BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee agenda for December 8, 2022 and minutes of the October 20, 2022 meeting be received and placed on file.

STAFF SUMMARY

The primary items for the December 8, 2022 Educational Policies Committee meeting include:
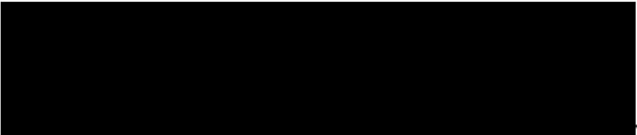
Approval of the Agenda and Minutes; Emeritus Faculty Recommendations; and an update on retention/graduation planning.

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.

_____   ___11/14/22___
University Executive Officer   Date
Rhonda Longworth, Ph.D.

EASTERN MICHIGAN UNIVERSITY

Board of Regents
Educational Policies Committee

December 8, 2022
9:00 a.m. 205 Welch Hall

AGENDA

Section 12:   Agenda and Minutes *(Regent Beagen, Chair)*

Section 5:   Emeritus Faculty Recommendations *(Rhonda Longworth)*

Section 6:   Honorary Emeritus Faculty Recommendation *(Rhonda Longworth)*

Section 7:   Academic Affairs Administrative/Professional Appointments/Transfers *(Rhonda Longworth)*

Section 9:   Faculty Tenure Appointments *(Kathy Stacey)*

Section 13:   Fall 2022 Brickley Endowment Awards *(Steve Pernecky)*

Section 14:   Appointment/Reappointment of Charter School Board Members *(Jolia Hill)*

Section 15:   Commencement Speaker and Honorary Degree Recipients *(Rhonda Longworth)*

Section 16:   Academic Program Phase-Outs *(Rhonda Longworth)*

Section 17:   Academic Program Revision: Doctor of Nursing Practice [DNP] *(Rhonda Longworth)*

Tab G: Update to Board Policy *(Rhonda Longworth)*

Presentations:

- Retention and Graduation Metrics *(Rhonda Longworth)*

- Program Health Diagnostics Roundtables *(Rhonda Longworth)*

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS
EDUCATIONAL POLICIES COMMITTEE MINUTES
October 20, 2022
8:00 a.m.
205 Welch Hall

Attendees: Regent D. Beagen (Chair), Regent J. Kimbrough-Marshall (Vice Chair), Regent E. Jeffries, Provost R. Longworth, J. Carroll, K. Stacey, A. Ducher, S. Bumpus, K. Peacock, J. Hill, S, President J. Smith, V. Reaume, J. Ammons, R. Woody, M. Qatu, S. Chawla, M. Shichtman, J. Csicsila, D. Winters, M. Millhouse, M. Byrd, W. Cupples, A. Claudra Harten, L. Higgins, and P. Higgins

Guests: E. Finley, D. Fields, C. McFarland

Regent Beagen convened the meeting at 8:00 a.m.

Report and Minutes (Section 10)
Regent Beagen requested that the Educational Policies Committee Agenda for October 20, 2022 and Minutes of the June 16, 2022 meeting be received and placed on file.

Emeritus Faculty Recommendations (Section 7)
Dr. Rhonda Longworth, Provost and Executive Vice President, Academic and Student Affairs, recommended that the Board of Regents grant Emeritus Status to nine (9) former faculty.

Faculty:
Ian Wojcik-Andrews, Professor, Department of English Language and Literature from 1990 to 2022 who retired after 32 years; Michelle Byrd, Professor, School of Psychology from 2002 to 2022 who retired after 20 years; Willie Peyton Cupples, Jr., Professor, Department of Special Education and Communication Sciences and Disorders from 1994 to 2022 who retired after 28 years; LaVerne Higgins, Professor, Department of Management from 2007 to 2022 who retired after 15 years; Lisa Klopfer, Professor, University Library from 2000 to 2022 who retired after 22 years; Martin Shichtman, Professor, Department of English Language and Literature from 1984 to 2022 who retired after 38 years; Pamela Speelman, Professor, School of Art and Design from 1991 to 2021 who retired after 31 years; Sylvia von Kluge, Professor, Department of Psychology from 1990 to 2021 who retired after 32 years; and Michael Williams, Associate Professor, School of Nursing from 1998 to 2022 who retired after 24 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.

Lecturer Appointment (Section 8)
Dr. Kathy Stacey recommended that the Board of Regents approve one (1) new lecturer appointment for the 2022-2023 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY
Demographics show this appointment is male and has no online teaching experience.

Academic Retirements/Separations (Section 9)
Dr. Kathy Stacey recommended that the Board of Regents approve ten (10) retirements and seventeen (17) separations for the period of June 1, 2022 through September 30, 2022.

STAFF SUMMARY
Of the twenty-seven (27) retirements and separations, fourteen (14) are female and thirteen (13) are male. Demographics show that 21 (77%) are Caucasian, 5 (19%) are African-American and 1 (4%) is Asian.

Appointment/Reappointment of Charter Schools Board Members (Section 11)
Ms. Jolia Hill, Director, Charter Schools, recommended that the Board of Regents appoint/reappoint the five (5) candidates listed below to serve three-year terms on the Board of Directors for the following public school academies (charter schools) authorized by Eastern Michigan University:

Charter School	Board Candidate(s)	Action
Commonwealth Community Development Academy	Ottowai Richard Hamme, IV	Reappointment
Hope Academy	Kenneth Bland	Reappointment
Hope Academy	Melissa Dunmore	Reappointment
New School High	Stuart Popp	New Appointment
Dr. Joseph F. Pollack Academic Center of Excellence	Robynn Diamond	New Appointment

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.

Commonwealth Community Development Academy

Ottowai Richard Hamme, IV is a Metal Finisher at the Detroit Automotive Complex Mack in Detroit, Michigan. He earned a Master of Business Administration degree and a Bachelor of Business Administration degree, both from Eastern Michigan University in Ypsilanti, Michigan. He has served on the board of Commonwealth Community Development Academy since 2005.

Hope Academy

Kenneth Bland is a Unit Leader at Blue Cross Blue Shield of Michigan in Detroit, Michigan. He earned an Associate of Applied Sciences degree at Wayne County Community College in Taylor, Michigan. He is the Vice-President of the Amalgamated UAW Local 1781. He has served on the board of Hope Academy since 2019.

Melissa Dunmore is a Scheduler at Hansons in Troy, Michigan. She earned a Bachelor of Business Administration in Accounting from Ferris State University in Big Rapids, Michigan. She is a member of Parents Roar Volunteer Organization at Hope Academy. She is a parent of a child at Hope Academy. She has served on the board of Hope Academy since 2019.

New School High

Stuart Popp is a Director of Sales Administration and Marketing for Tenneco, Inc. in Plymouth, Michigan. He earned a Master of Business Administration degree and a Bachelor of Science degree in Computer Science both from University of Michigan in Ann Arbor, Michigan. He is a Programs Committee Co-Chair for Marketing and Sales Executives of Detroit.

Dr. Joseph F. Pollack Academic Center of Excellence

Robynn Diamond is a Court Administrator for the 30th District Court in Highland Park, Michigan. She earned a Master of Public Administration degree in Human Resources from Clark Atlanta University in Atlanta, Georgia and a Bachelor of Arts degree in Communication from Oakland University in Rochester, Michigan. She serves on the Executive Board for Oakland University's Black Alumni Association.

Board Policy Update: 03.07.02 – Alcohol and Other Drug Policy (Tab D)

Provost Longworth discussed the annual review and update proposed to Board Policy 03.07.02, covering Alcohol and Other Drug Policy.

STAFF SUMMARY

All University policies must be approved by The Board of Regents of Eastern Michigan University. A University policy is defined by all of the following: a) has broad application throughout the University; and b) helps to ensure compliance with applicable laws and regulations, promotes operational efficiencies, and enhances the university's mission or reduces institutional risks.

In an ongoing effort to enhance the transparency of the actions of the University and to align University practice with Board policy, Board Policies are subject to ongoing review and updated as appropriate. All Board Policies are published. The policy listed for revisions above contains recommended updates in accordance with the attachments, which include the existing policy with the changes highlighted.

Discussion

Mr. Evan Finley shared an update on the following recently approved academic programs:
- Cybersecurity, Master of Science – Approved by the Board of Regents in December 2018
- Computer Science, Bachelor of Arts – Approved by the Board of Regents in December, 2018
- Special Education, Master of Arts in Teaching – Approved by the Board of Regents in April, 2019

Regent Beagen thanked those in attendance, and adjourned the meeting at 8:45 a.m.

Recorded by: Karen Peacock, Executive Assistant to the Provost and Executive Vice President of Academic and Student Affairs

Student Success Report and Discussion

EMU Board of Regents

Educational Policies Committee

December 8, 2022

Strategic Student Success Framework

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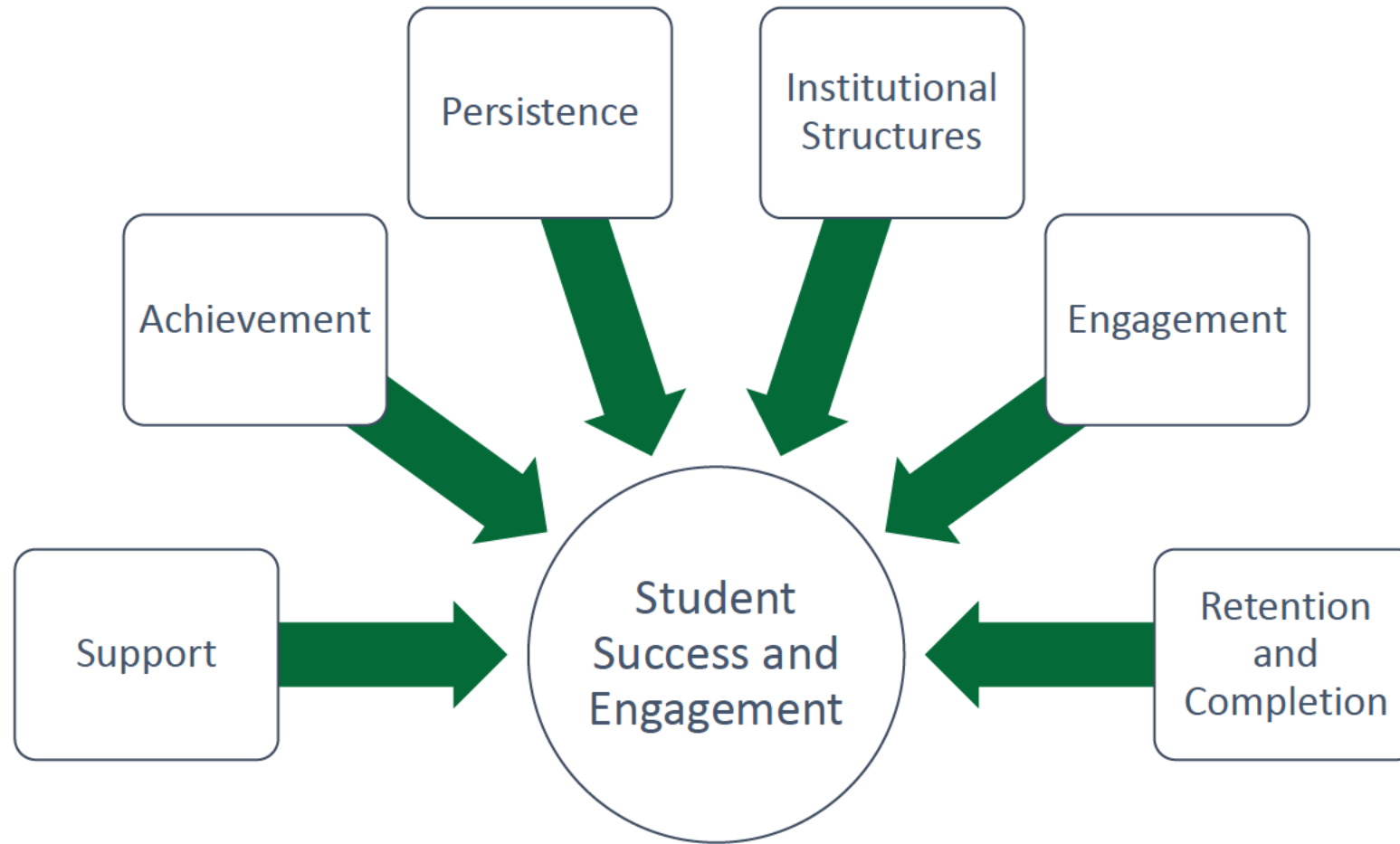
Retention and Completion

Student Preparedness for College	Enrollment Policies	Financial Aid Policies
Advising and Student Support	Curriculum Structure and Delivery	Holistic Programming for Key Student Populations

EASTERN MICHIGAN UNIVERSITY

TERM	COHORT	YR#1	YR#2	YR#3	YR#4	YR#5	YR#6	YR#7	YR#8
Fall 2008	2,167	100	71.62	58.98	54.04	37.38	18.83	8.21	3.37
Fall 2009	2,196	100	76.46	63.57	56.56	38.43	18.03	7.56	3.6
Fall 2010	1,955	100	76.11	62.86	55.86	38.87	16.16	6.29	3.43
Fall 2011	2,119	100	75.27	62.15	53.75	35.68	15.05	6.61	2.93
Fall 2012	2,612	100	73.81	61.29	55.28	35.6	12.67	4.9	2.57
Fall 2013	2,848	100	72.51	60.99	55.37	32.2	10.92	4.28	2.25
Fall 2014	2,588	100	74.65	61.75	54.83	31.53	10.78	4.6	1.89
Fall 2015	2,846	100	74.63	62.37	54.08	28.6	9.8	3.41	1.93
Fall 2016	2,785	100	71.67	58.35	51.96	27.97	9.44	3.34	
Fall 2017	2,783	100	71.58	58.43	52.03	27.81	9.05		
Fall 2018	2,375	100	70.48	59.33	50.44	25.89			
Fall 2019	2,123	100	71.83	59.3	49.69				
Fall 2020	1,855	100	69.49	55.9					
Fall 2021	2,245	100	65.88						
Fall 2022	1,978	100							

FTIAC Retention

EASTERN MICHIGAN UNIVERSITY

TERM	COHORT	YR#1	YR#2	YR#3	YR#4	YR#5	YR#6	YR#7	YR#8
Fall 2008	2,167	0.05	0.14	0.65	12.87	27.04	36.55	40.79	42.78
Fall 2009	2,196	0	0.09	0.96	13.11	30.92	40.07	44.17	46.04
Fall 2010	1,955	0	0.1	1.13	12.99	32.28	40.72	44.3	46.04
Fall 2011	2,119	0	0.05	1.46	14.11	31.67	40.4	43.94	45.73
Fall 2012	2,612	0	0.11	1.23	16.62	36.79	45.06	47.32	48.51
Fall 2013	2,848	0	0.14	1.19	19.07	38.87	46.07	49.05	50.46
Fall 2014	2,588	0	0.27	1.7	19.86	40.34	46.95	49.81	51
Fall 2015	2,846	0	0.32	2.14	23.12	41.43	48.21	49.79	
Fall 2016	2,785	0	0.25	1.9	21.58	38.74	45.35		
Fall 2017	2,783	0	0.57	3.13	22.96	40.42			
Fall 2018	2,375	0	0.59	3.79	23.96				
Fall 2019	2,123	0	0.71	3.53					
Fall 2020	1,855	0.05	1.02						
Fall 2021	2,245	0							
Fall 2022	1,978								

FTIAC Graduation

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Discussion
&
Next Steps

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Thank you

Program Diagnostic Roundtables

EMU Board of Regents

Educational Policies Committee

December 8, 2022

Purpose

|					
Building shared knowledge and understanding about academic programs	Developing a mutual understanding of program goals, assets and opportunities	Strengthening relationships with our academic units	Development and utilization of a single mutually agreed upon data source	Aligning program portfolios with EMU's strategic themes	Strengthening our academic programs and departments

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Purpose

A review of academic programs from a common data set

An appraisal of academic department/program health and efficiencies

Provide a baseline for continuous improvement within departments/programs
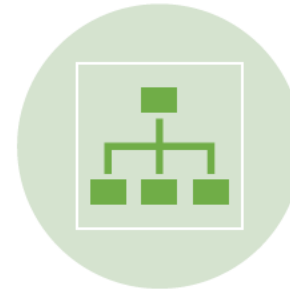
Provide a structure to guide future strategic planning, especially resource allocation

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Description

- The Provost's office will supply each department/school with a common data set.

- All undergraduate and graduate programs (major) ending in a bachelor, master, or doctoral degree will be included.

- Department Heads/School Directors (and faculty) will attend a roundtable discussion with representatives from the Provost's Office.

Process

Department specific Data Dashboard

Roundtable Preparation

- Provost & academic leadership review and discuss program data and observations.
- Questions are shared with departments

Post Roundtable summary and next steps shared with departments.

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Data Dashboard

Definition: A set of baseline program diagnostics

- Retention/Persistence in major

- Student Learning outcomes in major

- Time and Credit hours to completion within major

- Employer Demand for Major

- Student Demand for Major

- Curriculum Complexity - This will be provided to programs, as needed, following the roundtable.

Data Dashboard (partial example)

Section 2: Department Fill Rate (Undergraduate, Graduate and Total)

Fill Rate is end of semester enrollment divided by the cap, and refers to the percent of students enrolled at end-of-semester as determined by the cap.

The Department Fill Rate is expressed as a percentage of the total capacity for the selected department. Data is displayed by academic semester, an aggregation of Fall, Winter, Summer semester data.

An academic year starts with fall semester and ends with summer semester. Example: AY2019 starts with Fall 2018 and ends with Summer 2019

GR Graduate Courses

	2017	2018	2019	2020	2021	2022
Enrollment	329	310	284	308	235	182
Capacity	695	729	721	700	550	415
Fill Rate	47.34%	42.52%	39.39%	44%	42.73%	43.86%

Section 7: Degrees Awarded by Major

The number of conferred degrees by a program (major) for the last six academic years. Figures are an aggrega of all degrees awarded in a single academic year.

Active majors must have a minimum of one awarded degree in the last six semesters to appear in the results.

Academic Year = Fall, Winter, Summer (ex. AY2023 begins with Fall 2022 and ends with Summer 2023)

GR Graduate Programs

Major Code	Major Desc	Degree Code	2017	2018	2019	2020	2021
		MA	2	4	2	5	5

Section 1: Revenue, Cost, Net Revenue by Student Credit Hour (SCH)

This section includes aggregated data for the selected department for the last six fiscal years.

The net revenue per student credit hour (SCH) was calculated by total revenue and dividing it by the total SCH for the fiscal year.

	2017	2018	2019	2020	2021	2022
Credits	40148	38599	34718	30553	25958	24747
Net Revenue*	$9,409,495.03	$9,432,314.53	$9,085,184.93	$8,223,163.81	$6,931,211.50	$8,237,180.54
Net Revenue per SCH	$234.37	$244.37	$261.69	$269.14	$267.02	$332.86
Cost per SCH	$148.86	$150.34	$159.58	$170.19	$186.87	$193.88

*includes tuition, program fees, and other per SCH fees except mandatory fees, less financial aid

Source: The data is a snapshot of Banner data collected by IRIM at the end of each fiscal year

Section 8: Top 10 Highest DFWI Rates by Course

DFWI rate is the percentage of students in a course who earn a D or F grade, withdraw ("W") from a course, or whose progress in the course is recorded as incomplete ("I").

The tables below show the top 10 courses with the highest DFWI rates for the last three complete semesters, ranked in descending order. Figures are aggregated for all sections of the course in the semester.

Courses with enrollment of five or less students were excluded from the data

Term: Summer 2022

Subject Code	Course Number	Enrollment	DFWI Rate
		22	18.18
		36	13.89
		8	12.50

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General Questions of all Programs

What does the data say about the current state of the department/school? Strengths? Challenges?

Were you surprised by any of the data shared in dashboard?

Describe the department's plans for your academic programs (i.e., new programs, changes to modality, etc.)?

What data is not included in the dashboard that would be helpful for your department/school to have to make decisions?

Sample Program Specific Questions

Please describe rationale for the variation on course caps.

In your view, what contributes to your DFWI rates?

Tell us more about your section enrollment strategy that has been so successful.

This is a popular program nationally. In your view what resources are needed to grow our program?

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Discussion
&
Next Steps

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Thank you