

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 4
DATE: June 10, 2021

RECOMMENDATION

EMERITUS STAFF RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to two (2) staff members:

- Elaine J. Richards, Director of Math Pathways Support, Mathematics and Statistics, retired 12/31/2020.
- Tammy Walters, Accounts Payable Manager, Finance, retired 04/30/2021.

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.


University Executive Officer

June 10, 2021
Date



EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Mathematics and Statistics recommends the awarding of **Emeritus Staff Status** for the following

retiring/retired staff member:

Name of staff member: Elaine J. Richards

Title upon retirement: Director of Math Pathways Support

Date of hire at EMU: 09/01/1998

Retirement date: 12/31/2020

Number of years at EMU: 22 (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: Mark Danner Richards, Jr

Degree(s)/institutions/year: Baccalaureate: B.A. in Education, University of Michigan, 1974

Masters: M.A in Education, Eastern Michigan University, 1980

M.S. in Mathematics, Tennessee State University, 1992

Doctoral: _____

Please attach 2 letters of support to this application

Dr. Debra Ingram 02/10/2021
 Recommended by Date

Dr. Chris Gardiner 02/10/2021
 Recommended by Date

[REDACTED] 05/12/21
 Department Head and/or Supervisor Date

[REDACTED] 5/12/2021
 Executive Council Member Date

[REDACTED] 5/20/21
 President Date

05/21/21

 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.

Letter of support for the nomination of Elaine Richards for Emeritus Staff status

May 11, 2021

It is my pleasure and honor to provide my enthusiastic recommendation to award Emeritus Staff status to **Elaine Richards**, retired employee of the Department of Mathematics and Statistics.

The accompanying recommendation of Dr. Chris Gardiner, Professor of Mathematics and previous Department Head, describes Elaine's exceptional and highly professional service to Eastern Michigan University. I concur completely with his remarks.

Elaine's hard work and dedication to student support and success are well known and respected all around campus. Here is a sampling of comments made by Elaine's colleagues in the Department of Mathematics and Statistics:

- Elaine is extraordinary.
- She is a great leader and a wonderful colleague.
- She is a great mentor and role model.
- Elaine does so much for our students.
- She always goes above and beyond.
- Elaine's work with students, advisors, and instructors has been so important and outstanding.
- Her leadership has had a huge and positive impact on so many EMU students.
- Elaine runs things with absolute professionalism.
- Her devotion to our students and the department makes such a difference.
- A colleague like Elaine is irreplaceable.
- I could write a novel of adoration for Elaine Richards.
- Working with Elaine has been one of the highlights of my time at EMU.
- Elaine's dedication to our students has been nothing short of amazing.
- I can't imagine life at EMU without Elaine. She has had such a positive impact on me.

When I arrived at Eastern Michigan University in July 2016, Elaine welcomed me with professionalism, competence, and kindness, for which I am personally grateful. Those same qualities, plus a wonderful sense of humor, made Elaine a beloved member of the Department of Mathematics and Statistics and an invaluable colleague to so many people at EMU. Elaine identifies deeply with Eastern Michigan University. There is no question she will continue to represent the university with pride and responsibility. It is an honor to recommend Elaine Richards for Emeritus Staff status.

Sincerely,

Dr. Debra Ingram, Professor and Head
Department of Mathematics and Statistics

Letter of support for the nomination of Elaine Richards for Emeritus Staff status

Feb 5, 2021

It is my great pleasure, and honor, to write this letter in support of the nomination of Elaine Richards for Emeritus Staff status.

When Elaine was appointed Director of the Developmental Mathematics Program (now Math Pathways Support) in 2002, I was Placement Coordinator in the department, and so I worked closely with Elaine on matters to do with placement testing, placement into entry-level math classes, and coordination of the Developmental Math curriculum with the 100-level math curriculum. I was always impressed with her command of the issues, level of organization and attention to detail. When I became Interim Department Head in 2007 and then Department Head in 2011, I worked closely with Elaine, and we talked on an almost daily basis, about matters to do with Developmental Mathematics, but also about general Mathematics Department matters, for which I found her advice very helpful (and sometimes, very calming). We cooperated very closely on the placement of incoming students at Fast Track, adjustment to the then new General Education Quantitative Reasoning requirement, and curriculum reform intended to make the transition to college mathematics as smooth as possible for graduating high school students.

What has impressed me about Elaine, as I said above, are her knowledge and experience in the field of developmental mathematics, her organizational ability and her attention to detail; but more than all these, her very obvious level of caring for the entire enterprise — for our students first and foremost, and also for the full- and part-time members of the Developmental Mathematics Program, for her colleagues in the Mathematics Department (now the Department of Mathematics and Statistics), for the department itself, and for EMU as an institution that provides opportunity and education to students of all backgrounds. She cared not only for the students in her own classes, but for all students in the Developmental Mathematics Program, and often stayed connected with them long after they had moved on to 100-level math classes and beyond. When there was a problem to be solved for a particular student, Elaine always went the extra mile (pardon the cliché — it truly applies here).

I've spoken of Elaine's caring for all who worked in the Developmental Mathematics Program, but not yet to her qualities as a leader. Under Elaine's leadership the Developmental Mathematics Program performed as a seamless unit, and the care that I have noted that Elaine showed for students in the program was indeed a crucial component of the entire program, and that stemmed in large part, I believe, from her leadership. She was a great problem-solver, both for individual students, for staff in the program, and for the program overall; and a great motivator for all the staff in the program, and for others in the department at large. There is no doubt in my mind that Elaine's knowledge and experience, and her brand of caring leadership, will be greatly missed by both the Math Pathways Support Program and the Department of Mathematics and Statistics — and by EMU.

Chris Gardiner
Professor (retired)
Department of Mathematics and Statistics



**EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Tammy Walters

Title upon retirement: Accounts Payable Manager

Date of hire at EMU: 8/30/1986

Retirement date: 4/30/2021

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: Kenneth Walters

Degree(s)/institutions/year: Baccalaureate: _____

Masters: _____

Doctoral: _____

Please attach 2 letters of support to this application

Doris M Cellan 4/15/2021

Katharyn Schortgen 4/15/2021

Recommended by _____ Date

Recommended by _____ Date

[REDACTED]
Department Head and/or Supervisor _____ Date

[REDACTED] 5/11/2021
Executive Council Member _____ Date

[REDACTED] 5/20/21
President _____ Date

05/21/2021

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.

Distinguished Board Members and To Whom It May Concern:

I am writing to you to recommend Tammy Walters for Emeritus status. I have had the distinct privilege of knowing Tammy Walters for almost 8 years. In that time, I have come to truly appreciate her vast knowledge and experience. I have seen Tammy work well with so many people at Eastern Michigan University. She is able to work with employees in every department, across campus, to uphold EMU's policies and procedures.

Grants are very different from other funding sources and Tammy has always been super helpful to make sure that our area is included in testing new processes that could possibly effect our funds. She is always willing to work with my staff and I to develop procedures that work for all parties involved. I have seen her collaborate with so many different departments, whether that is Grants, Purchasing, an academic department, or outside vendors. She truly wants to understand the whole picture in order to make it better for everyone, which can be a rare quality to find.

Tammy's compassion and kindness makes her a joy to work with and she will be greatly missed. Her laugh and smile are infectious and although we will continue on with what she has started, things will not be the same without her. I will miss seeing her in meetings and around the office, as well as joking with her about her love of snow and how beautiful it is! I not only consider Tammy to be a respected coworker, but also a trusted friend. It has been an honor to work with Tammy and for that reason and so many more, I enthusiastically recommend her to receive Emeritus status.

Thank you, Tammy, for all that you have done for me, Grants, and EMU!

With respect and admiration,

[REDACTED]

Katie Schortgen, CRA
Manager, Grants Accounting
Eastern Michigan University
204 Hover
Ypsilanti, MI 48197

[REDACTED]
[REDACTED]

April 15, 2021

Board of Regents
Eastern Michigan University

Re; Recommendation for the Emeritus Status for Tammy Walters, Accounts Payable Manager

Members of the Board of Regents;

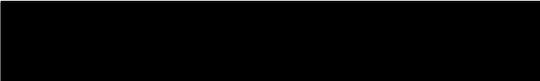
I would like to make a recommendation for Emeritus status for Tammy Walters. Tammy retired in April of 2022 after 34 years of service to Eastern Michigan University.

Tammy began her career at Eastern as a clerical in Payroll and through her drive and initiative worked her way up to the Accounts Payable Manager. In her 34 years Tammy was always ready, willing, and able, to tackle any project that was handed to her. She moved Payroll and the Accounts Payable Departments technologically forward with systems such as Web Time Entry, electronic expense reporting, and eInvoice to name a few, which made it a seamless process when we had to move to remote work.

Tammy compassion and understanding for her employees, coworkers and University community is unmatched. She listens to others and treats everyone with respect. Tammy has always been open to new ideas and has always been a champion for the University. She began as a co-worker to all of us but many of us consider her a friend.

It is with honor and privilege that I recommend Tammy Walters for Emeritus status at EMU.

Sincerely,


Doris M. Celian
Controller
Eastern Michigan University
202 Hover
Phone: 
