicable state and federal laws.

**Academic Success**

Eastern Michigan University athletic programs will recruit student-athletes with the ability to achieve academic success and will support the educational endeavors of student-athletes with a goal of graduation from the University.

**Competitiveness**

Eastern Michigan University athletic programs aspire to achieve competitive success at the conference and national levels, within the limits of available resources. Each athletic program is encouraged to increase private support and expand their endowments.

**Student-Athlete Development**

Eastern Michigan University athletic programs are committed to the personal development and well-being of all student-athletes along with their athletic development. The Department of Intercollegiate Athletics establishes standards of conduct for student-athletes that reflect positively on the individual student-athlete, the program and the University.

**Fiscal Integrity**

Eastern Michigan University athletic programs will operate with prudent fiscal management and within the normal business processes of the University. Gifts to athletic programs will be received and processed by the Eastern Michigan University Foundation.

**Resource Enhancement**

Eastern Michigan University athletic programs are committed to enhancing resources through private support, guarantee income, revenue-generating activities and contracts and other creative methods. A special effort will be made to grow athletic endowment accounts.

**Access and Opportunity**

Eastern Michigan University athletic programs are committed to broad participation by students attending the University on an equitable basis and defined by student interest and high school participation.

**Diversity**

Eastern Michigan University takes great pride in its diverse community of students, faculty and staff. EMU athletic programs are committed to fostering a cohort of student-athletes, coaches and staff to further enrich the diversity of the University community.

## **FINANCE COMMITTEE**

### **Section 20**

Regent Antonini moved and Regent Wilbanks seconded that the Working Agenda for November 15, 2005 and the minutes of the September 20, 2005, Finance Committee meeting be received and placed on file.

**Motion Carried.**

## **NON-BARGAINED-FOR MERIT PROGRAM FUNDING FY2005-06**

### **Section 21**

Regent Antonini moved and Regent Wilbanks seconded that the Board approve a 3.2% merit pool for eligible non-bargained for employees.

**Motion Carried.**

## **2004-2005 EASTERN MICHIGAN FOUNDATION ANNUAL REPORT**

### **Section 22**

Regent Antonini moved and Regent Brandon seconded that the Board accept and place on file the EMU Foundation Annual Report for the year ended June 30, 2005.

**Motion Carried.**

**2004 – 2005 EAGLE CREST MANAGEMENT CORPORATION  
ANNUAL REPORT**

**Section 23**

Regent Antonini moved and Regent Wilbanks seconded that the 2005 Eagle Crest Management Corporation Annual Report be received and placed on file.

**Motion Carried.**

**COLLECTIVE BARGAINING AGREEMENT BETWEEN  
EASTERN MICHIGAN UNIVERSITY AND THE EASTERN  
MICHIGAN UNIVERSITY FEDERATION OF  
TEACHERS (EMU-FT)**

**Section 24**

Regent Antonini moved and Regent Clack seconded that the Board approve the Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Federation of Teachers (EMU-FT) and that the President, Provost and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

**Motion Carried.**

**MEETING ADJOURNED**

Regent Valvo moved and Regent Sidlik seconded that the Regular Meeting of the Board of Regents be adjourned at 3:15 p.m. The next meeting of the Board of Regents will be January 17, 2006 in Room 201, Welch Hall.

Respectfully Submitted,

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Dana C. Aymond  
Secretary to the Board of Regents