

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 5
DATE: February 5, 2016

RECOMMENDATION

EMERITUS STAFF STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to Two (2) staff members: Maria Ross, Senior Secretary, The School of Music and Dance, who retired on December 23, 2015 and Peggy Wiencek, Director of Center for Applied Research and Evaluation, Institute for the Study of Children, Families and Communities, who retired on January 5, 2016.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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



Donald M. Loppnow, Ph.D.
Interim President

1-18-16
Date



EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

The School of Music & Dance recommends the awarding of **Emeritus Staff Status** for the following retiring/retired staff member:

Name of staff member: Maria Ross

Title upon retirement: Senior Secretary

Date of hire at EMU: 4/20/1995

Retirement date: 12/23/15

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

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

Home address: [REDACTED]

Home telephone: [REDACTED]

E-mail address: mross1@emich.edu

Name of spouse: [REDACTED]

Degree(s)/institutions/year: Baccalaureate: N/A

Masters: _____

Doctoral: _____

Please attach 2 letters of support to this application

Diane L. Winder, DM

12/12/15

Dr. Garik Pedersen

12/14/15

Recommended by

Date

Recommended by

Date

Diane L. Winder, DM, 12/12/15

Department Head and/or Supervisor

Date

[REDACTED]

Date

12/18/15

Date

President

REC'D DEC 17 2015

Date Submitted to Board of Regents

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

13 December 2015

Dear EMU Regents:

As a member of the faculty in the School of Music and Dance I very enthusiastically recommend Maria Ross for emeritus staff status because of her distinguished service to Eastern Michigan University as our Senior Secretary. Maria has embedded herself in every fiber of the operations of our school to such an extent that we very honestly doubt whether she can be replaced.

As a complex unit in the College of Arts and Sciences, few of us have a complete handle on the intricacies of the School of Music and Dance. Maria does. We rely on her for information, understanding, advice, and quick responses in time-sensitive situations. She has guided us through important transitions of policies, computer applications, and registration procedures. I have personally received Maria's invaluable and generous assistance more times than I could begin to count!

Maria has provided stability and continuity through personnel changes in the School of Music and Dance. She has served four Department Head/Directors, each of whom had a different style of leadership and required a different set of skills from her. In addition, there have been times when the positions of Academic Advisor, Events Coordinator, Accounts Specialist, and Auditions Coordinator have been vacant or unavailable and she has stepped in to fill those gaps. In each situation she has shown grace in her willingness to do what was needed, and again in her willingness to step back and allow a new person to make the position his or her own.

I would be remiss if I didn't mention Maria's crucial role in cheerfully serving our students. Her ability to anticipate their needs, to offer a word of encouragement, to guide them through confusing procedures, and to demonstrate commitment to their success that goes far beyond the job description of a Senior Secretary, has contributed to the loyalty that keeps our alumni committed to Eastern Michigan University.

For these reasons and many, many more, I highly recommend Maria Ross for emeritus status at EMU. May she enjoy a long, healthy, much-deserved retirement.

Sincerely,



Garik Pedersen, DMA
Professor
School of Music and Dance

December 12, 2015

CFO Welch Hall
Eastern Michigan University
Ypsilanti, MI

To Whom It May Concern:

This letter supports my application for Eastern Michigan University employee *Maria Ross* to be elevated to **Emeritus Staff Status**. As an employee since 1995, she has diligently completed outstanding work, primarily in our Department/School of Music & Dance and will be retiring on December 23, 2015.

Maria has remained the "engine" in control of the essential paperwork and processes, as well as flow of information in Music/Dance. Complex, detailed tasks that she has completed with dedication, care and good humour include instructional staff hiring, course scheduling, trouble-shooting student issues, hiring of student workers, and organizing and preserving students files, along with departmental records.

Additionally she has unofficially served as mentor for generations of student workers and confidante, plus problem-solver for equal numbers of faculty, staff and students. She remains a walking repository of Music/Dance knowledge and assists in all aspects of the smooth running of our programs in support of faculty and students.

One might name Maria Ross a model employee - concerned, hard working and flexible. She remains positive and action-oriented no matter the obstacles, regularly suggesting creative solutions. She forms friendships easily and exhibits fierce loyalty. Her ability to keep up with new software and procedures remains prodigious, as does her ability to laugh and defuse potentially tense situations. She speaks with authority and conviction, yet is unafraid to accept responsibility or reach out for answers, as necessary.

I present to you Maria Ross, TruEMU. Her husband (deceased) attended EMU, as did several of her children, performing in multiple music ensembles. Eastern has been a second home for Mrs. Ross. We call her a lifelong friend and know she looks forward to keeping the EMU ties healthy!

Thank you for reviewing this application. Let me know if you wish more information or have questions about Mrs. Ross's exemplary service to OurEMU!

Sincerely,



Diane L. Winder, DM
dwinder@emich.edu
7.0244



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

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

Name of staff member: Peggy Wiencek_____

Title upon retirement: Director of Center for Applied Research and Evaluation, Emerita

Date of hire at EMU: October 1996

Retirement date: January 5, 2016

Number of years at EMU: 19 (Minimum of 15 years of service required)

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

Home address: [REDACTED]

Home telephone: [REDACTED]

E-mail address: pwiencek@emich.edu

Name of spouse: [REDACTED]

Degree(s)/institutions/year: Baccalaureate: EMU 1978

Masters: EMU 1984

Doctoral: _____

Please attach 2 letters of support to this application

[REDACTED] 8/27/15
Recommended by _____ Date

[REDACTED] 8/27/15
Recommended by _____ Date

[REDACTED] 8/27/15
Department Head and/or Supervisor _____ Date

[REDACTED] _____
Executive Council Member _____ Date

[REDACTED] _____
President _____ Date

Date Submitted to Board of Regents

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



EASTERN MICHIGAN UNIVERSITY

To Whom It May Concern:

This letter is to recommend Peggy Wiencek for Emerita status at Eastern Michigan University. Peggy has been director of the Applied Research Center at the Institute for the Study of Children, Families and Communities for the past 19 years.

In her time in this role, she has completed many important works of social research and analysis. These have included her work on the Oregon foster care system, which was an analysis of the care received by every single child in the Oregon foster care system. This work informed much of the reform of foster care systems in the United States, including encouraging more foster care children to attend college.

Peggy has also worked on long-term longitudinal studies, such as her work on the EMU GEAR UP program as evaluator. In this role, she developed an evaluation system for a project with over 100 0 participants, which measured the impact of the program over the 6 years of the program's activities. She has also developed the evaluation system for Bright Futures, which tracks and measures the impact of the program on over 1000 children and families, and which has now lasted over 7 years.

Most recently, she has worked with Bright Futures to develop ways to measure students' grit and tenacity, and the relationship between these characteristics and students' academic progress. This formed the basis for EMU's recent Grit and Growth Mindset conference, and has put EMU in the forefront of institutions researching this field.

Peggy has written and implemented many different research projects over the years, including international programs. She has made a real contribution to the field, and truly deserves Emerita status for her efforts.

Sincerely,



Russ Olwell, Director, ISCFC
201 Boone
Eastern Michigan University

August 24, 2015

Re: Recommendation of Ms. Peggy Wiencek for Emerita Status

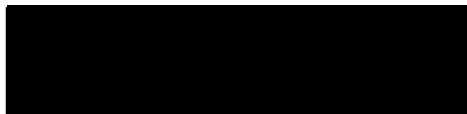
To Whom It May Concern:

I have worked closely with Ms. Peggy Wiencek for over fifteen years. In my opinion she is the best social science research methodologist and field researcher at Eastern Michigan University! We have done field work together on everything from the health of Iraqi refugee survivors of torture living in the Detroit area, to the needs of the elderly in Benito Juarez, Mexico, to an organizational study of a large community health collaborative, to the philanthropic giving patterns of retirees. She was the assessment and evaluation lead on my nonprofit capacity building project in Detroit and Washtenaw County. We have published together. We have presented together at a number of professional conferences. She has been an invaluable colleague.

More generally, Peggy Wiencek has been an essential contributor to the success of the Institute for the Study of Children, Families and Communities for nineteen years. I am only one of many, many faculty she has worked with. My projects are only a small sample of the important and successful EMU projects of which she has been an integral part. Without Peggy Wiencek the scope, number and quality of EMU's research activity and community engagement would be a shadow of what it has been over the past twenty years.

Honoring her with the conferral of Emerita status is the least we can do to recognize her tremendous contribution to Eastern Michigan University. I enthusiastically recommend her.

Sincerely,



David L. Clifford, Ph.D.
Professor, School of Health Sciences/Health Administration
Eastern Michigan University