

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 4
DATE: December 13, 2019

**RECOMMENDATION**

**EMERITUS STAFF**

**ACTION REQUESTED**

It is recommended that the Board of Regents grant Emeritus Staff Status to fourteen (14) staff members:

- Judy Massingill, Coordinator of Records, Office of Records & Registration, retired 9/30/2019
- Mary Ann Butkovich, Library Associate, Halle Library, retired 8/30/2019
- Brian Steimel, Coordinator – Circulation Services, Halle Library, retired 9/30/2019
- Thomas Thompson, Coordinator – Library Technical Hardware, Halle Library, retired 9/30/2019
- William Beard, HVAC Lead Absorber & Chiller Specialist, Office of Facilities and Operations, retired 9/30/2019
- Kirk Nagel, College Tech Specialist I, Office of Information Technology, retired 9/30/2019
- Katherine Schindler, Secretary II, Office of Computer Information Systems, retired 9/30/2019
- Bilal Sarsour, Director – Facilities Maintenance, Office of Facilities and Operations, retired 9/30/2019
- Bonnie Taylor, Senior Secretary, Office of World Languages, retired 9/30/2019
- Gary Thompson, Teacher I, Office of the Children’s Institute, retired 6/14/2019
- Ruby Beckermeyer, Budget Analyst, Controller’s Office, retired 9/30/2019
- Tim White, Aquatics Coordinator, Office of Recreation & Intermural Sports, retired 9/30/2019
- Kimberly Anderson, Director, Office of English as a Second Language, retired 9/30/2019
- Claudette Braxton, Field Coordinator, Office of Social Work, retired 9/30/2019

**STAFF SUMMARY**

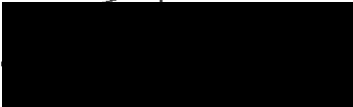
According to University policy, retiring Administration Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Food Service, Custodial & Maintenance (FM), Professional Technical (PT), or Clerical Secretarial (CS) staff members who have served the University for at least fifteen (15) years,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

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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

  
\_\_\_\_\_  
**James M. Smith, Ph.D.**  
**President**

11/23/19  
\_\_\_\_\_  
**Date**



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Records & Registration recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Judy Massingill

Title upon retirement: Coordinator of Records

Date of hire at EMU: 8/5/74

Retirement date: 9/30/19

Number of years at EMU: 45 (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: [Redacted]

Name of spouse: [Redacted]

Degree(s)/institutions/year: Baccalaureate: Emu: 6/19/74 BS

Masters: Emu 12/22/87 MA

Doctoral: \_\_\_\_\_

Please attach 2 letters of support to this application

[Redacted]	<u>9/10/19</u>	[Redacted]	<u>9/11/19</u>
Recommended by	Date	Recommended by	Date
[Redacted]	<u>9/13/19</u>		
Department Head and/or Supervisor	Date		
[Redacted]	<u>11/22/19</u>		
Executive Council Member	Date		
[Redacted]	<u>11/24/19</u>		
President	Date		

11-25-19

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.

September 10, 2019

RE: Letter of Support for Staff Emeritus Status

I have been asked to provide a letter of support for Staff Emeritus status for Judith Massingill and I am very pleased to do so.

It seems like I've always known Judy. As clerical staff, she was hired on 8/5/74 and I was hired on 9/3/74. Over this time, we have both established our careers at EMU. Judy is now the Coordinator of Records in the Registrar's Office and I'm the Associate Director of Academic HR.

In our roles, to this day, Judy and I continue to work together. I have had to contact her many times to verify a faculty member or full time lecturer's degree status for promotion, etc. Judy and I also worked many years together as UAW Local 1975 union officers. She was always committed and put in valuable time as a union officer in support of the clerical employees on campus.

Over the years, Judy has been someone who was involved in and provided support to the Ypsilanti community. She has also been the person to check in on the people she is concerned about – i.e. calling, sending an email or making hospital visits, etc. She has always been just a darn good individual!

But what stands out most has been her commitment to faculty, staff and students here at EMU. She takes great pride in the high level of customer service she provides to them and cares about what this University stands for.

EMU has been good to both of us. She is my friend and colleague and I am proud to provide this letter of support for Emeritus status. Judy is most deserving of this honor.

Sincerely,

  
Mary Linblade  
Associate Director  
Academic Human Resources

# EASTERN

MICHIGAN UNIVERSITY

SCHOOL of COMMUNICATION, MEDIA & THEATRE ARTS

*emich.edu/CMTA*

September 11, 2019  
Board of Regents  
Eastern Michigan University  
Ypsilanti, MI 48197

Dear Regents,

I am thrilled to be writing this letter in support of Judith Massingill's application for Emeritus Staff. I always knew how fortunate the School of Communication, Media & Theatre Arts (CMTA) was to have Judy as part of EMU's Registration staff but I gained a much deeper and greater appreciation when I became CMTA, Director.

Judy Massingill has been the perfect person to work with students, faculty and others across the University. She has not only provided excellent customer service but has been a calming and analytical presence in situations where students (and sometimes parents) are highly emotional and deeply invested in the outcome. She is compassionate and thorough. I was amazed by the number of times that she was able to find a pathway for a student to graduate. She would do that day in and day out without accolades beyond knowing that she had made a difference for the student. Judy was a joy to work and I so appreciated every conversation with her. I loved that the bottom line for Judy was always how could we help the student.

I asked Dr. Dennis O'Grady, CMTA's undergraduate adviser, to share a few words about his working relationship with Judy Massingill. After sending him into deep despair from telling him that Judy was retiring, he recovered and wrote the following:

As a professor and advisor in the Communication program I have worked with Judy Massingill for the last twenty years. Time and time again she has helped me navigate the university system to help students as they work to complete degree and graduation requirements. She has always been my "go to" person for all types of questions, big and small. Judy is always professional, prompt, and friendly. She has made my work as an advisor easier and better. She epitomizes the best of Eastern Michigan University—a person who puts students first, who works above and beyond the call of duty, and who is always positive and friendly. Since her work often occurs "behind the scenes" students may not realize or appreciate all she has done on their behalf, but as a faculty member who regularly advises students, I can say with confidence that Judy has repeatedly paved the way for their success.

As School Director, I have a list of people across campus that I have taped next to my phone. These are my "go to" people who solve all issues, all the time. Like, Professor O'Grady, Judy was on the top of the list. I have no doubt that over the years Judy could have found a more financially rewarding job but she stayed I believe because she cared about EMU and our students. I encourage you to grant Judy Massingill emeritus staff status to let her know that even though she is retiring, she will always be a part of the EMU family.

Sincerely,



Kathleen H. Stacey, Director



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: \_\_\_\_\_ **Mary Ann Butkovich**

Title upon retirement: \_\_\_\_\_ **Library Associate**

Date of hire at EMU: \_\_\_\_\_ **10-06-1975** Retirement date: **8-30-2019**

Number of years at EMU: **44** (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: \_\_\_\_\_ **11569 N. Haggerty  
Plymouth, MI 48170**

Home telephone: ( 734 ) 335 - 7442

E-mail address: **mbutkovic@emich.edu**

Name of spouse: \_\_\_\_\_

Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

\_\_\_\_\_  
 Recommended by \_\_\_\_\_ Date 9/19/19 \_\_\_\_\_ Date 9-19-19

\_\_\_\_\_  
 Department Head and/or Supervisor \_\_\_\_\_ Date 9/17/19

\_\_\_\_\_  
 Executive Council Member \_\_\_\_\_ Date 11/22/19

\_\_\_\_\_  
 President \_\_\_\_\_ Date 11/24/19

11-25-19  
 Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: Cathie McClure, 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.

To Whom It May Concern:

As I have had the pleasure of working with Mary Ann Butkovich for 26 years, it is with enthusiasm that I recommend her for Emeritus Staff Status at Eastern Michigan University.

As the Library Associate (CS-06) in the Information Services (IS) area of the Halle Library, her responsibilities have included: overseeing the administration of the Information/Reference Desk; compiling statistics for the Library's Annual Report; processing and maintaining time cards, travel requests, expense reports, as well as overseeing the work of the IS student assistant, to name only a few.

Mary Ann has been a dependable employee who required almost no oversight. She completed projects within requested time frames, and many times, even before. For example, when requesting copies for classes, it was not unusual for her to have them ready within hours of the request. She took on new responsibilities with flexibility and a positive attitude, e.g., learning a new travel expense software program. She also sought out new challenges to keep herself professionally challenged and engaged, e.g., attending the supplemental training provided by the University for clerical workers.

Mary Ann and I worked as a team to schedule and organize the annual Library Liaison Meeting. It was her innovation to create email templates for all of the invitations and follow-up correspondence, as well as group mailing lists. These new techniques allowed for more time to be spent on matters that enriched the meetings, i.e., recruiting speakers and creating meeting content.

Mary Ann Butkovich has been an excellent employee and a proponent for Eastern Michigan University, and is deserving of the Emeritus Staff Status.

I am happy to answer any questions you may have.

Sincerely,



Elizabeth Bucciarelli, Professor  
Health Sciences Librarian

FROM: Robert Stevens

TO: Regents of Eastern Michigan University

SUBJECT: Emeritus Staff Status Recommendation for Mary Ann Butkovich


DATE: September 6, 2019

Mary Ann Butkovich (CS-6) retired this summer after over forty years of service to the Eastern Michigan University community and will be sorely missed. Her departure not only deprives the library of her experience and institutional knowledge but also of a worker who set a high standard for dependable faculty support. Essential to Mary Ann's success over her career at EMU was her ability to adapt to change combined with a desire to learn and improve. There is no room to inventory the amount of changes she has expertly navigated since her arrival on campus in October, 1975, but Mary Ann never shied away from fresh challenges, whether it was adapting to new employees, new software or new work flows. An example that comes to mind is when the library decided to change its service model at the Information Desk, opening up shifts for staff to contribute. Mary Ann was one of our first volunteers and, working alongside our student assistants, quickly demonstrated to her younger companions what quality patron service and professionalism looked like. During my years as Co-Team Leader of Information Services, I was Mary Ann's supervisor and she made evaluations easy. She was dependably outstanding.

Upon my arrival on campus in 2005 it was quickly impressed upon me by my colleagues that Mary Ann was a person I could rely on to get things finished. Library faculty shared a well-earned confidence that a project entrusted to her would get done. I can attest that she was always not only dependable and prompt but calm, determined, diligent, and kind; even as library faculty, with their various concerns and consternations, buzzed around her in need of assistance, her focus was unwavering and her well-known meticulous attention to detail never compromised her efficiency. I also cannot recall a day that I worked with her that we didn't share a laugh. Mary Ann was not only a model employee but a pleasure to be around. It is difficult to imagine anyone more deserving of this honored status than her.

In summation, I would like to convey my enthusiastic endorsement to grant Mary Ann Butkovich, in recognition of her many years of dedicated service to our library and our university, the Emeritus Staff Status she so clearly deserves.

Robert Stevens

  
Humanities Librarian  
Bruce T. Halle Library  
Eastern Michigan University  
Ypsilanti, Michigan 48197  
734.487.2513



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

Halle Library

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

Name of staff member: Brian Steimel

Title upon retirement: Coordinator, Circulation Services

Date of hire at EMU: 8/13/84 Retirement date: 9/30/19

Number of years at EMU: 35 (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: [Redacted]

Name of spouse: N/A

Degree(s)/institutions/year: Baccalaureate: English Literature, BA, EMU, 1979

Masters: Drama/Theatre for the Young, MA, EMU, 1988

Doctoral: \_\_\_\_\_

Please attach 2 letters of support to this application

[Redacted] 7/30/19 Recommended by Date

[Redacted] 9/13/19 Recommended by Date

[Redacted] 9/18/19 Department Head and/or Supervisor Date

[Redacted] 11/22/19 Executive Council Member Date

[Redacted] 11/24/19 President Date

11-25-19 Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: Cathie McClure, 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  
Board of Regents  
207 Welch Hall

13 September 2019

Members of the Eastern Michigan University Board of Regents,

When I started at the University in the fall of 2011, Brian Steimel was one of the first people I met on my tour of the library. His energy was palpable and his compassion for those around him apparent. As I navigated my first year at Eastern the professional knowledge Brian imparted so generously was invaluable and much appreciated gesture. It was however, his willingness to share his personal experience as an Eastern Alum and a 'man about campus' for the past 40 years, that has been the greatest gift he could have given to me and by association the University Archives.

Honestly, it is difficult to put into words my personal and professional admiration and appreciation for Brian. Because of this I will focus on what he has given to the Eastern community through my lens as the University Archivist, where it is my professional mandate and goal to document and preserve the history of this great institution.

Anyone who knows Brian well knows that he is a keeper of things. Need a past copy of *Cellar Roots*? Go ask Brian. Need to know what form was used to request books prior to an electronic system? Go ask Brian. Want a rare Punk Rock concert poster for an event that took place in Pease? Go ask Brian. I could go on, but without Brian's propensity for saving, the University Archives would have far less to show about the Porter Library and the early days of Halle *or* the performance and literary arts communities at the University. Without Brian's enthusiasm for archives and preservation our collections would feel far less dynamic.

As if his love of archives weren't enough to endear me to Brian, the hours we sat next to each other in meetings related to the discovery, planned clean up, and executed cleanup of mold really would have sealed the deal. While we don't mention it often, mostly because I think we are both still a little traumatized by how much it impacted our professional lives, I think we would both acknowledge that our appreciation of the other's professionalism, humor in the face of frustration, and candor made all of those many months bearable.

Honestly isn't until you imagine a place without a specific person in it to see with clarity all of the ways they have touched your life. I will be forever grateful for Brian's willingness to take a trip down memory lane with me, recalling people, places and events around campus; his "Well, Gooood Morning Alexis" with a downbeat on the 'is' every morning before the library really woke up; his enthusiasm for cool old things; and never turning down my requests to look up a barcode or help get the ARC back up and running.

While his gifts to myself and the University Archives have been great, the gifts that he has given to the University as a student and employee for the past 40 years are innumerable. It is without reservation that I commit completely to Brian's application for Emeritus Status.

Thank you for your time and consideration.



Alexis Braun Marks, CA  
Assistant Professor and Eastern Michigan University Archivist

Amy Singer  
200G Halle Library  
Ypsilanti, MI. 48197

July 30, 2019

Ladies and Gentlemen of the Board of Regents,

Brian Steimel and I have been a friends and colleagues at the library at EMU for over 30 years.

In the time that I have known him, he has been a caring and involved part of EMU and the Ypsilanti community, including teaching classes for the Communications, Media & Theatre Arts Department and serving as the elected president of the board of trustees for Ypsilanti District Library. He is an advocate of literacy, learning and inclusion.

I highly recommend Brian for emeritus status as I am sure he will continue to positively represent the university in all its endeavors as well as participate in events and activities on campus.

Respectfully yours,

A large black rectangular redaction box covering the signature of Amy Singer.

Amy Singer  
Manager of Library Services



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Thomas B. Thompson

Title upon retirement: PT-09 Coordinator, Library Technical Hardware

Date of hire at EMU: 10/3/1988

Retirement date: 09/30/2019

Number of years at EMU: 31 (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: \_\_\_\_\_

Home telephone: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Name of spouse: \_\_\_\_\_

Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

_____	_____
Recommended by	Recommended by
_____	_____
Date	Date

\_\_\_\_\_

Department Head and/or Supervisor

\_\_\_\_\_

Date

\_\_\_\_\_

Executive Council Member

11/22/19

Date

\_\_\_\_\_

President

11/24/19

Date

11-25-19

\_\_\_\_\_

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

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

Dear Members of the Eastern Michigan University Board of Regents,

I am writing to the Board to recommend Thomas "Brad" Thompson for Emeritus Staff status at Eastern Michigan University.

I have worked with Brad since his hire date in 1988. Brad was initially hired to run the \$100,000 a year Copy Services operations in the Library. It was literally a nickel and dime coin service.

Brad has remained a valuable asset to the University growing with the changes in the organization and the University. As times changed and jobs evolved Brad has remained committed to providing quality service and moving the organization forward. He was integral in the move from the "old" library to the current Halle Library. He remains an industrious force within the Library.

Brad's dedication and work throughout the years make him highly eligible for Emeritus Staff status.

Sincerely,

  
Brian Steimel  
Coordinator, Circulation Services

Amy Singer  
200G Halle Library  
Ypsilanti, MI. 48197

July 30, 2019

Ladies and Gentlemen of the Board of Regents,

Thomas "Brad" Thompson and I have been friends and colleagues at the library at EMU for over 30 years.

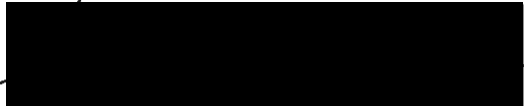
When I first met him, he had created and was solely managing the library's copy services center. He later became a supervisor for the equipment and media support department, which provided aid with classroom technology needs across campus, as well as being on site for university commencement ceremonies. He worked with local and national TEDx representatives to make sure that both talks that the library hosted, in 2016 and 2017, had all technology needs met.

As building facilitator, he was the key contact for structural and mold remediation when the entire ground floor of the library was flooded by a burst pipe in 2012.

As these examples demonstrate, Brad has been a reliable leadership figure that the university has turned to during emergency and non-emergency events.

In closing, I highly recommend Brad for emeritus status. He would continue to show his support for EMU and is deserving of all the benefits available to those who are bestowed this honor.

Respectfully yours,



Amy Singer  
Manager of Library Services



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

Rec/IM and Physical Plant

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

Name of staff member: William S. Beard
Title upon retirement: HVAC Lead Absorber & Chiller Specialist
Date of hire at EMU: 12-19-88 Retirement date: 9-30-2019
Number of years at EMU: 31 (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: [Redacted]
Name of spouse: [Redacted]
Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_
Masters: \_\_\_\_\_
Doctoral: \_\_\_\_\_

Please attach 2 letters of support to this application

Recommended by [Redacted] Date 11/4/19 Recommended by [Redacted] Date 11/4/19

Department Head and/or Supervisor [Redacted] Date 11/05/19
Executive Council Member [Redacted] Date 11/24/19
President [Redacted] Date 11-25-19

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.

October 28, 2019

Dear Emeritus Staff Committee,

It gives me great pleasure to nominate William S Beard for Eastern Michigan University Emeritus Staff honor. William started at EMU in December 1988. He retired on October 1, 2019. William dedicated almost 31 years to Eastern Michigan University Physical Plant Department. He worked in the area of heating and cooling. William kept people happy by keep them cool in the summer and warm in the winter.

William had the ability to interact with everyone on campus. He didn't care if you were a student or upper administration, he treated everyone with the same respect. He loves Eastern Michigan University like no other. I can't think of a more deserving individual for this honor.

Thanks for your time in this matter.

Jackie R Moffett (jmoffet1@emich.edu)  
Emeritus Staff



To: EMU Board of Regents

From: Lou Gianino

Re: Nomination letter for William Sam Beard-November 5, 2019

I am writing on behalf of William Sam Beard and his nomination for emeritus status with Eastern Michigan University.

Mr. Beard started his journey with EMU in December of 1988, and continued his path with the community of EMU until September of 2019. Mr. Beard spent all of his time with the Physical Plant Department, primarily in the Heating and Cooling areas.

Along the way on this sojourn Mr. Beard had taken, Sam met his soul mate in his wife Aida, another dedicated employee of EMU. Sam and Aida lived in the local area, raising and sending their children to EMU. Sam is/was a wonderful parent; I bring this up, because Sam tended to his responsibilities in the Heating and Cooling areas on campus with great tenacity, as he was taking responsibility for the comfort and care of thousands of EMU students living in EMU Residence Halls and campus housing. Sam ended up with quite the extended family.

I was in a position to know that Mr. Beard went out of his way to keep areas of the University running in comfort in the heat of many EMU summers and in the dead of many, many EMU winters. Sam would unselfishly assist his fellow employees and well as many departments in need of his expertise.

While Mr. Beard has now left the campus, he has NOT left the University. Sam has many current EMU employees who are still his friends, and many former EMU employees, who are still part of that extended family that I mentioned earlier. The success of Eastern Michigan University can be measured in different avenues. Some measure that success by the number of diploma's, while some measure the University's success by the influence its employees have on the lives of the students/staff on Campus, as well as the Ypsilanti community at large. While Sam did not hand out any diploma's on the EMU campus, William Beard had a great deal of influence on the campus inhabitants.

Please consider Mr. Beard for emeritus status. I believe his time and considerable effort over the past 31 years have established an unquestioned loyalty to the University and its population.

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The above is an email from Lou Gianino, former Director-EMU Rec/IM. Currently, I am serving as interim Director of the Rec/IM and I felt the University would be remiss if Sam was not recognized. He has been an integral part of working with us over the eighteen years I have been working at the Rec/IM. Having an older facility required great attention, especially to our HVAC and plumbing. He was always here to fix things very quickly and listen to our needs. I appreciated personally, he talked to me as a colleague and not as if I didn't know what I was doing. I had asked Louie to consider offering thought as he worked closely with him as he oversaw facility operations. Thank you for your consideration of recognizing Sam for this emeritus status.

X







**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of Dean of the College of Arts and Sciences recommends the awarding of **Emeritus Staff Status** for the following

retired staff member:

Name of staff member: Kirk Nagel

Title upon retirement: College Tech Specialist I

Date of hire at EMU: 1988?

Retirement date: 9/30/2109

Number of years at EMU: 30+ (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: [REDACTED]

Name of spouse: Marilyn

Degree(s)/institutions/year: Baccalaureate: EMU 1977

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

[REDACTED] 11/1/19  
 Recommended by \_\_\_\_\_ Date

[REDACTED] 11/6/19  
 Recommended by \_\_\_\_\_ Date

[REDACTED] 11/6/19  
 Department Head and/or Supervisor \_\_\_\_\_ Date

[REDACTED] 11/6/19  
 Executive Council Member \_\_\_\_\_ Date

[REDACTED] 11/24/19  
 President \_\_\_\_\_ Date

11-25-19  
 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.

October 11, 2019

Michael Valdes  
Chief Financial Officer (CFO) and Treasurer to Board of Regents  
101 Welch Hall  
734.487.2031  
[mvaldes@emich.edu](mailto:mvaldes@emich.edu)

Dear Mike,

I am writing in support of emeritus status for Mr. Kirk Nagel, a College of Arts & Sciences IT technologist who has separated from Eastern Michigan University after nearly 30 years of service (he was instrumental in contributing to the 1990 North Central Self-Study along with George McCloud).

I had the good fortune of working with Kirk over the last three years in my role as CAS Associate Dean. Kirk was originally assigned to the computer science department, but I quickly recognized an opportunity for Kirk to provide greater service to the College of Arts & Sciences and so worked with Aric Kirkland to expand his oversight of computer labs in CAS. Kirk has a thorough understanding of the capabilities and constraints of all computer labs within his purview, and effectively considers the needs of the faculty and students who use the labs. Moreover, he works hard to create an effective interface between the user and the machine that reduces frustration to a minimum while maximizing the potential for faculty teaching and student learning that lies at the heart of the EMU's mission. His solutions to challenges presented in computer labs are elegant and always lead to improvement of computer lab architecture and function. He effectively strategizes how the machines that are replaced by new computers in one lab can then cascade to other labs with older machines than those from the lab that are refreshed, thereby leading to an upgrade of the machines in the cascaded lab.

Kirk has always been highly professional, and provides keen insight into the motivations that inform requests by faculty for upgrades and enhancements of computers and their applications. I value his advice, wisdom, flexibility and willingness to go back to the drawing board if necessary to develop alternative approaches. I admire his willingness to admit when he has made an error, as well as the pride he displays in his craft. He seeks to understand the underlying nature of challenges through creative problem solving and attends to opportunities that may be available through future upgrades to model specifications.

In summary, I believe that Kirk Nagel deserves emeritus status based on his dedicated service that goes above and beyond his class specifications.

Thank you for your consideration of this request.

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Steve Pernecky

Associate Dean of Budget and Facilities  
College of Arts & Sciences

November 6, 2019

Michael  
Chief Financial Officer and Treasurer to the Board of Regents  
101 Welch  
734.487.2031  
mvaldes@emich.edu

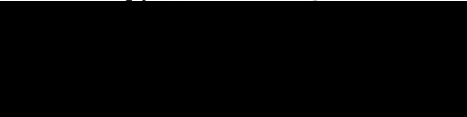
Dear Michael:

This letter is to indicate my support for granting emeritus staff status to recently retired College Technology Specialist I, Kirk Nagel. Kirk served Eastern Michigan University for nearly thirty years. For the majority of my eighteen years at EMU, I had a collegial relationship with Kirk as we both had levels of responsibilities over computing labs on campus. In the Spring of 2017, Steve Pernecky and I worked with Human Resources to change Kirk's reporting line from the Computer Science department to myself in Information Technology, adding him to a team providing support across the College of Arts and Sciences. Kirk earnestly took on the challenges of extending his solutions to, and supporting, the additional computing labs throughout the College.

Kirk was always eager to share and receive knowledge regarding best practices on computer lab management, from software to hardware to people. Though we did not always agree, we were always able to do so in a respectful and professional manner. Through that process, even if our positions did not change, our reasoning and justifications for the positions we took were vetted and better defined. It was always known that Kirk's reasoning bore out of his view of the student experience in the labs. He fully understood and was committed to the understanding that our purpose as a university is helping to achieve the educational aspirations of our students.

Kirk was an excellent steward of the university's computing resources and took careful planning in the refresh of computer labs to maximize those resources. He was an artisan of sorts in a technology field who put great effort into and was very proud of the solutions he provided for campus computing labs. It is for all of these reasons, that I recommend Kirk Nagel for emeritus staff status.

Sincerely,



Aric Kirkland  
Director, Desktop and Classroom Technology  
734.487.2948  
aric.kirkland@emich.edu



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

Computer Information Systems

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

Name of staff member: Katherine Schindler

Title upon retirement: Secretary II

Date of hire at EMU: 11/19/90 Retirement date: 09/30/19

Number of years at EMU: 29 (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: [Redacted]

Name of spouse: N/A Single

Degree(s)/institutions/year: Baccalaureate: 2 degrees 1988 History Word Processing Admin. Both Eastern Michigan University Masters: 31 credits towards Communications M.A. 3.81. S.p.a. Health problems + family caretaking Doctoral: \_\_\_\_\_ why reason not [Redacted]

Please attach 2 letters of support to this application

[Redacted] 08/21/19 [Redacted] 24 Sept 19

Recommended by [Redacted] Date 9/24/2019

Department Head and/or Supervisor [Redacted] Date 11/24/19

Executive Council Member [Redacted] Date 11/24/19

President [Redacted] 11-25-19

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

Ypsilanti, Michigan 48197

August 21, 2019

**RE: Supporting Katherine Schindler's Staff Emeritus Status**

To Whom It May Concern

I am writing this letter of support for Katherine Schindler, in particular, to recognize and commend the outstanding work that she has participated in a variety of administrative jobs, in particular with the Department of Computer information Systems (CIS). I have known her for past 4 years since she became the CIS Department Secretary in June 11, 2015, and observed that she has gone above and beyond the call of duty in her obligations.

At the very outset of her involvements in departmental activities and events at EMU, Katherine demonstrated her strong sense of commitment, ability to learn new skills, and perseverance to achieve excellence in professionalism aimed at serving the best interests of the CIS Department, College of Business, and the University as a whole. She interacted with many other departments, introducing to them the CIS initiatives and programs, and bringing the knowledge of administrative personnel and processes in and beyond the department and College of Business. Through her hard efforts she succeeded in promoting the CIS department and programs, thereby attracting many new students.

Katherine played a leading role in many initiatives, including her service to CIS Department and faculty, and domestic and international students throughout the years.

She has demonstrated her ability to contribute strongly in work as a team member, and to facilitate the team with distinction through insight, sincerity, and energy. She is highly deserving of meritorious considerations for a staff emeritus status from her retirement.

If you would like to have further information, please call me at (734)487-1215 or email me at [schung1@emich.edu](mailto:schung1@emich.edu).

Thank you.

Sincerely,

A black rectangular redaction box covering the signature of the sender.

Sock H. Chung, PhD, FLMI.  
Professor of Computer Information Systems  
College of Business

To: EMU Emeritus Faculty and Staff Association

From: Deedra K. Springgay  
COB Undergraduate Advising Office

Date: 2 October 2019

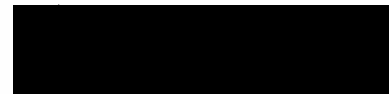
Please consider this my recommendation of Katherine Schindler for staff emeritus status. I met Katherine during the 2003 transition from ISIS to Banner academic operating systems. I conducted training labs and she was a regular attendee who worked diligently to adapt to the new system.

It was these past few years, however, that Katherine and I worked most closely at the College of Business, Academic Services Office. We had a significant staffing change overs in my office starting with January 2018 and were in dire need of help at our front desk/reception area. Our office is very dynamic and busy. The front staffing requires multitasking skills, good communication skills and teamwork.

Katherine volunteered to share student workers from her office, Computer Information System (CIS). She continued to post our positions via Handshake, field resumes and conduct interviews on our behalf. She took the time to help train the new staff and actually took shifts herself when there was no coverage, often at a moments notice. Our front office consists of 4 phone lines, checking in both UG and GR students in person and via Appointment Plus. Because of her wide campus experience, she was able to help students to a greater depth with general university information.

Katherine lives locally in Ann Arbor and has taken a number of classes through EMU for personal enjoyment and professional develop. Thus, I know she would take advantage of access to Halle Library, the my.emich mail and events on campus. I believe that emeritus status will help keep Katherine active and involved during her retirement.

If you have any further questions please let me know.



Deedra K. Springgay  
Undergraduate Student Services Coordinator  
College of Business



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: BILAL SARSOUR

Title upon retirement: Director, Facilities Maintenance

Date of hire at EMU: 11/13/1995 Retirement date: 09/30/2019

Number of years at EMU: 24 (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: [REDACTED]

Name of spouse: SUHAD SARSOUR

Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

Masters: X

Doctoral: \_\_\_\_\_



**Please attach 2 letters of support to this application**



Recommended by \_\_\_\_\_ Date 10/31/19



Recommended by \_\_\_\_\_ Date 10-31-19



Department Head and/or Supervisor \_\_\_\_\_ Date 10/31/19



Executive Council Member \_\_\_\_\_ Date 10/31/19



President \_\_\_\_\_ Date 11/24/19

Date Submitted to Board of Regents 11-25-19

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.



October 31, 2019

To Whom It May Concern;

It is with great pleasure that I offer this letter of reference for Bilal Sarsour. I have had the pleasure of working with Bilal for over a decade and consider him a colleague and a good personal friend and a good friend of Eastern Michigan University.

Bilal has dedicated much of his life to working at Eastern Michigan University, joining the team in 1995 and spending much of his time improving the lives of thousands of students at the University. In many ways, he has set the "bar" high as demonstrated by his accomplishments below:

- Acting as the Chief Mechanical Engineer for the University
- Developing a comprehensive Utility Management strategy
- Administering the Department of Maintenance and Operations
- Managing all trades personnel on campus, including Managers and Foremen
- Actively participating on the University Budget Council
- Leading all Building Administrator meetings
- Creating the Physical Plant Employee procedures and handbook
- Contributing to the annual Capital Outlay submission to Lansing
- Managing compliance with all access and fire codes
- Overseeing the design and installation of all new mechanical and utility systems
- Overseeing and approving the installation of the Co-generation system
- Creating a "demand-side" management strategy for the consumption of utilities on campus
- Administering all required environmental consulting and testing
- Reviewing all security protocols
- Reducing the overall cost of operations for maintenance activities
- Supervising maintenance workforce planning and the hiring of all maintenance personnel
- Ensuring the balancing of all maintenance operational budgets
- Assisting with the annual development of the local capital plan

It is an honor and privilege for me to write this letter of recommendation in support of the Board of Regents granting Bilal Sarsour Emeritus Staff status at Eastern Michigan University.

Sincerely,

  
John Donegan, Vice-President of Operations and Facilities

# **E | PHYSICAL PLANT**

September 30, 2019

Mike Valdes  
Office of the CFO  
101 Welch Hall

Dear Mr. Valdes,

I am honored to nominate and support Bilal Sarsour for emeritus status. Bilal provided 25 years of service with his last position being the Director of Maintenance overseeing the trades and utilities at the Physical Plant.

Bilal directed the trade shops, energy center, and utilities with exceptional technical and interpersonal skills that earned him the highest level of respect from his colleagues. He also provided technical support to the Facilities Planning & Construction department on all capital projects. His institutional knowledge combined with his practical problem solving approach afforded solutions that benefited both the capital and operational needs that ultimately benefited the university.

His exceptional mechanical engineering knowledge and strong budget management earned him the highest praise within both the physical plant and the larger EMU community. He always knew where his budgets stood. In fact you could count on Bilal knowing your budget almost as well as you did. He took great pride in this.

Complementing Bilal's technical skills is his most pleasant personality. His job was difficult and at times stressful but he always maintained his welcoming demeanor and humorous disposition no matter the situation. He went about his work in a very quiet and effective manner that earned him so much admiration. I always looked forward to collaborating with Bilal. I was particularly impressed with Bilal's constant efforts to help in any situation and at any time. He was welcomed in all circles.

I cannot say enough about Bilal, former employee and great all around human being. He was a great colleague who loved EMU. He did everything in his power to make sure the EMU community was served. We should honor him with emeritus status.

Sincerely,



Scott Storrar  
Director of Facilities Planning & Construction  
875 Ann Street, Physical Plant



**EASTERN MICHIGAN UNIVERSITY  
EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of World Languages recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member:

Name of staff member: Bonnie Taylor

Title upon retirement: Senior Secretary (CS05)

Date of hire at EMU: 07/30/1998

Retirement date: 09/30/19

Number of years at EMU: 21 (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: [REDACTED]

Name of spouse: Jeff Taylor

Degree(s)/institutions/year: Baccalaureate: \_\_\_\_\_

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

[REDACTED] 9/27/19  
Recommended by Date

[REDACTED] 9/27/19  
Recommended by Date

[REDACTED] 9/15/19  
Department Head and/or Supervisor Date

[REDACTED] 11/24/19  
Executive Council Member Date

[REDACTED] 12/3/19  
President Date

12-2-19  
Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: Cathie McClure, 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.

September 20, 2019

Dear Regents:

The faculty and staff of the Department of World Languages hereby nominates Mrs. Bonnie Taylor for emeritus status.

Bonnie has served Eastern Michigan University in several capacities of her more than 25 years. The years she has spent as Senior Secretary of the department have been the smoothest the department has ever run. Bonnie can do it all and will be sorely missed.

Bonnie thrives on organizing chaos. At the beginning of each semester, when students need help finding classrooms, faculty need to change rooms, when permissions need to be added for students to register for a class, Bonnie does it all. Bonnie never forgets, either.

Students and faculty alike find her patience soothing. For example, an autistic student was having difficulty in a class, and Bonnie was able to calm him down and help him solve the problem. She has developed very strong friendships with student workers, oversees them efficiently, and mothers them. Students stay at her home when they can't get to their housing when they arrive. Students are invited to Thanksgiving dinner if they have nowhere else to go. Frankly, she mothers all of us by taking care of our instructional needs, arranging events such as our Honors Ceremony every April. In fact, she has reserved the room for us through 2022 so that we won't have to worry about that.

We have been lucky to have Bonnie as our secretary for the last 15 years; if we have the funds, we will still find it difficult to find someone who can do it all, from Banner to tissues for people crying in her office. She will be sorely missed.

The faculty and staff in the Department strongly recommend Bonnie Taylor for emeritus status to honor her service.

Sincerely,

The Faculty and Staff of the Department of World Languages

September 23, 2019

To Whom It May Concern:

I am writing this letter of recommendation in support of Ms. Taylor's status as an Emeritus staff member.

I have known Ms. Taylor since she first joined the department of Worlds Languages.

Throughout her tenure in our department, Ms. Taylor has been an exceptional secretary. From the very beginning, she demonstrated all the qualities that we have become so accustomed to, but that, hopefully, we never took for granted.

We all know that we can go to Bonnie with any question at all, and if she does not know the answer, she knows who to call to find one. She seems to have memorized the complete EMU phone book.

She can be relied upon to explain to us very patiently how to perform some administrative tasks, such as how to fill in a Concur report, or where to find the IRIM data we need for a report.

It is impossible to list all the little and big things that Ms. Taylor has done for us over the years. Let me just say that she will be sorely missed. She is the best secretary we have ever had, bar none.

Her warm and engaging personality has made working with her an absolute pleasure. She is always trying to find ways to help out others, faculty and students alike. She often goes out of her way to help, when it is very obviously above and beyond her job description. In the process, she has also become a very dear friend to some of us.

I strongly support her application as an Emeritus staff member.

Sincerely,

Dr. Peden  
gpeden@emich.edu



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Children's Institute recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Gary Thompson

Title upon retirement: Teacher I

Date of hire at EMU: August 25, 2003 Retirement date: June 14, 2019

Number of years at EMU: 15 (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: [Redacted]

Name of spouse: \_\_\_\_\_

Degree(s)/institutions/year: Baccalaureate: EMU 2003

Masters: EMU 2005

Doctoral: \_\_\_\_\_

Please attach 2 letters of support to this application

[Redacted] 3/4/19 [Redacted] 9-1-19  
Recommended by Date Recommended by Date

[Redacted] 10-21-19  
Department Head and/or Supervisor Date

[Redacted] 10-23-19  
Executive Council Member Date

[Redacted] 11/24/19  
President Date

11-25-19  
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

March 4, 2019

Christine Finch, Director  
Eastern Michigan University Children's Institute  
Fletcher Building Eastern Michigan University  
Ypsilanti, MI 48197

Dear Christine,

It is my distinct honor to recommend Mr. Gary Thompson for Staff Emeritus status at Eastern Michigan University when he retires June 14, 2019. I have known Gary for over 25 years; as a student of mine both at the undergraduate and graduate levels and as a colleague through his work as a teacher at our Eastern Michigan University Children's Institute.

We could do no better than to grant Gary Thompson Emeritus status to honor his close to two decades of work at this University with both our youngest learners and our University students. While Gary was still a full-time electrician at Ford Motor Company back in the mid-1990s he applied to EMU. He was nearing the end of his 30 year career at Ford and wanted to fulfill his lifelong dream of becoming a teacher. Gary used his vacation days at Ford to attend classes and he retired shortly before starting his student teaching. I knew from my first encounter with Gary he would be an outstanding teacher and he did not disappoint. He was hired immediately after graduating from Eastern to be a teacher in our campus based Children's Institute. This is when my relationship with Gary as his professor changed to that as his colleague as I place our Early Childhood Education students at the EMU Children's Institute. He became the standard for all of our students to emulate. I don't know how many times over the years I said to a class full of students, "Watch Mr. Gary handle conflicts. No one does it better!" There are hundreds of four year olds who attend our Children's Institute and learned how to examine their feelings and approach a conflict in a manageable way because Mr. Gary was their teacher. Gary returned to our graduate program and once again I had the pleasure of having him in a number of classes.

Emeritus status is granted based on one's contributions to the University. In Gary's case, his contributions have been his service to thousands of our Early Childhood Education students who had the opportunity to observe Gary in their practicum placement at our Children's Institute. We need only the best serving as role models and guiding future teachers and this is where Gary really shined. I only wish every future teacher could spend a day observing in Gary's classroom. He is masterful.

Gary volunteered to help out all across this University and his efforts to bring to everyone's attention the importance of quality early educational experiences are exceptional. Gary Thompson has my highest recommendation to receive staff emeritus status from Eastern Michigan University. I am sad to see him retire but know our University is richer, and many teachers are highly effective as a result of having crossed paths with Gary Thompson. I may be reached at [kpaciorek@emich.edu](mailto:kpaciorek@emich.edu)

Sincerely,

A black rectangular redaction box covers the signature area. A small handwritten mark is visible at the top right corner of the box.

Karen Menke Paciorek, Ph.D.  
Professor Early Childhood Education



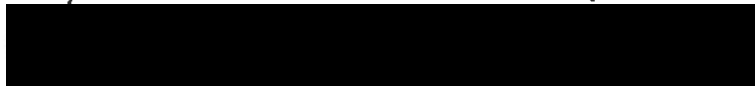
I have been asked to and whole heartily recommend Gary Thompson for Staff Emeritus standing at Eastern Michigan University.

I have worked with Gary during my 12 years at the Children's Institute, and have witnessed the positive impact he has made on hundreds of children and their families. He quickly learned every child's name and greeted them with a smile, a laugh and many hugs. Parents would request their child be placed in his room. Gary made learning fun. A few examples of learning outside the classroom would include allowing the children to sit on his motorcycle, building and bringing in rockets to blast off in the field as they watched, walks on campus to various events, and so much more. Needless to say this thrilled them beyond measure.

He was always the "go to person" for anything Technology related, and willing to go the extra distance to assist in any way possible. Gary volunteered at all family events, including set up and tear down. The children enjoyed the "bounce house" he monitored at our yearly carnival, and loved dancing to the music and lights he provided at our Dance and Fiesta Party.

Gary's love for Early Childhood Education came as a second career for him. A choice all involved benefited from. He influenced not only the children at the Institute; but the Practicums, student staff and professional staff as well. This passion he showed will have a positive effect on generations to come.

Sincerely



Tracey Nicholas Buhinicek  
Customer Service Rep.  
Children's Institute



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of Business & Finance/Housing and Residence Life recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member:

Name of staff member: Ruby Beckermeyer

Title upon retirement: Budget Analyst

Date of hire at EMU: 06/21/1999

Retirement date: 09/30/2019

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: [REDACTED]

Name of spouse: Randal Beckermeyer

Degree(s)/institutions/year: Baccalaureate: EMU/1998

Masters: \_\_\_\_\_

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

[REDACTED] 9/30/19  
 Recommended by \_\_\_\_\_ Date

[REDACTED] 9/30/19  
 Recommended by \_\_\_\_\_ Date

[REDACTED] 9/27/19  
 Department Head and/or Supervisor \_\_\_\_\_ Date

[REDACTED] 10/21/19  
 Executive Council Member \_\_\_\_\_ Date

[REDACTED] \_\_\_\_\_ Date  
 President \_\_\_\_\_ Date

11-25-19  
 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.



**Housing and Residence Life**

August 18, 2019

Dear Budget and Finance Committee:

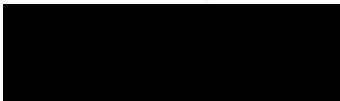
It is with great pleasure that I nominate Ruby Beckermeyer for EMU Emeritus Staff. Ruby has provided service to the department of Housing and Residence Life since 1999. She has been an asset in so many ways. When I first met her, I was a new employee and director with little knowledge of the accounting and budget systems at EMU. Ruby was able to walk me through our departmental budget by hall, by code, spending, revenue, etc. She gave me so much of the background I need now to manage our budget.

In addition to providing the department support in the name of our budget, she has provided service to our students directly. Our residence housing association have large scale programs, take in money, and get paid housing stipends. Ruby has been able to help them manage their accounts to assure the money is in the right place.

While working directly for Housing and Residence Life, she tirelessly provided service to dining, recreation/intermural department, and other auxiliary areas. There is always a lot of work to do but Ruby never hesitates to help answer a question, assure quality control, or provide a watchful eye—she would often point out things that seemed out of alignment with our budget. This often provide an opportunity to fix a problem before it escalated.

Ruby has not only provided outstanding service but true dedication to the departments she has served with an excellent attitude, good work ethic, and outstanding accuracy. I was thankful to work with her and have missed her (and the work/service she provided) ever since she was moved to the accounting area.

Sincerely,



Jeanette Zalba  
Director, Housing and Residence Life



# EASTERN MICHIGAN UNIVERSITY

September 30, 2019

## Emeritus Staff Status Recommendation

Ruby Beckermeyer – Accounting Department

Retirement Date – 9/30/2019, Business and Finance Division

I am very pleased to submit a letter of recommendation for Ruby Beckermeyer to the University Board of Regents to consider her for Emeritus Staff honors.

Ruby and I first worked together when I was hired as the Assistant Director of Event Planning in 2007. Ruby was the expert in the billing processes of EMS, the event software used on campus for all room reservations and food services. From what I know, Ruby helped setup and implement the processes we still use today to pay, record and process financials to the University from EMS.

Ruby is truly passionate and knowledgeable in her role, and her continued support to our office has made her a tremendous asset over the years. Her absence will certainly have an impact on this office, and her “shoes” will be tough to fill!

It has been a privilege to work with Ruby and it is my honor to recommend that the Board of Regents grants her Emeritus status.

Cordially,

A black rectangular redaction box covering the signature of Meg P. Castro.

Meg P. Castro

Assistant Director, Conference and Event Services

[Mcastro2@emich.edu](mailto:Mcastro2@emich.edu)

734-487-2192



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

Rec/FM

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

Name of staff member: Tim White E 0000 2289

Title upon retirement: Aquatics coordinator FM16 (Swimming Pool Manager)

Date of hire at EMU: 2001, May 14 Retirement date: 9/30/19

Number of years at EMU: 18 (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: [Redacted]

Name of spouse: Donna White

Degree(s)/institutions/year: Baccalaureate: BS 1981
Masters: \_\_\_\_\_
Doctoral: \_\_\_\_\_

Please attach 2 letters of support to this application

Recommended by [Redacted] Date 10/9/19
Recommended by [Redacted] Date 10/1/19
Department Head and/or Supervisor [Redacted] Date 10/7/19
Executive Council Member [Redacted] Date 10/9/19
President [Redacted] Date 11/24/19
Date Submitted to Board of Regents 11-25-19

REC'D OCT 16 2019

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.

October 1, 2019

Dear EMU Board of Regents:

I am writing this letter on behalf of Tim White, requesting that he be awarded with Emeritus Staff status.

Rationale:

- Tim has served Eastern Michigan University for over 18 years as the Recreation/ Intramural Department's Swimming Pool Manager.
- Demonstrated daily his commitment to the Rec/IM and the University, spending countless hours over and above his normal work schedule including most weekends and evenings during the fiscal year; all of which contribute to his reputation as a hard-working and dedicated employee.
- Served as a mentor to many Rec/IM student employees (lifeguards, swimming pool attendants, supervisors and many others) throughout his time of service.
- Recipient of 2018 M.I.S.C.A. Outstanding Service Award (EMU involvement in H.S. Boys and Girls Swimming & Diving.)
- Served as Club Water Polo and Club Volleyball staff advisor.
- Recipient of the distinguished EMU Gold Medallion Award (employee service award.)
- Recipient of the 2004-05 Best of Best Award for the Learn-to-Swim Program at EMU.
- Worked closely with the University community and area high schools during swim meet events serving as an ambassador to EMU.
- Served as Rec/IM volunteer working with Washtenaw County Sheriff Office Marine Division Dive Team who assisted with the University Park lake maintenance and swimming pool maintenance during their trainings.
- Earned his BS from EMU in 1981.

Tim White has served EMU well and is very deserving of this prestigious award.

Sincerely,

A large black rectangular redaction box covers the signature area. A thin, hand-drawn line extends from the bottom right corner of the redaction box down towards the typed name below.

Robert England, Director (retired)  
Eastern Michigan University  
Recreation/Intramural Department

October 9, 2019

To the EMU Board of Regents nomination committee on Emeritus Status.

Today, I am writing this communication on behalf of the nomination of Mr. Tim White to emeritus status from Eastern Michigan University.

I was part of the EMU campus as a student and several full time positions within the REC/IM Department from 1974 thru 2017. I have known Mr. White during my entire time associated with Eastern Michigan University. I suppose that makes me a little bias as I write this, but that is the point.

Mr. White has been part of the EMU campus and Ypsilanti community since the mid 1970's. He has spent that time as an EMU student, Washtenaw County Sheriff and Aquatics coordinator for the REC/IM Dept. on campus of EMU.

Mr. White has been an integral part of the Ypsilanti community, having a residence 4 blocks from EMU campus while raising a family. That family is one reason why Mr. White spent his time not working as a leader in the community, being part of community programs in athletics and leadership roles in drug prevention. His time in community programs were split with programs in the Ypsilanti educational system and summer youth programs.

Mr. White spent approximately 20 years working with the Washtenaw Sheriffs Department. After his retirement around 2001, Mr. White spent some time earning his certification in Aquatics maintenance, and was hired to oversee the day to day maintenance of the Jones Natatorium and the Warner Club Pool on campus of EMU. Along with the maintenance of both pools, Mr. White trained and scheduled student employee staff for both pools, scheduled and was contact person for many swim clubs in the local area that utilized both pools on EMU campus.

There is more, Mr. White spent much of his time working swim meets on weekends in the Jones Pool throughout the year. This included EMU athletic dept. swim meets and fundraisers, as well as swim meets that REC/IM hosted that were actual revenue generating events for REC/IM, EMU campus and the local Ypsilanti area. Much of the time Mr. White spent working with both EMU swim and dive teams and their events were spent on his own time. Mr. White worked with the American Red Cross of Washtenaw County, arranging for County residents and EMU lifeguards in receiving and updating both Lifeguarding and Water Safety certifications in both of our pools on campus.

All of the above would be what people may have seen Mr. White doing at his work site. Very few people would have seen Mr. White working long into the night and very early mornings in the pump rooms of both EMU pools. The Jones Pool pump room is a work of art, but was not always that way since its birth in 1982. However the time spent

in the Jones Pool pump room was a picnic compared to keeping the very, very old Warner Club Pool pump room operating as well as the more modern whirlpool in the same area. All of this water needed the daily attention of our Aquatic staff. Other Universities of the same size as EMU would have a minimum two full time aquatic staff, if not more. Through his time working on campus, Mr. White was a devoted, very loyal employee of our University, and would be the same if given the opportunity to be a member of the EMU Emeriti community.

Many student employees who worked for Mr. White graduated from EMU with cherished long lasting memories from their employment from working within our aquatics areas. The new Aquatics Coordinator succeeding (and the word succeeding is very appropriate) Mr. White was a former REC/IM student employee in the aquatics area. Jeff Norris, the new staffer, left EMU and worked in the Aquatics area in Southeastern Michigan with local YMCA's. Mr. Norris at various times came back to assist with some aquatic events on EMU campus. Mr. Norris worked directly for Mr. White during his time on campus. It seems to me that Mr. Norris has a sense of loyalty to EMU, REC/IM Dept. and Mr. Tim White. Both the campus and REC/IM Dept. are extremely fortunate to have Mr. Jeff Norris back on campus, and the bulk of that good fortune is due to Mr. Tim White.

I have been in both of the pump rooms at EMU and seen Tim scrape himself on pump room machinery, and some of the times the blood has been green, and some time the blood has been white. Each time appropriate health measures were taken, with Tim continuing to work on to solve the problems, showing he had plenty of Green and White blood to spare. I heartily and confidently nominate Mr. Tim White for EMERITUS

Sincerely,



Lou Gianino





**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Kimberly Anderson

Title upon retirement: Director, English as a Second Language

Date of hire at EMU: 01/2/2001 Retirement date: 9/30/2019

Number of years at EMU: 18 (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: (\_\_\_\_) \_\_\_\_ - \_\_\_\_

E-mail address: [REDACTED]

Name of spouse: \_\_\_\_\_

Degree(s)/institutions/year: Baccalaureate: Moody Bible Institute

Masters: Columbia International University

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

Dana Heller	9/24/19	W. Douglas Baker	9/23/19
Recommended by	Date	Recommended by	Date

Dana [REDACTED]	9/24/19
Department Head and/or Supervisor	Date

[REDACTED]	11/24/17
Executive Council Member	Date

[REDACTED]	11/24/19
President	Date

11-25-19  
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.

Date: September 30, 2019

Re: Emeritus Status for Kim Anderson

Kim Anderson began working at Eastern Michigan University in 2001 as the first full-time staff for the English as a Second Language (ESL) Program. At that time, ESL consisted of 18 courses designed to assist international students who were admitted to degree programs but needed to increase English proficiency before starting their programs. As changes in international student enrollment and changes in federal regulations have evolved, Kim has led the ESL Program through several visionary developments that have increased opportunities for international students who need English language skills to attend EMU. In 2006, Kim launched the International Student Resource Center, a free tutoring center for all international students on campus who need assistance with English, U.S. academic conventions and American culture. In 2010, Kim launched the Intensive English Program, which gave students the ability to be admitted to the ESL program directly before having degree admission. This program expanded course offerings at both the beginning and graduate levels and included specialized elective courses.

Through the years, Kim has worked in effective collaboration with many offices and programs across campus to create innovative options and services for international initiatives. In 2007, Kim launched the first short-term summer intensive ESL program for Korea students through collaboration with the College of Business. The special summer program was offered again three additional years and included admission options for other cohorts or any individual students seeking a summer experience. In 2013, the ESL program was awarded an initial accreditation of five years by the Commission of English Language Program Accreditation (CEA), the premier English program accrediting body in the U.S., and the only global English program accrediting body. In 2018, Kim led the ESL program through a successful re-accreditation self-study, which resulted in the ESL Program receiving accreditation from CEA for ten years (2019-2029). Kim also oversaw the development of EMU IELTS in 2015, which is an official test center for the world's leading English proficiency exam, IELTS. The partnership with IELTS USA has brought international recognition to EMU and provides high-quality, standardized testing for students and members of the surrounding community and region.

In recognition of her many accomplishments and innovations while at EMU, I enthusiastically recommend that Kim Anderson be granted Emeritus status.

Thank you,

  
Dana Heller

Board of Regents  
Eastern Michigan University  
Ypsilanti, MI 48197

October 3, 2019

Dear Regents,

I am thrilled to be writing this letter in support of Kim Anderson's application for Emeritus Staff Status. I had the pleasure of working closely with Ms. Anderson for two years when I was the College of Arts and Sciences, interim Dean and Kim Anderson was the Director of EMU's English as a Second Language (ESL) Program, EMU's IELTS (International English Language Testing System) Center and the International Student Resource Center. Just by listing all the areas that Kim was responsible for is just one indicator of the commitment and dedication that Kim Anderson had for EMU and our students.

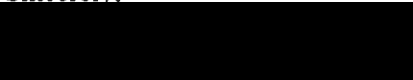
Kim Anderson was the perfect person to work with EMU's international students. She was passionate about doing everything in her power to help these students succeed academically, culturally, personally and professionally. She made sure that we could offer ESL courses that met the English level of proficiency for all our international students. She knew that you have to meet students where they are at and take them to where they need to be or the student will get frustrated and not be successful at EMU. She also directed the International Student Resource Center, which provided students with English tutoring; a safe place to get acclimated to the U.S. and EMU; and events to enjoy with native and non-native English speakers.

Kim was a great collaborator. She worked closely with the Office of International Students and Scholars, Study Abroad, and World Languages and helped create a working group that called themselves "All Things International." The group discussed ways to improve policies, procedures and practices to facilitate the potential for every international student having a positive and productive experience at EMU. She was a great advocate for addressing and resolving international student issues.

In addition, Kim Anderson provided a much-needed service in Michigan by directing the IELTS Center. IELTS testing measures the language proficiency of people who want to study or work where English is used as a language of communication. IELTS is available at about 50 locations in the USA, and EMU is one of two sites in Michigan. EMU's IELTS Center was up for review when I was Interim Dean and the review process was immense. The protocols that a Center needs to follow are extensive, and the training of staff is exacting. I was so impressed with materials and documentation Kim and her staff produced to retain EMU's IELTS Center.

As you can see, Kim Anderson is more than deserving of emeritus staff status. She has done so much for our international students and has done so with a low profile, generosity of spirit, sense of collaboration and love of EMU

Sincerely,



Kathleen H. Stacey, Director



**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Claudette Braxton

Title upon retirement: Field Coordinator

Date of hire at EMU: August 1, 2001 Retirement date: September 30, 2019

Number of years at EMU: 18 (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: cbraxton@emich.edu

Name of spouse: deceased [Redacted]

Degree(s)/institutions/year: Baccalaureate: EMU 1974

Masters: U of M 1984

Doctoral: \_\_\_\_\_

**Please attach 2 letters of support to this application**

[Redacted] 10/1/19 [Redacted] 10-1-19  
 Recommended by Date Recommended by Date

[Redacted] 10/1/19  
 Department Head and/or Supervisor Date

[Redacted] 11/22/19  
 Executive Council Member Date

[Redacted] 11/24/19  
 President Date

11-25-19  
 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.

September 27, 2019


Dear President Smith and Eastern Michigan University Board of Regents,

I am honored to provide a reference in support of the nomination of Claudette Braxton, ACSW, LMSW, for Emeritus Staff. Ms. Braxton has been an integral member of the Eastern Michigan University School of Social Work for over 18 years and has served the School as well as the broader social work profession in a multitude of ways.

As Field Director, I have worked closely with Ms. Braxton who has been in the role of the School's Field Coordinator for many years. I can attest to Ms. Braxton's commitment to our students and their educational success. Ms. Braxton thoughtfully considers the learning needs, challenges, and strengths of each and every student in our large undergraduate and graduate programs as she works with them to seek and secure an appropriate field internship placement. The field internship is a required and central component of both the BSW and MSW curriculums and therefore students often experience a significant degree of anxiety during the field placement process. Ms. Braxton has been the steady and supportive presence needed by so many of our students while also making the placement process a learning opportunity so that students are prepared to engage in the professional world of social work.

Additionally, Ms. Braxton's expertise in the area of community engagement has solidified the School's reputation in Southeast Michigan and beyond. Ms. Braxton has created and cultivated relationships with hundreds of agencies and field supervisors, providing innovative internship opportunities in a diverse range of settings that serve not only to further the learning of our students, but also to enhance the mission of our School that prioritizes connections to communities impacted by oppression.

On a personal note, Ms. Braxton has been such an important figure in my learning and professional development here at EMU. I will most certainly miss the support and opportunity to talk about challenging placement situations with Ms. Braxton. Ms. Braxton has a gift for active listening and for providing sound advice and feedback. Her wisdom about students' learning, community agencies, and the field experience have been invaluable. She is a true social worker and educator. The University and the School are indebted to Ms. Braxton's work and it is only fitting that Claudette Braxton be awarded Emeritus status.



Sarah E. Shea, PhD, LMSW, IECMH-E® (IV)  
Associate Professor  
Field Program Director  
Eastern Michigan University School of Social Work

RE: Claudette Braxton – Emeritus Staff Status

Dear Emeritus Committee

I am the student service coordinator for the BSW and MSW programs at Eastern Michigan University. I started at EMU in 2010 after working in child welfare at Holy Cross Children's Services for 25 years. When I first started at EMU in 2010, I shared an office with Claudette Braxton. Since that time, we have worked closely together to insure that our social work students received the quality education, advising and support they deserve.

Claudette was instrumental in helping me make the transition from a fast-paced social work agency to an academic setting. Claudette had made the same transition to EMU earlier in her career and her support and guidance were crucial in helping me learn the job and transition into academia. She took the time to listen to all my questions and was patient and kind in helping me not only learn my job responsibilities, but also understanding my role at EMU.

Since I started at EMU Claudette has been in the position of field coordinator. In this position, she has been responsible for finding field placements for all of our BSW and MSW students. As you can imagine this was not an easy position. The social work department places students in hundreds of different agencies in the metro Detroit area. Claudette was instrumental in developing and maintaining relationships with these agencies. She was also instrumental in helping students figure out what they were interested in and what placement would be a good fit for them. This required a great deal of time meeting with and listening to our students. Somehow every September and every January after sorting through stacks and applications and meeting with countless students she found a way to have them all placed. Claudette should be commended for this huge task.

Claudette commitment to EMU and the social work department is well known within the social work department, the university and the social work community in southeast Michigan. Claudette has worked tirelessly for the EMU social work students and the department. She will be greatly missed upon her retirement. She is very much deserving of emeritus staff status and I 100% vouch for Claudette receiving this distinction.

Please do not hesitate to contact me with any questions you may have.

Sincerely,

  
David Evoy, LMSW  
Student Service Coordinator  
EMU School of Social Work