

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 4

DATE:
February 16, 2023

RECOMMENDATION

EMERITUS STAFF RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to three (3) staff members:

- Aida Beard, Facilities Manager, Physical Plant, retired 09/30/2020.
- Maria (Doris) Farrugia, CS Secretary, Accounting, Finance, and Information Systems, retired 01/06/2023.
- Cynthia Rodrigues, State Coordinator, Family, Career, and Community Leaders of America, retired 10/03/2022.

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

February 16, 2023
Date



**EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION**

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

Name of staff member: Aida Beard

Title upon retirement: Facilities Manager

Date of hire at EMU: 1/13/1986

Retirement date: 9/30/2020

Number of years at EMU: 36 (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: sbeard@emich.edu

Name of spouse: [Redacted]

Degree(s)/institutions/year: Baccalaureate: N/A

Masters: N/A

Doctoral: N/A

Please attach 2 letters of support to this application.

[Redacted] 1/4/23 [Redacted] 1/4/23
Recommended by Date Recommended by Date

[Redacted] 1/18/23
Department Head and/or Supervisor Date

[Redacted] 1/18/23
Date

[Redacted] 1/18/23
President Date

February 16, 2023
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.

January 3, 2023

Dear Emeritus Committee:

First of all I would like to say Happy New Year. I would like to nominate Aida Beard (E0000043) for EMU Emeritus status. Aida worked 36 years for the university in several positions. Her last position was Facilities Manager, Housing and Dining through the Physical Plant. Aida retired from the university on September 30, 2020. She was loved and respected by students and colleagues. She is much deserving of this status and would serve the university well. Please let me know if you need anything else from me. Thanks for your time in this matter.


/Jackie Ray Moffett
EMU Emeritus


January 4, 2023

Emeritus nominating committee

I would like to place the name of Alda Beard in cor emeritus status at Eastern Michigan University.

Ms Beard has worked at EMU for 36 years within the departments of Housing and Dining, as well as the Physical Plant.

A university exists for the betterment of its students, and Ms Beard directly, positively affected the lives of thousands of EMU students. Her goal was to make living on campus an extension of living at each student's parents home. The students time spent in residence halls were a direct reflection of the efforts of Ms Beard and her staff in providing a warm, welcoming space for the comfort and retention of the everyday student living within the confines of facilities.

Alda Beard was greatly respected by EMU staff across campus. If there were issues that crossed into her realm, all staff at other departments knew that Ms Beard was there for the students and staff involved in the issue.

The University and all people involved were very fortunate to have someone such as Alda Beard on campus as a friend, peer or resource.

Thank you for consideration of this nomination.

[REDACTED]
Lou Gianino
Emeritus Staff
[REDACTED]



EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

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

Name of staff member: Maria Farrugia

Title upon retirement: CS Secretary

Date of hire at EMU: March 24, 2003

Retirement date: January 6, 2023

Number of years at EMU: 19yrs & 10months (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: mfarrugi@emich.edu

Name of spouse: _____

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

Masters: _____

Doctoral: _____

Please attach 2 letters of support to this application

[Redacted] 11/29/22 [Redacted] 11/29/22
 Recommended by Date Recommended by Date

[Redacted] 11/29/22
 Department Head and/or Supervisor Date

[Redacted] 1/26/2023
 Executive Council Member Date

[Redacted] 1/18/23
 President Date

February 16, 2023
 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

November 22, 2022

To Whom It May Concern:

I am writing to highly recommend Ms. Maria (Doris) Farrugia for the distinction of Emeritus Staff at Eastern Michigan University. Doris has made a tremendous and positive impact as the Secretary of the Department of Accounting & Finance since beginning in that position in April, 2013.

My recommendation comes with personal insights from over the past nine years as a faculty member in the Department of Accounting and Finance. Doris has always been extremely dependable and reliable in providing services that are essential for the smooth and effective operations of the department as a whole. Whether these issues relate to accurately inputting faculty and course schedules in Banner, resolving problems regarding classroom equipment, monitoring and ordering necessary supplies for departmental use, or answering or directing students' inquiries, to name just a few, Doris can be depended upon to provide prompt and effective support. Our department also hosts significant alumni events during the year (i.e., department Alumni Gathering in November and golf outing in summer), and Doris has played a key role related to organizing those events.

Doris has always been very helpful to me personally in providing prompt and effective support services that have been instrumental in many ways. For example, when there are student registration issues in my classes at the beginning of the semester, she always handles these issues in a professional, prompt, and effective manner. Also, I frequently have questions related to accounting course offerings and Doris is always timely and helpful in providing class schedule information to me for my analysis.

Doris is also quite effective in establishing a personal rapport with faculty and students alike, and this helps enable her to carry out her duties and responsibilities effectively. She oversees the graduate assistants who work in the departmental office, and I have observed her effective supervision and mentoring of those students in helping them become valuable contributors to the department. Her pleasant demeanor and continual professionalism make it a pleasure to interact with her regarding any department-related issue that needs to be addressed. Therefore, it comes as little surprise that Doris was recognized with the COB's Outstanding Staff Member Award in both 2016 and 2019 because of her outstanding contributions to both our department and college.

The news of Doris' retirement is bittersweet. I am glad that she will be able to enjoy the freedom to pursue endeavors of interest during her retirement; however, she will be greatly missed in our department and college. Therefore, I was very happy to learn of her desire to 'stay connected' to EMU as an Emeritus Staff. Ms. Maria (Doris) Farrugia receives my high recommendation for this honor, as I believe she is very worthy of this distinction.

Sincerely,

A large black rectangular box redacting the signature of Daniel R. Brickner.

Daniel R. Brickner
Professor of Accounting



EASTERN MICHIGAN UNIVERSITY

Philip A. Lewis
Eastern Michigan University
Department of Accounting and Finance
Hill Hall, Room 411
Ypsilanti, Michigan 481

November 22, 2022

To:
Re: Recommendation of Maria "Doris" Farrugia

I have known Doris Farrugia since the fall of 2006 when she was a student in a class I taught at Eastern Michigan University. While Doris was not the best student in the class, she was the hardest working student. She always asked questions, both during and after class because she wanted to know what she was doing. She had this deep desire to learn and never make the same mistake twice.

It was this desire to learn along with her willingness to work that led me to recommend to Dr. Zafar Khan that we hire Doris as the department secretary when the opportunity arose. I followed Dr. Khan as the department head and I gained an even greater appreciation for how hard Doris worked. She was as committed to doing her best for the department as any faculty member is committed to helping students learn. It is not too much to say that she made my transition to the department head so much smoother than it otherwise would have been. While she checked all the boxes for doing things a secretary should, and doing them well I might add, she also did this in a way that made her accessible to both faculty and students. There were never questions such as "is Doris in a good mood today"? Doris was always pleasant and professional. In my four years as the department head I never received anything but compliments about her. Doris was recognized for this excellent work, receiving the Outstanding Member Staff in the College of Business in 2016 and 2019.

Overall, I truly believe that Doris Farrugia is as deserving of the title Emeritus as any faculty member. She has done her part to help the university fulfill its mission of educating students and help them become successful after leaving Eastern Michigan University. While she was not in the classroom, she was behind the scenes doing the thankless work that allows faculty to do their work. While it is an unappreciated job, it is a necessary job. I fully support the university recognizing the work Doris has done by honoring her with the title of Emeritus.

Sincerely,


Phil Lewis
Professor of Accounting
Eastern Michigan University



EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

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

Name of staff member: Cynthia Rodrigues

Title upon retirement: State Coordinator

Date of hire at EMU: 1993-96 = 3 Retirement date: 10/3/22
1998 - 2022 = 24

Number of years at EMU: 27 (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: crrodrigues1@emich.edu

Name of spouse: [Redacted]

Degree(s)/institutions/year: Baccalaureate: BA 1986 - Virginia Intermont College

Masters: MA 1991 - MSU

Doctoral: _____

Please attach 2 letters of support to this application

[Redacted] 10/5/22 [Redacted] 10/12/22
 Date Recommended by Date

[Redacted] 10/24/22
 Department Head and/or Supervisor Date

[Redacted] 1/18/2023
 Date

[Redacted] 1/18/23
 President Date

February 16, 2023
 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.

Emeritus Selection Committee
Eastern Michigan University
Ypsilanti, MI 48160

October 5, 2022

I am happy to recommend Cindy Rodrigues for Emeritus status as she retires from EMU. She has been a loyal, productive, dependable, creative employee across campus for 27 years!

I first met Cindy when she was an ACD in EMU Housing and represented that office at Admissions recruiting events. She was both enthusiastic and genuine, and connected easily and effectively with both prospective students and parents. Being a good listener and a good communicator is a must at events like those!

So it was no surprise that her next stop at EMU was the Office of Admissions. She was successful there both individually, and as a member of our team. Recruiting in Admissions back then required lots of solitary work (driving around the state, visiting high schools and staffing college fairs) and Cindy was 100% dependable as an EMU representative. And it also involved much extroverted work, meeting with high school counselors, prospective students and parents. Cindy did both equally well. Both students, parents and counselors felt comfortable talking with her about EMU, and Cindy represented us accurately and honestly. People she spoke with could see that and they trusted her.

And you can see that, with the two other positions she had on campus after Housing and Admissions, Cindy continued to represent EMU. All her jobs on campus also required her to collaborate with other staff and faculty across campus, pulling resources together from across campus. Being organized and caring about results is a strong point of hers, and she made sure that her work represented EMU well.

When Cindy worked in the Office of Admissions, I trusted her to follow through with any assignment, and ask questions, when necessary, to make sure she was on the right track. I appreciated that very much. It meant no lost time and high productivity.

Cindy is an "EMU Person." And I have no doubt that she will continue to represent us well as she goes about her life in Ypsilanti, wearing her EMU shirts and answering questions about the many benefits of EMU. She's seen it from at least 4 key perspectives and knows it well. I recommend her to you, without reservation, for Emeritus status at Eastern Michigan University.

Sincerely,



Kathryn B. Orscheln
Emeritus Director of Admissions
Eastern Michigan University

October 2022

To Whom It May Concern:

Please consider the request of Cindy Rodrigues for Emeritus Staff recognition. She has been an outstanding member of the Eastern Michigan University community for many years, serving in multiple roles across campus to support student success.

Cindy and I met about 7 years ago because of her position as State Coordinator with the Michigan chapter of Family, Career and Community Leaders of America. She reached out to me for student involvement with FCCLA endeavors. We have participated in many FCCLA events to recruit future educators from their high school participants. Cindy provided opportunities for our current students to speak about their college experiences and their goal of becoming professional educators. This has been encouraging and enlightening for everyone involved. And it has brought students to Eastern Michigan from across the State.

Cindy represents all that it means to be an Eagle. Her work ethic and willingness to undertake large projects is commendable. Each year she executes several events that contribute to a positive culture of learning and growth throughout the State. Her professionalism has always represented EMU brilliantly. I know she will continue to be a model of educational excellence in all her future endeavors.

Sincerely,



Regina George, PhD, Director

Cindy Rodrigues

Cindy.Rodrigues@emich.edu

JOB OBJECTIVE: An administrative position within a university setting.

HIGHLIGHTS OF QUALIFICATIONS

- More than 30 years of administrative experience in educational settings; particular skill in establishing rapport with people from diverse backgrounds.
- Highly organized and independent; able to effectively coordinate tasks to accomplish projects with timeliness and creativity.

EDUCATION

M.A., College and University Administration, Michigan State University, Lansing, MI
B.A., Recreation, Virginia Intermont College, Bristol, VA

PROFESSIONAL EXPERIENCE

2013-Present **Eastern Michigan University, Ypsilanti, MI**
STATE COORDINATOR, FCCLA
Family, Career and Community Leaders of America

- Plan and coordinate Fall and State Leadership Conferences
- State Officer training, team building, supervision, and student development
- Grant oversight
- Fundraising, alumni development, and sponsorship program

2008-13 **Eastern Michigan University, Ypsilanti, MI**
ASSISTANT DIRECTOR, McNair Scholars Program

- Recruit, interview and select qualified candidates
- Advised academic and personal choices
- PhD planning and goal setting
- Planned and coordinated conference travel
- Coordinated GRE Prep Class

1998-08 **Eastern Michigan University, Ypsilanti, MI**
ADMISSIONS ADVISOR

- Meet with prospective students, evaluate admissions applications, recruit at high schools, and prepare reports on applicants, admissions and enrollments for territory.
- Make regular university presentations, on and off campus, to prospective students, parents and administrators.
- Participate in all campus visit programs (on and off campus), as part of the overall recruitment effort.
- Participate in enrollment yield efforts (Fast Track, phone calls, e-mails, etc.)

1993-96

Eastern Michigan University, Ypsilanti, MI
AREA COMPLEX DIRECTOR

- Supervise and evaluate Assistant Hall Director, Resident Advisor, Minority Peer Advisor, and Office Manager.
- Advise and oversee hall government.
- Follow up on discipline.
- Oversee building security and day to day operations.

1991-93

Bowling Green State University, Bowling Green, OH
HALL DIRECTOR

1989-91

Michigan State University, Lansing, MI
GRADUATE ADVISOR/HALL DIRECTOR

1987-89

Virginia Intermont College, Bristol, VA
ADMISSIONS COUNSELOR



EASTERN MICHIGAN UNIVERSITY

Emeritus Staff

February 16, 2023

Aida Beard



**Facilities Manager,
Physical Plant
36 years of service**

Cindy Rodrigues



**State Coordinator,
Family, Career and Community Leaders of America
27 years of service**

Doris Farrugia



**Department Secretary,
Accounting, Finance and Information Systems
19+ years of service**