

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 5
DATE: October 14, 2021

RECOMMENDATION

EMERITUS STAFF RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to five (5) staff members:

- Caryn Charter, Director, Office of Research Development and Administration, retired 04/30/2021.
- Deb Fawley, Senior Budget Analyst, University Budget Office, retired 07/31/2021.
- Carolyn O’Neill, Administrative Manager, IT, retired 12/31/2020.
- Barbara Szopo, Creative Services Manager, Division of Communications, retired 06/30/2021.
- Kristi Teasdale, Assistant Director, Rec/IM, retired 06/30/2021.

STAFF SUMMARY

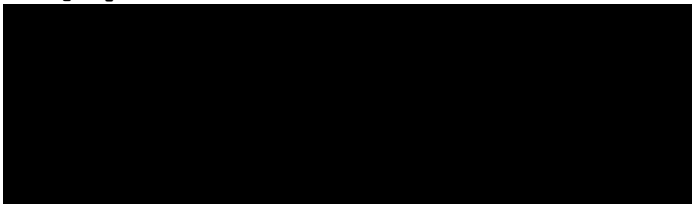
According to University policy, retiring Administration Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Food Service, Custodial & Maintenance (FM), Professional Technical (PT), or Clerical Secretarial (CS) staff members who have served the University for at least fifteen (15) years, 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.



October 14, 2021
Date



EASTERN MICHIGAN UNIVERSITY

Emeritus Staff

October 14, 2021



Deb Fawley



**Senior Budget Analyst,
University Budget Office
18.75 years of service**

Barbara Suzanne Szopo

**Creative Services Manager,
Division of Communications
22+ years of service**

Caryn Charter

**Director,
Office of Research Development and
Administration
23+ years of service**

Carolyn O'Neill



Administrative Manager, IT
34 years of service

Kristi Teasdale



**Assistant Director,
Rec/IM
34+ years of service**



**EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of Research Development and Administration recommends the awarding of Emeritus Staff Status for the following

retiring/retired staff member:

Name of staff member: Caryn Charter

Title upon retirement: Director, Office of Research Development and Administration

Date of hire at EMU: June, 1997

Retirement date: April 30, 2021

Number of years at EMU: 23+ (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

Wade Tornquist and ORDA Staff Sep 9, 2021 Harrict Lindsay and other Faculty Sep 9, 2021
Recommended by Date Recommended by Date

[REDACTED] Sep 9, 2021
Department Head and/or Supervisor Date

[REDACTED] 9/14/2021
Executive Council member Date

[REDACTED] 9/15/21
President Date

9-15-21
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.

July 19, 2021

To Whom it May Concern:

I am writing this letter in support of Caryn Charter's being granted Staff Emeritus status. Caryn retired from EMU in April 2021 after approximately 24 years of service in EMU's sponsored programs office (ORD/ORDA). As ORD/ORDA director for over 11 years, she was a tireless advocate for faculty research efforts. She championed the expansion of ORD to include pre- and post-award support, and made technology transfer a priority. These actions were critical to the large increase in external awards secured by EMU faculty in the past five years. Faculty are grateful for her unrelenting support of our efforts. Most importantly, Caryn's leadership has created a culture of friendly collaboration between the ORDA staff and faculty. Faculty love working with the fantastic ORDA staff that Caryn assembled, which further encourages faculty to seek funding opportunities and to reach out for help when necessary. Below are tributes from faculty that Caryn demonstrate Caryn's strong commitment to supporting faculty research efforts:

Harriet Lindsay, Professor, Chemistry Department, and Faculty Associate for Undergraduate Research: Caryn has always been an advocate and sounding board for my research agenda, but most important to me is her strong support of a vision of undergraduate research at EMU. Her advocacy was central to the creation of the Undergraduate Stimulus Research Program, which awards \$64,000 annually in research fellowships to EMU undergraduates. In addition, she funded course release to create the position of Faculty Associate for Undergraduate Research, which allows for a point of contact for any question or issue involving undergraduate research. I will always be grateful for her advocacy for undergraduate research and for her support of my efforts in specific.

Renée Lajiness-O'Neill, Psychology Professor: I vividly recall my first meetings Caryn Charter. I arrived at EMU in 2005 as a psychologist who had been working in the private sector. Within my first two years on campus, I was serving as an original steering committee member for the Autism Collaborative Center (ACC). Caryn was instrumental in working with me and the Director of the ACC at that time to prepare materials for a trip to Washington DC in an attempt to secure funding through a Congressional earmark. She has been one of my ORD(A) rocks ever since. At that time, ORDA consisted of merely a few staff. I have observed and was one of the fortunate faculty to benefit from the tremendous growth of ORDA, both in terms of sheer staffing as well as in the successful acquisition of grants, under Caryn's Directorship. Having had limited experience with grant proposal writing prior to coming into academia, Caryn was a valuable repository of information from sources of funding to ensuring that I was compliant with EMU, state, and federal guidelines. Caryn was approachable and encouraging. She always made the goal of securing funding seem possible. What I truly appreciated and loved most about Caryn is that I could call, email, stop by, and reach out to her about any grant related issue at any time, and she was responsive and her input was always incredibly valuable. I have been fortunate enough to have secured a large NIH R01 grant, and it appears that I am likely to receive a NSF

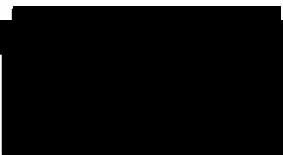
major research implementation (MRI) grant this cycle. Without a doubt, absolutely none of my accomplishments could have been possible without Caryn's guidance, mentorship, and wisdom!

Ruth Ann Armitage, Professor, Department of Chemistry: Without Caryn's insight and assistance, the pandemic would have completely derailed my National Science Foundation grant in 2020. My students, who were being paid as research assistants, were suddenly unable to enter the labs, barred from working on their projects for what was then the foreseeable future. Caryn ensured that not only were the students paid throughout that locked down semester, but that the costs were eventually covered by other funds from ORDA and did not come out of the grant budget. This has made it possible to continue the work now that things are returning to normal. I will miss my conversations with Caryn, and I am grateful for all her help over the years.

Anne Casper, Professor, Department of Biology: For me, Caryn was a rock of support. I knew that anytime I needed help, ORDA would be there for me. For example, when I was in a funding gap between my first and second NIH grant, Caryn put ORDA resources to work to help me continue to pay my laboratory research technician. Also as I was preparing my second NIH grant, I needed a substantial piece of equipment for the research that I was proposing, and the funds for that equipment were difficult to add to the proposed grant budget. I talked to Caryn about this situation, and she put the support of ORDA behind me with a letter of promise to help purchase that equipment if the grant was funded. That second NIH grant was funded, and the equipment was purchased. A third NIH grant, and an NSF grant later followed. Caryn's help and advice were a big part of enabling my success!

These are only four examples of the many faculty Caryn has advised and supported during her tenure at EMU. In summary, Caryn's efforts and leadership at EMU have resulted in transformational impacts on the research landscape at EMU and on individual faculty careers. I highly recommend that she be granted Emeritus Staff status.

Sincerely,

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

Professor
hlindsay@emich.edu

September 9, 2021

To Whom It May Concern:

This letter, from the Graduate Studies and Research office, is in support of Staff Emeritus status for Caryn Charter. After nearly 24 years in ORD/ORDA, Caryn retired from EMU April 2021. She joined the Office of Research Development in June 1997 where she provided pre-award support to the College of Technology and Engineering, Coatings Research Institute, Centers for Corporate Training, and others. She assisted with identifying projects for Congressionally Directed Funding and administering resulting awards, particularly those from the U.S. Department of Defense for advanced coatings research. As director, Caryn focused efforts on securing university investment in and building out an expanded research support infrastructure to include Research Development and Post-Award Management supports in the newly named Office of Research Development and Administration (ORDA), and spinning-off an independent Office of Research Compliance. Between FY2016 and FY2020, EMU's sponsored activity grew by 50% and external support for research tripled. Caryn's vision resulted in a research and sponsored projects support office that is among the best in the country for primarily teaching institutions.

Caryn is highly regarded by the faculty she served, and by the people who worked under her supervision. In the paragraphs below, individuals who worked in ORDA or the Graduate School have written their commendations.

Wade Tornquist: Interim Associate Provost & Associate Vice President for Graduate Studies and Research:

Caryn Charter was appreciated by anyone at EMU who had a vision for an important, innovative project and was confident they could find someone outside of EMU to fund it. Caryn would carefully listen, ask questions, offer sage advice, and then become the visionary's best cheerleader. She was a renaissance person, both because she was smart and because she was generally interested in what everyone was doing—whether what they were doing was faculty research or student services or community outreach. Best of all, in all facets of her professional life Caryn was affirming. She made the person feel comfortable, not judged, confident that they are being heard, and confident their vision makes sense and is worth pursuing. Caryn understood EMU, and she understood what was needed to increase the number of people involved in sponsored projects at EMU. She developed her vision, she pitched it, and she implemented her plan. Within five years, she was able to significantly grow sponsored projects awards at EMU. In particular, she was able to grow faculty research awards, which played a role in moving EMU to today's R2 Carnegie status. For her nearly 24 years of distinguished and affirming service, I support the nomination of Caryn Charter for Emeritus Staff status.

Jennifer Glass, Research Development Officer: I first met Caryn when I was interviewing for the Research Development Officer position. I was impressed by the depth of her knowledge of EMU, but especially by her empathy and understanding of the issues faculty face. This empathy is what allowed her to develop a culture of helpful customer service at ORDA, and her knowledge of federal and state regulations, funder requirements, intellectual property concerns, contract details, and EMU processes kept EMU "out of trouble". Most people have no idea what a balancing act this is, and Caryn made it look easy. Caryn was also a great boss. She allowed me to independently create research development services, yet was always available for suggestions and advice. She was fantastic at sharing her knowledge of how to get things done at EMU and was really good at delivering information without lecturing. You could say she was a Professor of Sponsored Projects, Research Administration, and Research Development. I miss her, and I know her absence is keenly felt throughout EMU. But, I am thrilled she is able to enjoy some free time and pursue her passions

Susan Campbell: Emeritus Senior Pre-Award Officer: When I started in ORD in the summer of 2000, Caryn was my "pre-award" (i.e., proposal preparation) colleague, and we had adjoining cubicles in Starkweather. As Jennifer wrote above, Caryn was a fount of information for me, and was friendly and helpful. She was knowledgeable, warm and helpful, but could also be firm and even stern as the need arose. These were excellent qualities for her successful progression through the research administration roles at EMU. Her vast store of research administration information, from federal rules and regulations to those of EMU itself, was always "on tap", and if she did not have the exact details on the tip of her tongue, she always knew whom to ask or where to look. This inspired confidence in her staff and colleagues, and she was an invaluable resource. I was very thankful that she was around during my service to EMU, and am glad to call her a friend.

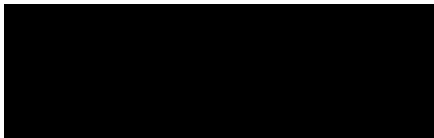
Brian Moynihan, Post-Award Manager: I first met Caryn when I interviewed for the Post-Award Manager position in March of 2014. I was part of the expanded research support infrastructure that Caryn was building. There were several things that I appreciated about Caryn and the ORDA Department. Caryn had a vision for how she saw research growing at EMU and she allowed us, the office staff, to freely contribute our insight and ideas, often melding them in with her vision. She appreciated ideas and input and took time to consider them and gave us feedback on our input. I also appreciated how Caryn encouraged each of us in ORDA to be ourselves in our interactions. I can honestly say that in my 30 years, the ORDA department has been by far, my favorite place to work. I believe Caryn's personality and light-hearted character was infectious, yet encouraged us to be respectful of one another's responsibilities and ideas. After working with Caryn for the last 7 years, I can say that I have the utmost respect for her and will miss her contributions to EMU.

Cathy Gable, Sponsored Projects Officer: Caryn was one of the main reasons that I accepted my position back in June 2019. Her personality was wonderful and her vision for ORDA and EMU research was exceptional. Caryn was always available to assist me and share her extensive knowledge. I have learned so much from her. She was very encouraging and extremely pleasant in her interactions with me and our department. I can honestly say that she was one of the best bosses I have ever had. The ORDA department is an excellent place to work thanks to her ongoing dedication and vision. I truly miss her and wish her the best in her retirement.

Scott Teasdale, Senior Pre-Award Sponsored Projects Officer: I've been fortunate to work with Caryn in various capacities. Administering one of the largest pots of grant funded resources on campus, I always felt that Caryn was one of our competitive advantages over other organizations applying for the same funding streams. I would always show off ORDA when a sponsor was visiting our programs. I am almost certain that additional funding opportunities were made available because of what the sponsors observed during those visits. It was also an honor to join the ORDA team as her final hire here at EMU! I think it is safe to say that we will miss Caryn and all of the competitive advantages that she brought to EMU! We are all wishing you a fruitful and rewarding retirement.

Sonia Chawla, Research Compliance Officer: Caryn was my introduction to EMU and the person who brought me here. Her vision and enthusiasm for growing and supporting externally sponsored projects were contagious. She has a way of putting people, particularly people who are new to or nervous about the process of obtaining funding at ease, her extensive knowledge with the process both comforting and encouraging. Caryn also had extensive ties to the Ypsilanti community, which she leveraged to further benefit EMU. In her time as ORDA Director, Caryn was instrumental in growing funded projects, moving EMU into a R2 Carnegie classification, and improving research support for faculty and students. More than that, however, Caryn became a trusted friend, advisor, and mentor to many. She was always the first person I would turn to for knowledge about the internal workings at EMU, external sponsors, and the external community. Her retirement will be deeply felt across all divisions of the university.

Sincerely,



**Wade Tornquist, Interim Associate Provost and
Associate Vice President for Graduate Studies and Research
Eastern Michigan University**



**EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of University Budget Office recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member:

Name of staff member: Deb Fawley

Title upon retirement: Sr. Budget Analyst

Date of hire at EMU: 11/08/2002

Retirement date: 7/31/2021

Number of years at EMU: 18.75 (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: MS-Community Counseling

Doctoral: _____

Please attach 2 letters of support to this application

Todd Ohmer 9/27/2021
Recommended by Date

Michelle Campbell 9/27/2021
Recommended by Date

Todd Ohmer 9/27/2021
Department Head and/or Supervisor Date

[REDACTED] 9/27/2021
Executive Council Member Date

[REDACTED] 9-27-21
President Date

[REDACTED] 9/27/21
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.

I would like to recommend Deb Fawley for Emeritus Staff Status.

Deb began her career at Eastern Michigan University by working two different stints as a temp in both Staff Human Resources and Academic Human Resources. In November 2002, she was hired into a permanent position as a Budget Analyst in the University Budget Office. She continued her entire EMU career in the Budget office until she retired as a Senior Budget Analyst in July 2021.

Prior to working at EMU, Deb retired from TRW Automotive after 30 years of service. While at TRW, she held many diverse positions including; the Administrative Assistant for the International Vice President, Compensation Analyst, Senior Compensation Analyst, Human Resource Specialist, Human Resource Generalist, Employment Manager, and Human Resource Manager. Deb had over 18 years of experience working in Human Resources at TRW Automotive.

Deb also pursued and received a Master's Degree in Community Counseling during her working career at EMU.

Deb is an extremely hard worker who works diligently and takes pride in her work. Her insight, expertise, and the wisdom that she brought to the Budget Office was invaluable. Her calm demeanor under highly stressful situations always made the situation better.

Deb will be missed, but we are happy for her and wish her nothing but health and happiness in her retirement.

Sincerely,

Todd Ohmer

Executive Director of Financial Planning and Budgets

September 23, 2021

To Whom It May Concern,

I am writing this recommendation letter in support of my former colleague Debra Fawley for Staff Emeritus status from Eastern Michigan University. To elaborate on Deb's longevity here at EMU, she started working at EMU as a temp Compensation Specialist in Staff Human Resources from March to September of 2002. She later transitioned to Academic HR where she inputted faculty PAFs and updated the database for I-9's.

In November of 2002, Deb was hired into a permanent position as a Budget Analyst in the University Budget Office. She was eventually promoted to Sr. Budget Analyst after demonstrating excellent competencies and superior customer service. She became a strong liaison and demonstrated excellent communication and work relationships with HR and the Budget Office. This is strongly influenced by her previous 18 years of experience in HR at TRW.

Not only was Deb a loyal and hard-working employee of EMU, she pursued her dream of continuing her education at EMU and taking advantage of the employee tuition waiver program. She graduated with a Master's Degree in Community Counseling in 2010.

It is with my full support and recommendation to strongly encourage you to consider Deb for this honor as Emeritus Staff status. It will be a wonderful acknowledgement to her dedicated years of hard work and continued service to EMU.

Best regards,

**Michelle Campbell
Sr. Budget Analyst – Academic Budget and Operations
17 Welch
734-487-4147**



**EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Carolyn O'Neill

Title upon retirement: Administrative Manager

Date of hire at EMU: November, 1986 Retirement date: 12/31/2020

Number of years at EMU: 34 (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: 1975 - EMU, 1982 - Cleary College

Masters: 1990 - EMU

Doctoral: _____

Please attach 2 letters of support to this application

[Redacted] 8/20/21 [Redacted] 8/20/21
Recommended by Date Recommended by Date

[Redacted] 8-20-21
Department Head and/or Supervisor Date

[Redacted] 8/20/21
Executive Council Member Date

[Redacted] 9/27/21
President Date

Date Submitted to Board of Regents _____

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



EASTERN MICHIGAN
UNIVERSITY

August 18, 2021

EMU Regents and President Smith,

It is an honor to write this recommendation for Emeritus Staff status for Carolyn O'Neill. Carolyn served EMU with distinction for 34 years.


Carolyn began her career at Eastern in 1986 serving for three years as a Workers and Unemployment Compensation Specialist for HR. From 1989 to 1991, she transitioned to a part-time clerical position serving the History and Philosophy department while she completed her Master's degree.

From 1991 to 2002, Carolyn served in various positions for the Graduate School (1991-1992), National Institute of Consumer Education (1992-1995), and Library (1995-2002). In her role as Administrative Manager at the Library, Carolyn was instrumental in assisting Dean Morrell Boone in the development of a proposal for a Student Technology Fee which was adopted by the Board of Regents.

Carolyn served the Division of Information Technology as Administrative Manager during her final 18 years at EMU (2002-2020). Key achievements during her time in IT include:

- o Developing the initial 5-year financial report on Technology Fee spending for the Board of Regents
- Assisting IT management with the development of multi-year Capital Fund budget proposals
- Assisting IT management with the development and maintenance of our software/hardware maintenance budget and projections for future year spends
- Managing vendor contracts
- Liaison with Business and Finance regarding all aspects of IT's budget

Carolyn served admirably throughout her 34 year career with EMU and is a proud alumna. I am forever grateful for her 18 years of service to the Division of Information Technology.


Ronald P. Woody
Chief Information Officer
Division of Information Technology
Eastern Michigan University

To Whom It May Concern

It is with pleasure that I write a letter for the consideration of Emeritus Staff status for Carolyn O'Neill.

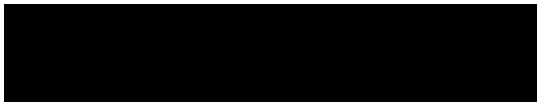
Carolyn dedicated 34 years of service to Eastern Michigan University. She served 18 of those years working in Information Technology (IT) assisting us with finance/budget management.

Carolyn was an integral part of our IT team. She did an excellent job assisting us with consistently balancing our budget, paying invoices on time and various other financial and contract management tasks.

Throughout the 18 years that I have worked closely with Carolyn, she has remained positive and helpful on a regular basis. The EMU family will miss Carolyn and all the assistance that she has provided over the years.

It is without reservation that I recommend that the Eastern Michigan University Board of Regents award Carolyn O'Neill Emeritus Staff status.

Sincerely,



Lynnnette Rose
Director, Enterprise Operations
Information Technology
Eastern Michigan University



**EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION**

The Department/Office of Division of Communications recommends the awarding of Emeritus Staff Status for the following

retiring/retired staff member:

Name of staff member: Barbara Suzanne Szopo

Title upon retirement: Creative Services Manager

Date of hire at EMU: 10-19-1998

Retirement date: 6-30-21

Number of years at EMU: 22 years (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: Bachelor of Fine Arts, University of Michigan, 1972

Masters: Master of Fine Arts, University of Michigan, 1977

Doctoral: _____

Please attach 2 letters of support to this application

Walter Kraft, VP for Communications 7/8/21
Recommended by _____ Date

Darcy Gifford, Exec. Dir., Integrated Content 6/30/21
Recommended by _____ Date

Department Head and/or Supervisor 7/20/21
Date

Date 9/29/2021

Executive Council Member _____ Date

President 9/27/21
Date

9-27-21
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**

June 30, 2021

**Board of Regents
Eastern Michigan University
c/o Chief Financial Officer
101 Welch Hall
Ypsilanti, MI 48197**

Dear EMU Board of Regents,

I am writing to recommend (Barbara) Suzanne Szopo for Emeritus Staff status. Suzanne is one of the unsung heroes of the Division of Communications and I have had the privilege of working with her since 2010. She will retire on June 30, 2021.

Suzanne is the sole web designer at the University. When you visit emich.edu, you are seeing her work. When you visit *EMU Today*, you're viewing a news hub that she conceptualized and designed. When you open *The Week at EMU* emails, you see a product that she designed and brought to life. Suzanne has been working tirelessly behind the scenes to help bring a clean, cohesive, and well-branded look to all that we produce—from websites to logos, business cards, signage, and so much more.

She started her career at EMU in the Computer Science Department in 1998 before moving to Information Technology. When she joined the Division of Communications in 2007, she immediately elevated web design to the next level of professional and artistic creativity. She is wildly talented as a designer, understands site architecture and the user experience, and is our in-house expert on web accessibility. She is the reason our sites are clean and intuitive. She is the reason our websites work on your smartphone.

Suzanne's work ethic is unmatched. The more projects in our queue, the better—especially if they are interesting and challenging. She is a problem solver and the team member I turn to for our most complex and urgent projects. She is also a voracious learner, someone who is inherently curious and wants to master new skills. She is always reading, researching, and sharing information about current trends in web design and construction. The words "I just read an article on that..." were uttered by her during many strategy meetings. In doing so, she has greatly contributed to my own professional education and growth, and for that I will be forever grateful.

I highly recommend that Suzanne receive Emeritus Staff status.

Thank you,



**Darcy Gifford
Executive Director, Integrated Content
EMU Division of Communications**



**EASTERN MICHIGAN
UNIVERSITY**

July 8, 2021

**Board of Regents
Eastern Michigan University
c/o Chief Financial Officer
101 Welch Hall
Ypsilanti, MI 48197**

I am honored to nominate Suzanne Szopo for emeritus staff status at Eastern Michigan University. Suzanne joined EMU in 1998 and has provided 23 years of dedicated service.

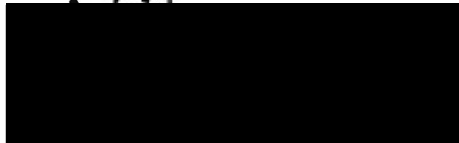
As a valued member of the Division of Communications' web development team, she has worked tirelessly to design and produce a website for EMU that provides invaluable information to future students, current students, parents, faculty, staff, and the community.

Even when working on early text-focused versions of the website, she kept the needs of the users in mind with an eye on advances in design, development, and technology. With the combination of her foundation in design and her technical programming ability, she brought unique, invaluable talents and insight to our team.

She shared her point of view and recommendations with her co-workers, faculty, and staff as she worked to create or update hundreds of academic, student support, and department websites, always with the ultimate goal of providing the best designs possible to enhance user access.

She will truly be missed by our team and many others at EMU. Suzanne has been a dedicated member of the Eastern family who served the institution with honor and integrity. I am proud to nominate her for emeritus status on behalf of the Division of Communications.

Cordially,



**Walter Kraft
Vice President for Communications**



EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

Rec/IM

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

Name of staff member: Kristi Teasdale

Title upon retirement: Asst. Director, Rec/IM

Date of hire at EMU: March 1987 Retirement date: June 30, 2021

Number of years at EMU: 34 (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: MS. (Masters of Science)
Doctoral: _____

Please attach 2 letters of support to this application

[Redacted] 9/10/21 [Redacted] 9/7/21
Recommended by Date Recommended by Date

[Redacted] 9/18/21
Department Head and/or Supervisor Date

[Redacted] 9/9/21 [Redacted] 9/14/2021
Executive Council Member Date

[Redacted] 9/15/21
President Date

9-27-21
Date Submitted to Board of Regents

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EASTERN MICHIGAN UNIVERSITY

**Board of Regents
Eastern Michigan University
c/o Chief Financial Officer
101 Welch Hall
Ypsilanti, Michigan 48197**

Subject: Support of Kristi Teasdale's Nomination for Emeritus Staff Status

September 7, 2021

Dear Members of the EMU Board of Regents,

This correspondence is to support the nomination of Kristi Teasdale to receive emeritus status at Eastern Michigan University. For over three and a half decades Kristi has served EMU in various capacities. She joined Eastern Michigan University by securing a graduate assistantship for the Rec/IM Department in 1985. Upon completion of her degree she transitioned to full-time status for the Department of Recreation/Intramurals at EMU. Throughout her 36 years at Eastern Michigan University Kristi has mentored thousands and worn many hats during her time at Eastern. From overseeing risk management, summer programs, fitness and student employees to name a few. She is truly a team player who has made a significant impact on the culture and anyone she interacted with while here at Eastern Michigan University.

While speaking with colleagues of Kristi's, you might hear words such as kind, giving, positive, hard worker, knowledgeable, committed, genuine and mentor to name a few. Throughout Kristi's years of service here at EMU she has always made students, colleagues and the community feel welcome. She is the epitome of hard work and dedication and I am proud to have had the pleasure to call her my colleague. I only had the pleasure to work alongside Kristi for a little over a year, but her contributions to Eastern Michigan University were seen frequently. Her tireless efforts to develop programming and serve students, faculty and staff, as well as the EMU Community were clearly visible. In meetings with colleagues outside of EMU, Kristi's name is a common topic. She is a genuine person and her personality was one that you always want to be around. Kristi cares about everyone she interacts with and it is evident based upon colleague's response.

Kristi Teasdale is an amazing individual and will always show her EMU Pride! Rec/IM greatly misses her but we wish her all the best in retirement. It is without reservation that the Department of Rec/IM and the thousands of students she mentored throughout her career strongly support the nomination of Kristi Teasdale for emeritus status.

Sincerely,


**Justin Jett
Director Rec/IM**

June 8, 2021

Dear Board of Regents,

Thank you for allowing the nomination of Kristi Teasdale for emeritus status at Eastern Michigan University. Kristi is loved in numerous EMU circles; as her colleague and friend, I believe Kristi exemplifies all the qualities of a valued staff member at EMU. It truly is an honor to write on her behalf as she has more than earned the honor to be recognized by the Institution. Kristi came to EMU as a graduate assistant in 1985 at the Olds/Robb Student Recreation facility. Although her office was housed in the Rec/IM, her impact has been made on the whole EMU community, also including State and National organizations. With over thirty years of experience working with students, faculty/staff and alumni she really has done it all. Her passion for overall wellness and commitment to excellence is shown by serving on many committees at EMU, mentoring young students, facilitating interns, and her passion for teaching water fitness programs. She is a passionate proponent in the fight to get and keep our EMU community fit and healthy in body and mind by spearheading numerous campus-wide programs, which encourage the benefits of movement, stress relief, and peace of mind that comes along with a healthy lifestyle.

Kristi is at her best when working with students. I've watched her counsel, coach, advise, encourage and mentor hundreds of students. Even after 30+ years of the "usual" day to day, she is always invigorated by them. I recall many years ago, EMU cut positions on campus. The Rec/IM then experienced a void in fitness programming. Although she had taken on a new role, she would not let the fitness program waiver. She took on the responsibility of the program again adding to her day to day. We had three inexperienced young women instructors in the program with varying skill levels that were facing life challenges. However, with Kristi's passion and guidance, these young women excelled and the programs were highly attended due to the instructor's growth. These stories are endless; a novel could be written of her advocacy in student's lives. Also, Kristi has been passionate in designing programs and workshops that promote the health and wellbeing of a more seasoned participant. She exhibits passion in working with the participants and they value her ability to balance and respect the dignity of people while embracing the free exchange of ideas and beliefs. Kristi recognizes the aging body and areas to target for these individuals. She listens to their needs and differing views while recognizing their life challenges. She continuously advocates for a low-cost program and motivates their continued attendance.

A quote by her father, "it's better to aim high and miss than aim low and hit" defines her life. Two of her strong characteristics are always thinking outside of the box to be sure we are inclusive and caring deeply about her colleagues. Kristi was here for us for constant guidance and instrumental in the renovation. Her expertise in fitness spaces was critical and she researched with great detail. Her words of encouragement inspired me to hold true to student's wants/needs when we were constantly being challenged during the intense process. She strongly advocated for space on behalf of marginalized groups on campus. The need for private space in the renovation was imperative. Because of her advocacy there is now a room that can be reserved for private fitness activity. Kristi's impact on wellness is often shared privately among colleagues and former students. Their testimonials continue to support our thoughts of how truly lucky we have been to have her at EMU. She is an amazing ambassador and devotion inspires excellence in everyone. She has gone above and beyond impacting our lives. Her positive affect is easily visible when you see our alum light up when visiting, writing letters or social media posts of her genuine positivity and leadership role has supported their journeys. Kristi defines excellence in each of us and may you award her with this honor and prestigious recognition.

Thank you, Michelle Owens, LLPC

Asst. Director-Student Personnel, EMU Rec/IM

