

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 11

DATE:

October 14, 2021

**RECOMMENDATION**

**EDUCATIONAL POLICIES COMMITTEE: APPROVAL OF AGENDA AND MINUTES**

**ACTION REQUESTED**

It is requested that the Educational Policies Committee Agenda for October 14, 2021 and Minutes of the June 10, 2021 meeting be received and placed on file.

**STAFF SUMMARY**

The primary items for the October 14, 2021 Educational Policies Committee meeting include:

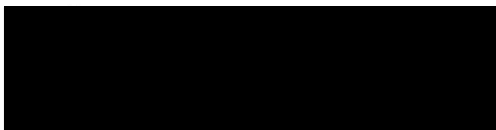
Approval of the Agenda and Minutes; Emeritus Faculty Recommendations; Honorary Emeritus Faculty Recommendation; Faculty Appointments; Faculty Tenure Appointments; Academic Retirements/Separations; Appointment/Reappointment of Charter School Board Members; Academic Calendars for 2023-2024 and 2024-2025; Program Deletion (Phase-out): Learning Technology and Design [M.A.]; and two presentations: Update on the HLC Assurance Argument Filing; and Degree Completion and Retention Plan

**FISCAL IMPLICATIONS**

The fiscal impact of the actions taken is listed in the appropriate sections and in the Board Minutes.

**ADMINISTRATIVE RECOMMENDATION**

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



September 27, 2021

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University Executive Officer  
Rhonda Longworth, Ph.D.

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Date

**EASTERN MICHIGAN UNIVERSITY**

**Board of Regents**  
**Educational Policies Committee**

October 14, 2021  
9:00 a.m.

AGENDA

- Section 11: Agenda and Minutes (*Regent Beagen, Chair*)
- Section 6: Emeritus Faculty Recommendations (*Rhonda Longworth*)
- Section 7: Honorary Emeritus Faculty Recommendation (*Rhonda Longworth*)
- Section 8: Faculty Appointments (*James Carroll*)
- Section 9: Faculty Tenure Appointments (*James Carroll*)
- Section 10: Academic Retirements/Separations (*James Carroll*)
- Section 12: Appointment/Reappointment of Charter School Board Members (*Malverne Winborne*)
- Section 13: Academic Calendars for 2023-2024 and 2024-2025 (*Michael Tew*)
- Section 14: Program Deletion (Phase-out): Learning Technology and Design [M.A.] (*Michael Tew*)

**Presentations:**

- Update on the HLC Assurance Argument Filing (*Michael Tew*)
- Degree Completion and Retention Plan (*Rhonda Longworth, Doris Fields, Calvin McFarland*)

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS  
**EDUCATIONAL POLICIES COMMITTEE MINUTES**

June 10, 2021  
10:45 a.m.  
201 Welch Hall

**Attendees:** Regent D. Beagen (Chair), Regent J. Kimbrough-Marshall (Vice Chair), Regent C. Newton, Regent M. Crumm, Regent N. Ford, Regent E. Jeffries, President J. Smith, R. Longworth, J. Carroll, A. Ducher, D. Fields, C. McFarland, B. Pappas, V. Reaume, M. Tew, W. Tornquist, and M. Winborne.

*Regent Beagen* convened the meeting at 10:45 a.m.

**Report and Minutes (Section 13)**

*Regent Beagen* requested that the Educational Policies Committee Agenda for June 10, 2021 and Minutes of the April 21, 2021 meeting be received and placed on file.

**Emeritus Faculty (Section 11)**

*Dr. Rhonda Longworth, Provost and Executive Vice President, Academic and Student Affairs,* recommended that the Board of Regents grant Emeritus Faculty Status to fourteen (14) former faculty and three (3) former lecturers.

**Faculty:**

Charles (Nelson) Amos, School of Music and Dance from 1975 to 2021 who retired after 46 years; Mary Bigler, Department of Teacher Education from 1977 to 2021 who retired after 44 years; David Crary, Department of Economics from 1980 to 2021 who retired after 41 years; Roberta Faust, School of Health Promotion & Human Performance from 2000 to 2021 who retired after 21 years; Christopher Gardiner, Department of Mathematics and Statistics from 1984 to 2020 who retired after 36 years; Valerie Howells, School of Health Sciences from 1998 to 2020 who retired after 22 years; Patrick Koehn, Department of Physics and Astronomy from 2005 to 2020 who retired after 15 years; Jiang Lu, School of Visual and Built Environments from 2003 to 2020 who retired after 17 years; Genevieve Peden, Department of World Languages from 1989 to 2021 who retired after 32 years; Denise Pilato, School of Technology and Professional Services from 2000 to 2021 who retired after 21 years; Shinming Shyu, School of Visual and Built Environments from 2005 to 2021 who retired after 16 years; Donald Snyder, Department of Chemistry from 1993 to 2021 who retired after 28 years; Christine Tanner, School of Communication Media & Theatre Arts from 2002 to 2021 who retired after 19 years; and Willard Zirk, School of Music & Dance from 1981 to 2021 who retired after 40 years.

**Lecturers:**

Lydia Kret, School of Health Sciences from 2005 to 2020 who retired after 15 years; Tumer Sayman, Department of Physics and Astronomy from 1997 to 2021 who retired after 24 years; and Kelly Victor-Burke, Department of Geography and Geology from 1990 to 2020 who retired after 30 years.

**STAFF SUMMARY**

The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that a faculty member who has served the University for at least fifteen (15) years may be nominated for Emeritus Faculty Status upon retirement by their colleagues. Board of Regents policy provides that

other instructional employees may be nominated for Emeritus Status upon retirement for meritorious service.

The nominations for these individuals have received the support of the Department Head or School Director, the Dean of the College, and the Provost and Executive Vice President for Academic and Student Affairs.

### **Academic Affairs Administrative/Professional Appointments/Transfers (Section 5)**

*Dr. Brian Pappas, Assistant VP for Academic Affairs* recommended that the Board of Regents approve one (1) Administrative/Professional Appointment and one (1) Administrative/Professional transfer at the rank and effective date shown on the listing.

### **Academic Retirements/Separations (Section 6)**

*Dr. Brian Pappas* recommended that the Board of Regents approve fourteen (14) retirements and three (3) separations for the period of January 1, 2021 through April 30, 2021.

#### **STAFF SUMMARY**

Of the seventeen (17) retirements and separations, nine (9) are male and eight (8) are female. Demographics show that sixteen (94%) are Caucasian and one (6%) is Asian.

### **Faculty Appointments (Section 7)**

*Dr. Brian Pappas* recommended that the Board of Regents approve twenty-one (21) new faculty appointments for the 2021-2022 academic year at the rank, salary, and effective date shown on the listing.

#### **STAFF SUMMARY**

Of the twenty-one (21) appointments, thirteen (13) are female and eight (8) are male. Demographics show that twelve (57%) have online teaching experience.

### **Faculty Reappointments (Section 8)**

*Dr. Brian Pappas* recommended that the Board of Regents accept and place on file the report from the Division of Academic Affairs pertaining to the reappointment of fifteen (15) probationary faculty members for the 2021-2022 academic year.

#### **STAFF SUMMARY**

Newly-hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible for reappointment for five (5) or six (6) years; Assistant Professors for four (4) or five (5) years; Associate Professors for three (3) or four (4) years; and Professors for two (2) or three (3) years. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University/Eastern Michigan University –American Association of University Professors’ contract. An interim evaluation reviews the applicant’s instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant’s scholarly and/or creative activity. A favorable pre-tenure evaluation leads to a recommendation for reappointment.

## **Faculty Promotions (Section 9)**

*Dr. Brian Pappas* recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2021.

### **STAFF SUMMARY**

The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that faculty are eligible to apply for promotion in accordance with the following schedule of years of service in rank: Instructor – two (2) years, Assistant Professor - four (4) or five (5) years, and Associate Professor - five (5) years. Faculty having served at least the requisite years in rank, who apply for promotion, are evaluated by standards provided in the EMU/EMU-AAUP Master Agreement and individual evaluation documents that have been established for each academic department. Evaluations and standards address three areas of review: (1) Instructional Effectiveness, (2) Scholarly and/or Creative Activity, and (3) Service. A favorable promotion review results in a recommendation for promotion.

The forty-five (45) faculty members listed meet the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

## **Faculty Tenure Appointments (Section 10)**

*Dr. Brian Pappas* recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2021 fall semester, for twenty-five (25) faculty members.

### **STAFF SUMMARY**

Newly hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible to apply for tenure for five (5) or six (6) years; Assistant Professors for four (4) or five (5) years; Associate Professors for three (3) or four (4) years; and Professors for two (2) or three (3) years. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University/Eastern Michigan University –American Association of University Professors’ contract. An interim evaluation reviews the applicant’s instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant’s scholarly and/or creative activity. A series of favorable probationary evaluations and a favorable final full evaluation leads to a recommendation for tenure. The faculty members listed on the attached page meet the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

The faculty members listed meet the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

## **Appointment of Charter Schools Board Members (Section 14)**

*Dr. Malverne Winborne, Director, Charter Schools* recommended that the Board of Regents re-appoint Lurdes Arambula and Katrin Robertson to three-year terms on the Board of Directors of The James and Grace Lee Boggs School; re-appoint Adrian Iraola to a three-year term on the Board of Directors of Global Tech Academy; appoint Dylan Luna to a three-year term on the Board of Directors of Grand Blanc Academy; re-appoint Angela Polk and Kenneth Davis to three-year terms on the Board of Directors of Hope Academy; re-appoint Richard McCoy to a three-year term on the Board of Directors

of New School High; and re-appoint Christopher Parker to a three-year term on the Board of Directors of Woodley Leadership Academy

### **STAFF SUMMARY**

According to the resolutions which establish these public school academies (charter schools), vacancies on the Boards of Directors shall be filled by the Eastern Michigan University Board of Regents.

#### **The James and Grace Lee Boggs School**

Lurdes Arambula is a full-time homemaker. She worked as a bookkeeper for Christ Church Detroit in Detroit, Michigan. She attended Wayne County Community College, Wayne State University, and University of Detroit-Mercy. She earned a High-School Diploma with honors from Southwestern High School in Detroit, Michigan. She is a parent of a child at The James and Grace Lee Boggs School. This is a re-appointment.

Katrin Robertson has been employed as a field instructor-undergraduate elementary and secondary, and elementary ELMAC at University of Michigan School of Education in Ann Arbor, Michigan since 2005. She earned a Master of Arts degree in Education from Stanford University in Stanford, California and a Bachelor of Arts degree in Art History and Studio Art from Oberlin College in Oberlin, Ohio. She is a member of the Association for Supervision and Curriculum Development, the Michigan Association of Teacher Educators and the National Art Education Association. She is a parent of a child at The James and Grace Lee Boggs School. This is a re-appointment.

#### **Global Tech Academy**

Adrian Iraola has served on the Board of Global Tech Academy since 2013. He is retired from the City of Ann Arbor where he worked as an architectural engineer consultant manager for 25 years. He has served as the president of Park Avenue Consultants Engineering Firm in Ann Arbor, Michigan since 2009. He has also been the Owner of Chela's Restaurant in Ann Arbor, Michigan since 2012. He earned a Bachelor degree in Architectural Engineering from the National Polytechnic Institute in Mexico City, Mexico. He was on the Board of Directors of the Saline Area Soccer Association and a Project Manager of Downtown Development Authority Staff. This is a re-appointment.

#### **Grand Blanc Academy**

Dylan Luna has worked as a business manager for Flint & Genesee Economic Alliance in Flint, Michigan since 2021. He earned a Master of Arts in Educational Studies-Urban Pedagogy from the University of Michigan in Ann Arbor, Michigan and a Bachelor of Arts in Social Relations and Policy from Michigan State University in East Lansing, Michigan. He is currently affiliated with the Michigan Economic Developers Association; Phi Iota Alpha Fraternity, Inc.; Leadership for Educational Equity; The Detroit Collective; and the Luna-Martus Food Pantry. This is a new appointment.

#### **Hope Academy**

Angela Polk has served on the Board of Hope Academy since 2012. She has served as interim director at Detroit Employment Solutions Corporation, Detroit, MI since 2019. She earned a Master of Community Development degree from University of Detroit Mercy as well as a Bachelor of Science in Humanities degree from Lawrence Technological University. Polk serves on the Boards of Directors of West Grand Boulevard Collaborative and the Virginia Park Community Investment Associates, Inc. This is a re-appointment.

Kenneth Davis has served on the Board of Hope Academy since 2016. He is a retired vice president and banking center manager from Chase Bank in Detroit, Michigan. He earned a Bachelor in Business Administration from Wayne State University in Detroit, Michigan. He is presently the associate minister and church administrator at the New Mt. Zion Missionary Baptist Church in Detroit, Michigan. This is a re-appointment.

#### **New School High**

Richard McCoy is a retired Educator from Plymouth-Canton Community Schools. He earned a Master of Arts in Special Education of the Emotionally Impaired from Eastern Michigan University, in Ypsilanti, Michigan and a Bachelor of Arts in Psychology from Albion College in Albion, Michigan. This is a re-appointment.

#### **Woodley Leadership Academy**

Christopher Parker has worked as a senior analyst at MidMichigan Health in Midland, Michigan since 2016. He earned a Bachelor of Science degree in Medical Technology from Michigan State University in East Lansing, Michigan. This is a re-appointment.

#### **2021-2022 Sabbatical Leave Awards (Section 15)**

*Dr. Wade Tornquist, Interim Associate VP for Graduate Studies and Research* is recommended that the Board of Regents accept and place on file the Report on 2021-2022 Sabbatical Leave Awards.

#### **STAFF SUMMARY**

Sabbatical leaves (one semester at full pay or two semesters at half pay) are granted for special study, research, writing and/or other projects which enrich the activities of individual faculty members; bring prestige to the individual and the University; or provide service of significant nature for local, state, national, or international organizations. Two-semester sabbatical leaves also include up to \$12,000 in research support, if requested and approved. The University Research and Sabbatical Leave Committee reviews the sabbatical leave proposals and makes recommendations to the Provost and Executive Vice President of Academic and Student Affairs. A list of the approved projects is included with Board materials. In 2021-2022, thirteen (13) two-semester and fifteen (15) one-semester leaves will be awarded.

#### **2021-2022 Faculty Research and Creative Activity Fellowships (Section 16)**

*Dr. Wade Tornquist*, recommended that the Board of Regents accept and place on file the Report on the 2021-2022 Faculty Research and Creative Activity Fellowship awards.

#### **STAFF SUMMARY**

Faculty Research and Creative Activity Fellowships are competitive awards given to faculty who submit meritorious research or special study proposals. The fellowships award up to 100 percent release time from teaching for one semester to help build a foundation for a faculty member's future research or creative activities and as a base for future additional funding from other sources. Unlike a sabbatical leave, the fellowship recipients are still expected to fulfill other contractual responsibilities, such as service to the University during this released time. The University Research and Sabbatical Leave Committee reviews the Faculty Research and Creative Activity Fellowship proposals and makes

recommendations to the Provost and Executive Vice President of Academic and Student Affairs. Forty-two (42) faculty will be supported.

## **Winter 2021 and Summer 2021 Undergraduate Research Stimulus Program**

### **Awards (Section 17)**

*Dr. Wade Tornquist* recommended that the Board of Regents accept and place on file the Report on the Winter 2021 and Summer 2021 Undergraduate Research Stimulus Program Awards.

### **STAFF SUMMARY**

The Undergraduate Research Stimulus Program is intended to facilitate research partnerships between undergraduate students and Eastern Michigan University faculty. Student awardees will receive a \$2,000 fellowship in support of their research efforts. This award will be in the form of a credit to the student's university account. The collaborating faculty member may receive \$500 to be used for lab/studio supplies or equipment, professional travel, or other professional expenses.

WINTER 2021: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$18,000 to nine (9) undergraduate students and \$4,233 to nine (9) Eastern Michigan University faculty for Winter 2020 and research and creative projects under the Undergraduate Research Stimulus Program.

SUMMER 2021: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$20,000 to ten (10) undergraduate students and \$4,597 to ten (10) Eastern Michigan University faculty for Summer 2020 and research and creative projects under the Undergraduate Research Stimulus Program.

### **Discussions**

The committee received an update about the recently completed report summarizing outcomes from the 2014 Degree Completion and Retention Plan presented by Drs. Michael Tew, Doris Fields and Calvin McFarland. The committee was impressed with the outstanding progress and is looking forward to hearing about steps towards a follow up plan in the fall.

*Regent Beagen* thanked those in attendance, and adjourned the meeting at 11:38 a.m.

Recorded by: Amy Ducher, Administrative Associate to the Provost and Executive Vice President of Academic and Student Affairs





EASTERN MICHIGAN UNIVERSITY

# Degree Completion and Retention Report 2021

October 2021  
Board of Regents

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## Executive Summary

- Degree Completion and Retention Plan (DCR) was developed, in 2014, to address both retention and graduation rates in a comprehensive manner.
- The DCR plan focused on five areas of practice, process, and policy that both scholarly and practitioner research find have great impact on degree completion and retention.
  - **Academic & Student Support Services**
  - **Curriculum Structure and Delivery**
  - **Enrollment Policies**
  - **Financial Aid Policies and Incentives**
  - **Advising and Student Support Services**
- In addition, the plan included targeted initiatives aimed at two demographic segments of the student population: Men of Color and Single Parents.

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## FTIAC Retention Rate Goals

- **Baseline Goal:** Recover the overall first-year retention rate to 75% by 2021 (for fall 2020 cohort), and then maintain it at a 75% range.
- **Aspirational Goal:** Increase the overall first-year retention rate to the top 20% level of all Carnegie R3 public universities by 2025 (currently at 80%).
- **Reduce the performance gap for first-generation and underrepresented groups;** specifically, to increase the first-year retention rate by 3% for (1) first-generation students and (2) ethnically underrepresented groups.

## Fall-to-Fall Retention

YEAR	COHORT*	FALL-TO-FALL	
		RETENTION	RETENTION RATE
2011	2,119	1,595	75.3%
2012	2,612	1,928	73.8%
2013	2,848	2,065	72.5%
2014	2,588	1,932	74.7%
2015	2,846	2,124	74.6%
2016	2,785	1,996	71.7%
2017	2,783	1,992	71.6%
2018	2,375	1,674	70.5%
2019	2,123	1,525	71.8%
2020	1,855		

[https://irim.emich.edu/data\\_book.php#](https://irim.emich.edu/data_book.php#)

## FTIAC Graduation Rate Goals

- **Baseline Goal:** Increase the overall six-year graduation rate to 48% by 2021 (fall 2015 start cohort), and then maintain it at a 48% range.
- **Mid-Range Target:** Increase the overall six-year graduation rate to 50% by 2023 (fall 2017 start cohort) and sustain rate at that level.
- **Aspirational Goal:** Increase the overall six-year graduation rate to the top 20% level of all Carnegie R3 public universities by 2025 (currently at 53.4%).

## Six-Year Completion Rates

Full-Time FTIAC Graduation Rates for Academic Years 2000-2001 to 2020-2021

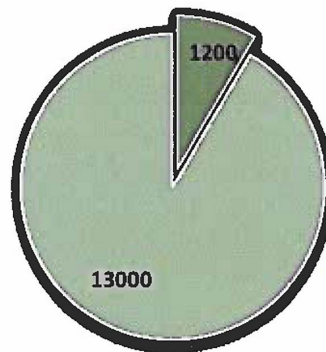
YEAR	COHORT*	YEAR 6 GRADUATES	YEAR 6 GRADUATION RATE
2001	2,706	1,051	38.8%
2002	2,601	928	35.7%
2003	2,479	985	39.7%
2004	2,281	860	37.7%
2005	2,301	910	39.6%
2006	2,272	845	37.2%
2007	2,366	909	38.4%
2008	2,167	792	36.6%
2009	2,196	880	40.1%
2010	1,955	796	40.7%
2011	2,119	856	40.4%
2012	2,612	1,177	45.1%
2013	2,848	1,312	46.1%
2014	2,588	1,213	46.9%
2015	2,846		
2016	2,785		
2017	2,783		
2018	2,375		
2019	2,123		
2020	1,855		

[https://irim.emich.edu/data\\_book.php#](https://irim.emich.edu/data_book.php#)

# Academic & Student Support Services

Summary of Actions Taken Since 2014

## Mentor Collective Student Interactions

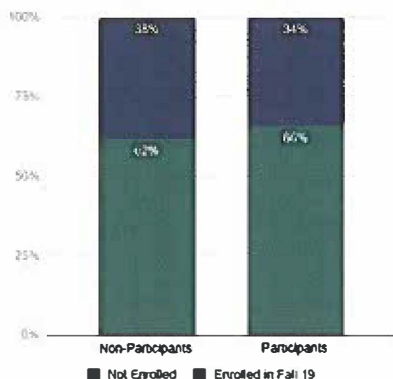


■ Conversations with Students    ■ Text Messages with Mentors

**Academic and Student Preparedness**

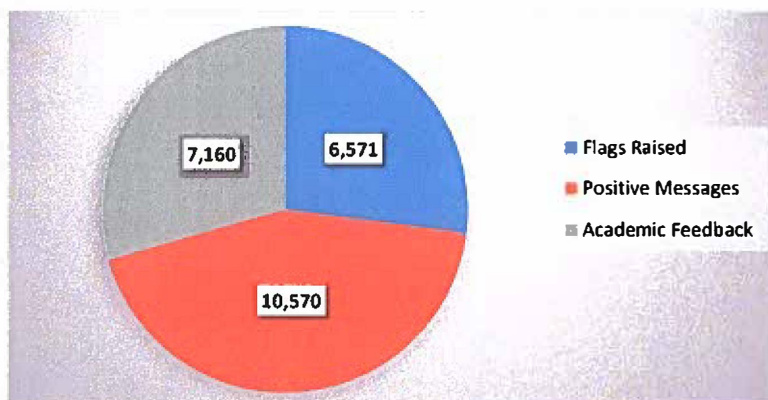
## Mentor Collective Impact on Retention

Fall 2019 Enrollment Rates for 2018-19 Program Participants



	Non-Participants (110 students)	Participants (88 students)
Enrolled in Fall 2019	68	58
Not Enrolled	42	30
<b>Retention Rate</b>	<b>62%</b>	<b>66%</b>

## Starfish – Early Alert System



Academic and Student Preparedness

- Retention from Fall 2020 to Winter 2021 shows 10% points higher for students who met with their Advisors about their flags!
- Both semesters show GPA increases for those students who follow-up with an advisor regarding their flags.

# Curriculum Structure and Delivery

Summary of Actions Taken Since 2014

## Quantitative Reasoning Pathway

Developmental Math



## Gateway to Completion Data

- The Gateways to Completion (G2C) Initiative is a comprehensive *assessment of first-year courses and courses with high DFWI rates (2017-2020)*
- G2C focused on how course redesign can create academic growth in the classroom; the development of new teaching approaches can enhance student learning and produce better grade output; and course redesign declines the opportunity for repeat courses, thus impacting the graduation completion rate for marginalized populations.

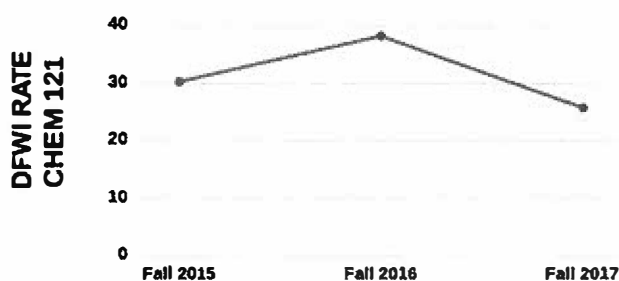
## Gateway to Completion Data



In Fall 2017, instructors in 7 of 12 sections redesigned their course.

The DFWI rate across all sections of the course dropped from 42.78% in Fall 2016 to 31.78% in Fall 2017.

## Gateway to Completion Data



In Fall 2017, instructors in 2 of 8 sections redesigned their course.

The DFWI rate across all sections of the course dropped from 38% in Fall 2016 to 25.73% in Fall 2017.

## Gateway to Completion Data



In Fall 2017, instructors in 5 of 6 sections redesigned their course.

The DFWI rate across all sections of the course dropped from 43.6% in Fall 2016 to 26.44% in Fall 2017.



## Academic Plan for Success (Pilot)

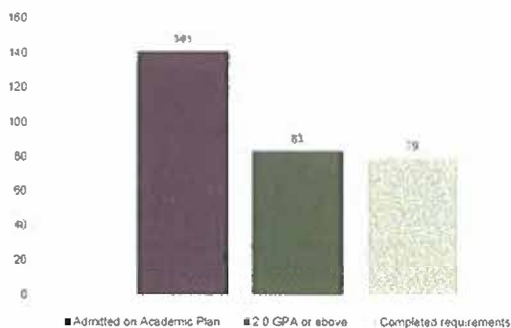
- The plan is intended to provide students with academic targets as they begin their EMU experience. Once the students meet the conditions:
- Successfully complete the UNIV101L3 with a passing grade, earn a minimum GPA of 2.0 in your first semester; and,
- Successfully complete at least 67% of the credits in in the fall term
- He/she can begin the second semester as a fully admitted student in good academic standing.

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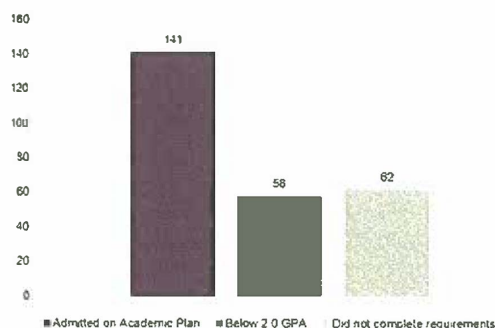
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## Academic Plan for Success (Pilot)

2019-2020



Eighty-three students received a 2.0 GPA or above (58.87%), seventy-nine students completed the requirements (56.03%) and were admitted as students in good standing.



Fifty-eight students received below a 2.0 GPA (41.13%) and sixty-two students did not complete the Academic Plan of Success program (43.97%). Based on data the academic success team is developing a plan to address the academic gaps/challenges for Fall 2021

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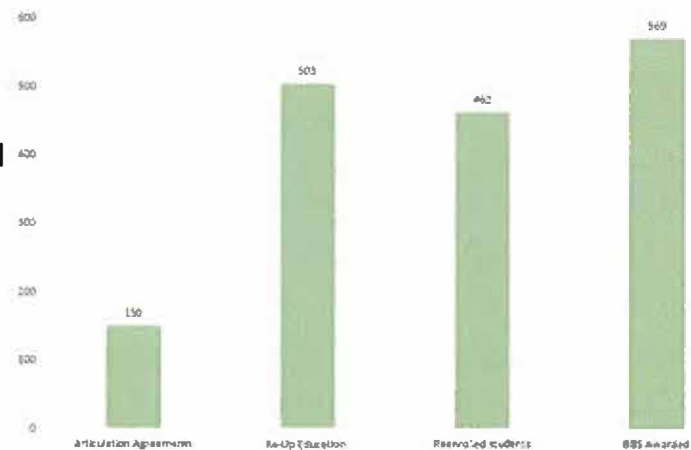
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# Enrollment Policies

## Summary of Actions Taken Since 2014

# Enrollment Policies

- Articulation Agreements (150)
- Re-Up Education (503)  
Summer 2019 to Summer 2021
- Reenrolled students (462)  
Fall 2018 to current term
- Bachelor of General Studies  
Degrees Awarded (569)  
Fall 2018 to Fall 2020



# Financial Aid Policies and Incentives

## Summary of Actions Taken Since 2014

# Financial Aid Policies and Incentives

## Financial Aid

- FTIACs are offered two pathways toward degree completion through EFOS
- 4WARD Graduation Scholarship
- Frontline Worker Scholarship
- TRUEMU Global Tuition rate - International undergraduate students will pay in-state tuition. Part of the 'You Are Welcome Here' campaign.
- CAP program discontinued

## Facilities and Technology

- Engage App
- Online access to services was significantly expanded due to COVID
- Explanatory video series developed for multiple service areas

# Academic Advising and Student Support Services

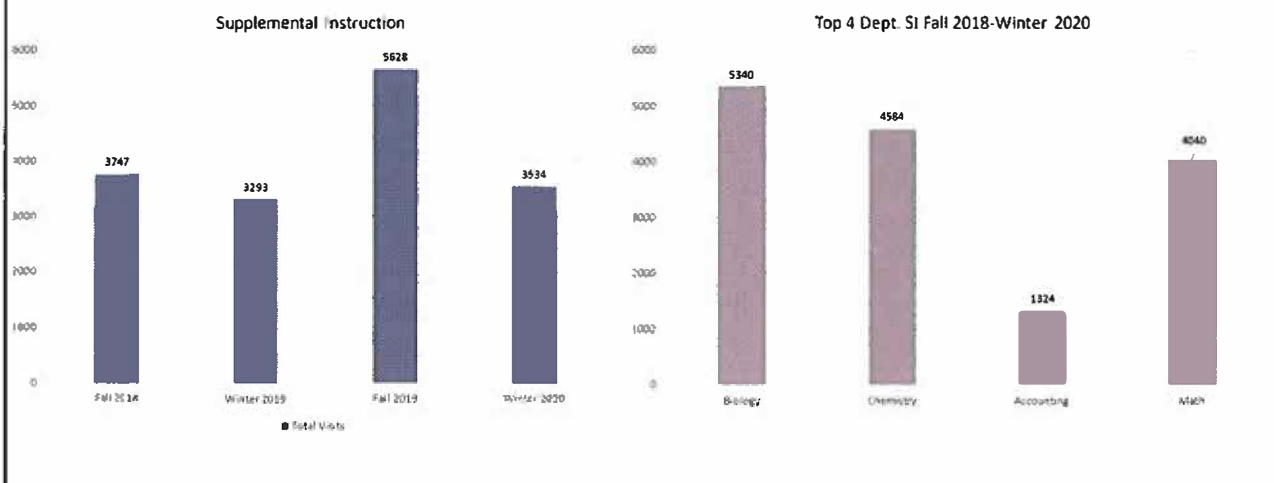
Summary of Actions Taken Since 2014

# Academic Advising and Student Support Services

Student Appointments Per Academic College

	2017/18	2018/19	2019/20	7/1/20-2/5/21
University Advising and Career Development Center	4536	3478	2840	1404
College of Arts and Sciences	3767	3795	4712	3742
College of Business	NA	NA	1639	2315
College of Engineering and Technology	1514	1463	1626	1241
College of Education	3003	2976	2877	1463
College of Health and Human Services	3152	3529	3778	3112

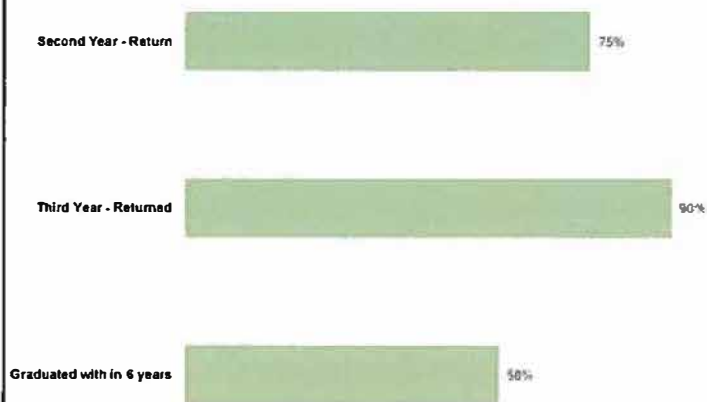
# Supplemental Instruction (SI)



# Degree Completion and Retention Initiative

Summary of Actions Taken Since 2014

## Men of Color



- Brotherhood/Sisterhood Scholars - Comprehensive wrap-around student support program.

- 58% of the first cohort graduated within six years.

- 90% of scholars finished their second year at EMU with a 2.5 cumulative GPA or higher.

- 75% returned for their third year. This compares favorably to the 56.7% third-year retention rate for men of color at EMU.

- Prioritized achievement gap reduction for underrepresented and underserved student populations.

- Single Parent Initiative was not cost effective