

# **EASTERN MICHIGAN UNIVERSITY**

## **Board of Regents' Meeting**

The preliminary minutes of the November 30, 2004, Board of Regents Meeting.

The Regular Meeting of the Eastern Michigan University Board of Regents was called to order by Chair Incarnati at 12:10 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

Chairman Incarnati asked Secretary Aymond for an attendance call.

The Board Members present were:

- Chairman Philip Incarnati
- Vice Chair Karen Q. Valvo
- Regent Joseph Antonini
- Regent Jan Brandon
- Regent Steven Gordon
- Regent Rosalind E. Griffin
- Regent Michael Morris
- Regent Sharon Rothwell

Members of the Administration present were:

- Interim President Craig Dean Willis
- Interim Vice President John Beaghan
- Vice President Courtney McAnuff
- Vice President Juanita Reid
- Interim Vice President and Provost Don Loppnow
- Interim Vice President Tom Stevick
- Vice President Jim Vick

## **COMMUNICATIONS**

Secretary Aymond announced there were three requests to address the Board, and, abiding by the Board guidelines, 10 minutes would be allowed for each speaker.



Howard Bunsis, professor, spoke about the need for AAUP representation on the Regents Advisory Committee. He also disagreed with the administration about a budget shortfall and criticized the new appointments in the Division of Academic Affairs.

Dennis Beagen, professor and chair of the Regents Advisory Committee, described the criteria for selection on the committee. He also spoke about the numerous listening sessions being held in preparation for selecting a new president at EMU.

Paula Dykstra, co-chair of the United Way drive on campus, announced the successful end of the campaign and the meeting of the annual goal.

The Communications portion of the agenda concluded at 12:32 p.m.

The Board recessed for lunch.

The Regular Meeting of the Eastern Michigan University Board of Regents was reconvened at 1:30 p.m. and an attendance roll call was taken.

The Board Members present were:

- Chairman Philip Incarnati
- Vice Chair Karen Q. Valvo
- Regent Joseph Antonini
- Regent Jan Brandon
- Regent Rosalind E. Griffin
- Regent Michael Morris
- Regent Sharon Rothwell

The Board Member absent was:

- Regent Steven Gordon

## **PRESIDENTIAL SCHOLARS 2004-2005**

The 2004-2005 Presidential Scholars were introduced to the Board and the audience.

**Ashley Bate**  
Allen Park, MI

**Matthew Jones**  
Flint, MI

**Matthew Blinkilde**  
Greenville, MI

**Erika Meier**  
Ann Arbor, MI

**Richard Brophy**  
Baroda, MI

**Adrienne Mork**  
Sandusky, OH

**Eileen Carroll**  
Ann Arbor, MI

**Danielle Nicholls**  
Saline, MI

**Melissa Doolin**  
Novi, MI

**Bethany Stawasz**  
Westland, MI

**Mary Douglas**  
Bay Village, OH

**Claire Tornow**  
Macomb, MI

**Gregory Jones**  
Taylor, MI

**Amelia Yunker**  
Novi, MI



## **RESOLUTION**

Regent Morris moved and Regent Valvo seconded to recommend the Board Approve the Resolution for the Women's Softball Team.

Whereas, the Eastern Michigan University women's softball team was honored by the National Fastpitch Coaches Association as the No. 1 academic team in NCAA Division I for the 2003-04 academic year; and

Whereas, the softball team recorded a GPA of 3.552 for the 2003-04 academic year, the highest GPA of all the EMU athletic teams, during the 2003-04 year; and

Whereas, the softball team improved its win total by 13 victories from 2002-03 to 2003-04, which was the third-best turnaround in program history; and

Whereas, the softball team upset the No. 2 ranked team in the country, with a 6-5 win over Florida State, May 10, 2004; and

Now, therefore, be it resolved, that the Eastern Michigan University Board of Regents does hereby congratulate the women's softball team for its success and commends the team for the honor and distinction it has brought upon itself and Eastern Michigan University.

**Motion Carried.**

## **MINUTES OF THE SEPTEMBER 21, 2004 BOARD MEETING**

Regent Antonini moved and Regent Brandon seconded to approve the minutes of the September 21, 2004 Board Meeting.

**Motion Carried.**

President's Report  
**EASTERN MICHIGAN UNIVERSITY**  
Board of Regents Meeting  
November 30, 2004

Thank you, Phil.

A week ago today, November 23, marked my 100<sup>th</sup> day as interim president. It has been a very busy and dynamic time, one that can be characterized by two words, "embracing opportunities."

- *Embracing opportunities* . . .to reach out to students, faculty, staff, alumni and friends,
- *Embracing opportunities* . . . to focus on critical programs, activities and services, and
- *Embracing opportunities* . . . to celebrate our strengths as a University.

**Embracing opportunities . . . to reach out to students, faculty, staff, alumni and friends**

Since arriving at Eastern, one of my primary goals has been to engage our various stakeholders and provide them with an opportunity to share their concerns, thoughts and vision for the University. To that end, I have met with dozens of groups, both large and small, off- and on-campus. What I have discovered is that people are passionate about EMU and want desperately to see the institution move beyond the problems that have plagued it recently.

As you might recall, in September I shared with you a concern that was raised in several conversations that "all the truth" regarding these problems had yet to come to light. In order to put these suspicions to rest, I issued a call for anyone who had evidence of any wrongdoing to meet with me confidentially, or to send me documentation that could be investigated.

I received 30 responses to my request. Of these, 10 were from people who didn't have any information, but who wrote to thank me for providing an opportunity for confidential, uncensored input. Nine responses were from those who shared information that was previously documented through various reports and audits, and 11 responses dealt with personnel or operational issues unrelated to my original request. The latter group has been assigned to appropriate staff for follow-up.

As they say in the movies, I discovered no "smoking gun." I realize there will always be a small group of people that love the drama that problems bring, but it is my hope that having provided this opportunity—and having had no evidence produced—most people will join me in putting these rumors to rest once-and-for-all.

Moving on, I recently represented EMU as an invited member of a group of university presidents selected to meet with Secretary of Education Rod Paige to discuss education issues. It provided a wonderful opportunity to share the success we have had at Eastern. While in Washington, I also had the opportunity to meet with Senator Carl Levin, Senator Debbie Stabenow and Congressman John Dingell. EMU is fortunate to have such strong representatives who care about this institution and are committed to helping us secure additional funding. Congressman

Dingell has been especially welcoming, attending a number of University and community functions at which he speaks most favorably about EMU and our important mission. We also had the pleasure of hosting Senator Levin on campus so that he could get a first-hand look at the work being done by the Coatings Research Institute.

These visits are paying off. We recently were notified that the University received an additional \$200,000 from the Department of Justice as part of the Omnibus bill passed last week. That brings EMU's total federal earmark funding for 2004 to \$2.3 million, and \$8.5 million over the three years that we have actively pursued federal funding. This federal money supports our initiatives in Community and Civic Engagement and the Coatings Research Institute.

The University has embraced numerous opportunities this semester to reach out to, and through, students, faculty, staff, alumni and friends. For example:

- More than 70 faculty and staff members participated in the House Call Program by visiting 1,600 first-year students living in the residence halls. This program introduced new students to campus staff who helped respond to questions and concerns they had. Student (and participant) feedback was very positive.
- Family Day activities drew more than 5,000 guests to campus. This annual event featured more than 50 programs presented by EMU faculty and staff that volunteered their time and talent to demonstrate how learning can be fun.
- Homecoming drew hundreds of graduates back to campus, including more than 25 members of our Golden Years Class of 1954. The alumni staff also hosted more than 350 guests for a tailgate prior to the EMU/Central game at Ford Field. We continue to focus on strategies to connect with this critical constituency. Recently more than 45,000 alumni participated in the 2004 Alumni Directory project. Through this project we were able to update alumni information and to capture 29,000 e-mail addresses. These are used for electronic communications with our alumni, including the monthly e-Edge newsletter.
- EMU hosted 33 teams for the NCAA Great Lakes Regional Cross Country Championship and the highly successful Collegiate Clash football doubleheader at Ford Field in Detroit. The game attracted nearly 25,000 fans and EMU won a classic game against MAC rival Central Michigan in the fourth overtime, 61-58.
- The Children's Institute hosted the Washtenaw County "Building on Behalf of Children" Conference which brought 232 early childhood educators to campus.
- EMU participated as a site for National Depression Screening Day and screened more than 160 individuals in a six-hour period.
- The Department of Student Media hosted two journalism workshops this fall, featuring Art Brooks, copy editor at The Detroit News and Joe Novak, online content manager for

Crain's Detroit Business Magazine. Workshop attendees included journalism, English and communications students as well as visiting high school journalists.

- EMU's Center for Regional and National Security and the Michigan Citizens Corps have joined forces to train high school students in how to be first responders in the event of an emergency on their campus. The program covers the areas of disaster management, fire safety and basic fire combating techniques, recognizing injuries and basic first aid, CPR, emergency communications, psychological trauma and terrorism awareness. The University continues to provide leadership in the areas of regional and national security. In fact, our Information Assurance curriculum was recently approved and certified by The Committee on National Security Systems. The IA program was government certified against national standards 4011 (Information Systems Security Professionals) and 4013 (System Administration in Information Systems Security).
- Enrollment Services and Academic Affairs hosted delegates from the Malaysian embassy to meet with faculty and staff about our programs. They have also hosted several activities for community college and high school counselors.
- EMU students participated in the 14<sup>th</sup> annual Make a Difference Day. The event, sponsored by USA Weekend magazine, is reportedly the nation's largest single day of volunteering. EMU students worked at the Parkridge Community Center and at the Washtenaw Area Council for Children.
- I hosted leadership of the Board of Regents and the EMU Foundation.

### **Embracing opportunities . . . to focus on mission critical programs, activities and services**

It is often said that a problem is nothing more than an opportunity in disguise. That being the case, we have certainly had several "opportunities" that have presented themselves recently.

Earlier today, in the Finance Committee meeting, you heard about the budget challenges we face as a result of declining state support and a drop in fall enrollment. This "problem" has presented us with the opportunity to evaluate institutional budget approaches in order to protect mission-critical activities. While this is an ongoing process, we have already implemented several cost-saving measures including freezing all non-essential, non-faculty open positions, curtailing travel and deferring supply, services and material purchases. In the weeks ahead, we will be reporting to you through the Finance Committee about additional cost-saving and cost avoidance actions to be implemented, as well as revenue enhancement strategies.

Since arriving at Eastern, one of the questions I have continuously asked is, "how can we better serve students?" People told me we needed to better integrate areas that dealt directly with students, to provide greater technology support within academic affairs, and to raise money for scholarships and academic programs. To help strengthen the University's ability to address these concerns, I have implemented three organizational changes:

- Margaret Cline, chief information officer (CIO) and Executive Director for Information and Communication Technology (ICT), will now report to Don Loppnow, Interim Provost and Vice President for Academic Affairs. This change will strengthen the working relationship between ICT and academic affairs, and help ensure that instructional and student computing needs are continuously addressed. Margaret will continue to serve as CIO and she and the division will continue to serve the University at large. ICT previously reported to the President.
- Cindy Hall, Chief of Police and Director of the Department of Public Safety (DPS), is now reporting to James Vick, Vice President for Student Affairs. Most of the work DPS does, both educational and legal, involves students. Being aligned with student affairs will enable them to do their jobs more effectively by linking the department to an entire array of student support services and personnel. DPS formerly resided in the Business and Finance Division.
- Dr. Martha Tack, Senior Executive for Presidential Initiatives, is remaining in that capacity but will serve as a “loaned executive” to Tom Stevick, Interim Vice President for Advancement and Interim Executive Director for the EMU Foundation. As you are aware, one of the University’s most critical needs is to increase private giving for academics. For this reason, I have asked Dr. Tack to spend this year focusing on academic fundraising.

Of course, when I first made these changes, Dr. Tack was scheduled to work with Stuart Starnes. Stu has since accepted a position in athletic fundraising at Texas A&M University. Fortunately for EMU, we had an outstanding advancement professional in the wings in Tom Stevick, the Executive Director of Development. Tom has agreed to serve as Interim Vice President for Advancement and Interim Executive Director for the EMU Foundation as we transition to new leadership. I am confident that efforts in the advancement area will continue as planned under his leadership. I would like to thank Stu for his leadership in University Advancement and wish him the best of luck as he returns to Texas. He made a positive difference in the time he was here. Thank you Stu.

Staff changes in academic affairs leadership provided an opportunity to reassess that organizational structure to ensure that we had the right team in place to manage our academic mission and embrace opportunities for advancing academics.

With those goals in mind, Dr. Donald Loppnow, Interim Provost and Vice President for Academic Affairs, has implemented the following changes:

- Robert Neely, former Interim Associate Dean of the College of Arts and Sciences, will serve as Interim Senior Associate Vice President for Academic Affairs. Dr. Neely will be responsible for academic continuous improvement, select administrative services and budget.
- Nina Contis, former Associate Vice President for Academic Administrative Services, will serve as Associate Vice President for Undergraduate Studies. Dr. Contis will be

responsible for general education, the undergraduate experience, the honors program, diversity program initiatives, community college relations, Upward Bound, SummerQuest, ElderQuest and several administrative services.

- Crystal Mills, Professor of Social Work, will serve as Interim Senior Executive for Strategic Planning and Continuous Improvement.
- Mary Sue Marz, former Director of the School of Nursing, will serve as Interim Associate Vice President for Extended Programs. Dr. Marz will have responsibility for the Centers for Corporate Training, Continuing Education, World College and the Institute for the Study of Children, Families and Communities.
- Rhonda Longworth, former Department Head in Political Science, will serve as Assistant Vice President for Academic Human Resources. Dr. Longworth will be responsible for contract administration; the faculty hiring process; orientation of deans and department heads as it relates to the contract and the appointment of faculty and academic staff; and negotiation preparations.
- Dr. Robert Holkeboer will continue as Associate Vice President for Graduate Studies and Research.

I concur with Don that these organizational changes are critical and the additional cost to the budget, roughly \$60,000, is a good investment for the future. I believe he has assembled an outstanding team to help as we move forward with strategic planning, general education reform, institutional accreditation and the critical work of the Commission on the Future of Instructional Delivery.

Throughout the University we continue to achieve a myriad of successes consistent with our strategic directions. To share a few:

- The second cohort of Management EMU successfully completed their program this month.
- Cooperative negotiations were completed in October with three unions (PT, CS, and FM) for wage reopeners.
- The Ford Hall fire alarm system has been replaced, HVAC system upgraded and new windows are nearly all installed.
- On my.emich you can watch the progress on the Student Center project via a live web cam. Significant site excavation continues. Tony Catner and his staff have been responsible for significant documented savings in the thousands on the project.
- Our external, third party management student payment system was replaced by an internally managed system. Participants increased from 600 on the old system to 2,000 on the new.



- The Study Tables program is continuing this year with free tutors from the University Honors Program and the addition of wireless Internet access. So far this year, students have visited the study tables 1,126 times.
- Cellar Roots, EMU's literary and arts magazine, launched two new publications this fall, *Metropolyesterday Dreams* and *Incendiary*. Both collections feature works by EMU students as well as students at other Michigan colleges and universities and professional artists from the Detroit area. Editor in Chief Melissa Duckworth hopes to publish two additional titles in 2005, one of which will be the annual juried publication, open only to EMU students.
- EMU students showcased an amazing array of performance abilities in their quest for the title of Eastern Idol. Nearly 100 students entertained campus as they sang, danced, played instruments, rapped and made funny animal noises during the intense six-week competition. Student audiences voted online for their top picks during four weeks of preliminary rounds, narrowing down the candidates to a pool of eight finalists. Vocalist Laura Rodriguez claimed the first prize and won 12 credit hours of EMU tuition, as well as a trip for two to Hollywood courtesy of STA Travel. Second prizewinner Colleen Curran won six credit hours and third place winner April Lockhart received a \$450 book award from University Relations.
- Visitors to campus for Explore Eastern and Eastern Fridays, both informal campus visit programs, are up 25 percent compared to 2003. We also have a record number of high achieving high school seniors registered to participate in the Presidential Scholarship competition. More than 900 students are expected to compete.
- Our default rate on student loans remains very low, less than 4 percent. This speaks well of our efforts to educate students about their financial aid, both at the beginning of their college careers and when they graduate.
- Enrollment Services and Graduate School staff have engaged in a phone call campaign to assist students who might have difficulties in registering for upcoming semesters. We have spoken with several hundred students during the past month.

The EMU Foundation also is reporting good success this fall including:

- An additional pledge of \$500,000 from **William and Delores (Soderquist) Brehm** for the Delores Soderquist Brehm Endowed Scholarship. The Brehms established the endowed scholarship with an initial \$500,000 gift in 2002.
- A generous gift from **Phil Jenkins**, friend of EMU, will provide tuition scholarships to several students in EMU's Leadership and Counseling Department. Jenkins donated \$200,000 to establish the Jenkins-Tracy Leadership & Counseling Scholarship Fund. Previously, he made a significant gift to the College of Education to help fund program development, and recruitment and retention efforts in off-campus locations.

- A charitable gift annuity from **Irene Margaret Smith** in honor of her late husband, H. James Smith, EMU class of 1943.
- A commitment from **Verena Ward** for a bequest to establish the Verena M. Ward Endowed Scholarship in Hotel and Restaurant Management within the College of Technology.
- A substantial gift from the **Philice Nemencheck Educational Scholarship Fund** for support of scholarships for students pursuing careers in elementary education.
- A generous planned gift from **John, '59, and Joanne Hegener, '60**, also will benefit students in elementary education.
- **Barbara and Jack Weiss**, alumni and loyal friends of EMU, have established a significant gift annuity. Recently, Barbara was honored by EMU's Alumni Association with the Dr. John W. Porter Distinguished Service Award.
- Another significant planned gift was received from **Arthur (Rocky) and Diane Rockall**. Arthur returned to college after a successful 40-year career as a design supervisor at Ford Motor Company, and recently was recognized with EMU's Outstanding Young Alumnus Award.

We certainly hope that this spirit of giving carries over into our Faculty and Staff Campaign that kicked off last week. Last year, 715 members of the faculty, staff and emeritus faculty gave more than \$400,000 to EMU.

This generosity is not surprising given the University's response to three recent fund-raising appeals:

- As a University community, EMU pledged \$135,425 to the Washtenaw Area United Way Campaign, exceeding our goal by \$5,425. The participation rate of current regular EMU employees was 46 percent. In addition, we had 38 Leadership givers who contributed \$1,000 or more, and 25 Labor leaders who contributed \$500 or more. Labor leaders included 19 faculty, one member of UAW 1975, four members of UAW 1976 and one member of AFSCME Local 1666. Twenty-two departments and offices posted 100 percent participation.
- More than \$500 and 1,300 pounds of food were donated by guests attending the annual Thanksgiving buffet hosted by Dining Services. These donations will support the work of the Food Gatherers organization.
- WEMU's fall, on-air campaign raised \$125,000.



## Creating opportunities . . . to celebrate our strengths as a University

Although I have had the opportunity to be involved in a number of programs during my first 100 days, two that have been especially meaningful have been presiding at the Convocation of Freshman Excellence, where we recognized all freshmen that earned scholarships or athletic grants-in-aid, and the Institutional Values Awards program. These annual awards recognize groups and individuals that embody the values that define EMU. I was pleased to participate in recognizing:

- **Christine Lancaster**, Coordinator of the Post-Baccalaureate Teacher Certification Program, who won the award for Contribution to the Quality of Student Learning Experiences.
- **Rhonda DeLong**, Director of Web Communications, University Marketing and Communications, who was honored with the award for Continuous Improvement, Innovation and/or Customer Service.
- **Jessica Alexander**, Assistant Professor of Communication and Theatre Arts, and **Mary Jo Desprez**, Associate Director of University Health Services, who garnered the award for Diversity, Human Dignity and Multicultural/International Involvement.
- **Peggy Harless**, Director of Community Service, Leadership and VISION, and **Kathleen Stacey**, Professor of Communication and Theatre Arts and Director of Academic-Service Learning (ASL), who took home top honors for Public Engagement and Community Service.
- **The Innovagency** (Division of Student Affairs) that won the award for Team Excellence. Team members included Chris Aris, Director, Children's Institute; Vickie Bagherzadeh, Director of Business Operations; Alan Beesley, student; Tracey Buhinicek, Senior Secretary in Campus Life; Kevin Devine, Director of Student Media; Phoebe Foy, McKenny Union/Campus Life; Jeff Koras, Assistant Director of Business Operations; Kathleen Russell, Assistant Dean in the Dean of Students Office; Lewis Savage, Assistant Director of Housing/Apartments.
- **The Secondary Methods Group**, composed of 24 faculty members in three colleges and 14 departments, which was rewarded in the category of Support Role in Teaching, Learning, Scholarship, Research and/or Creative Activity. Team members included Douglas Baker, English Language and Literature; Wendy Burke, Teacher Education; Joanne Caniglia, Mathematics; Phillip Cardon, School of Technology Studies; Margaret Coffman, Biology; Cathy Fleischer, English Language and Literature; Ronald Fulkert, School of Technology Studies; Barbara Gorenflo, Teacher Education; Ellen Hoffman, Teacher Education; Larry Kolopajlo, Chemistry; Georgea Langer, Teacher Education; Barbara Leopard, Mathematics; Peggy Liggitt, Biology; Anne Nerenz, Foreign Languages and Bilingual Studies; Russell Olwell, History and Philosophy; John Palladino, Special Education; Sandra Rutherford, Geography and Geology; Rebecca Sipe, English Language and Literature; Alane Starko, Teacher Education; Donald Staub, Office of

Collaborative Education; William Tucker, English Language and Literature; Pat Williams-Boyd, Teacher Education; Bonnie Wylo, Physics and Astronomy; and Guey-Meei Yang, Art.

I am appreciative of the efforts of each of the award winners in helping to make EMU a better place at which to work and study. I am also appreciative of the work of other students, faculty and staff and alumni who earned the following:

- EMU's program for post-baccalaureate students was featured in the "Ultimate Guide to Becoming a Teacher," by Ben Wildavaky and the staff of U.S. News and World Report.
- The College of Business was named one of the nation's most outstanding business schools by The Princeton Review in its 2005 edition of the "Best 143 Business Schools." Earlier this year, The Princeton Review cited EMU as one of the "Best Midwestern Colleges."
- **Dr. J. Sanford "Sandy" Dugan**, Professor of Foreign Language and Bilingual Studies at Eastern Michigan University, was selected by the Michigan Foreign Language Association (MFLA) to receive the Barbara Ort-Smith Award. The award is given to a foreign language professional for life-long dedication to education, commitment and service to professional language associations in the state.
- **Roger Manela**, a Lecturer in the Department of Teacher Education, was recently named Michigan's School Social Worker of the Year.
- **Ken Stevens**, Professor of Communications and Theatre Arts, was awarded the first E. Ray Scott Michigan Artist award. The award, presented through ArtServe Michigan and named to honor the first director of the Michigan Council for the Arts, is awarded to artists who have: demonstrated an enduring commitment to technical and creative ingenuity; produced a distinguished body of work; earned a reputation for excellence and expertise among their peers; and contributed significantly to cultural life in Michigan.
- WEMU took the gold (first place) for Best Radio Station - Music, in the Ann Arbor News' Readers Choice Poll.
- The Society for Human Resource Management student group was named one of the top 10 chapters nationally and received a Superior Merit Award by SHRM.
- **Pam Young**, director of university communications, was awarded the Robert Hefty Distinguished Service Award by the Detroit Chapter of the Public Relations Society of America.
- **Jerry Robbins**, former Dean of the College of Education, was recognized by the Michigan State Board of Education for his valuable contributions to the field of education.

- Student **Nate Mikulich** of Saginaw set the Guinness-recognized world record for fastest behind the back “fancy poodle” balloon tying.
- The national Council for Community and Education partnerships selected EMU to receive \$75,000 in education funding from the SBC Foundation to promote college readiness for low-income students in Ypsilanti, Wayne-Westland and Willow Run.
- EMU kicker **Andrew Wellock** was named one of three finalists for the Lou Groza Award, the highest honor a collegiate kicker can earn. The winner will be announced Dec. 7 in West Palm Beach, Florida.

We certainly have much to be proud of, and thankful for, at EMU. I invite each of you to continue to embrace opportunities

- . . . to reach out to students, faculty, staff, alumni and friends,
- . . . to focus on critical programs, activities and services, and
- . . . to celebrate our strengths as a University.

I look forward to seeing you at Commencement, Sunday, December 19.

## **TREASURER'S REPORT**

### **Section 1**

Regent Antonini moved and Regent Griffin seconded that the Treasurer's Report for the month of September 2004, be received and placed on file.

**Motion Carried.**

## **INTERNAL AUDIT**

### **Section 2**

Regent Antonini moved and Regent Griffin seconded that the Internal Audit report for October through November 2004, be received and placed on file.

**Motion Carried.**

## **GRANTS/CONTRACTS**

### **Section 3**

Regent Antonini moved and Regent Griffin seconded that 69 grants and contracts totaling \$3,608,610 for the period 9/1/04 through 10/31/04 be accepted.

**Motion Carried.**

## **CONSTRUCTION PROJECTS PROGRESS**

### **Section 4**

Regent Antonini moved and Regent Griffin seconded that the Board receive and place on file the Construction Projects Progress Report for the period ending October 31, 2004.

**Motion Carried.**

## **ACCOUNTS RECEIVABLE**

### **Section 5**

Regent Antonini moved and Regent Griffin seconded that the Student Accounts Receivable Reports, and the Collection Agency Inventory as of October 31, 2004, be received and placed on file.

**Motion Carried.**

## **REPORT: FY 2005 GENERAL FUND BUDGET INTERIM STATUS**

### **Section 6**

Regent Antonini moved and Regent Griffin recommended that the fiscal 2005 General Fund Budget Interim Status Report be accepted and placed on file.

**Motion Carried.**

## **REPORT: Information and Communications Technology**

### **Section 7**

Regent Antonini moved and Regent Griffin recommended that the Report on the progress of ICT Initiatives be accepted and placed on file.

**Motion Carried.**

## **STAFF APPOINTMENTS**

### **Section 8**

Regent Antonini moved and Regent Griffin seconded that the Board of Regents approve the 25 staff appointments for the period September 9, 2004 through November 15, 2004 as shown on the following lists.

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>E CLASS</u>	<u>GRADE</u>	<u>JOB TITLE</u>	<u>DEPARTMENT</u>	<u>HIRE DATE</u>	<u>ANNUAL SALARY</u>	<u>APPT. %</u>	<u>ETHNICITY</u>	<u>GENDER</u>
Szabo	Marcia	AP	MGIL1	Asst Dir Events Mrlking and Pr	Convocation Center Operations	11/8/2004	\$ 49,500.00	100	WH	F
Bow	Tameka	CS	04	Secretary II	School of Nursing	10/25/2004	\$ 24,047.00	100	BL	F
Cooper	Randall	CS	04	Customer Service Rep	Ce Regional Progrmmg	11/1/2004	\$ 24,047.00	100	WH	M
Cox	Melissa	CS	04	Secretary II	Center For Workforce Education	10/18/2004	\$ 6,012.00	25	WH	F
Firestone	Janni	CS	04	Secretary II	Health Promotion Human Performance	9/27/2004	\$ 24,047.00	100	WH	F
Fox	Jessica	CS	04	Customer Service Rep	Ce Dist Ed/Itv	10/4/2004	\$ 18,035.25	75	WH	F
Glaser	Rebecca	CS	04	Secretary II	Health Promotion Human Performance	10/18/2004	\$ 24,047.00	100	WH	F
Moos	Mary	CS	04	Sr Account Clerk	Ce Administration	9/13/2004	\$ 24,047.00	100	WH	F
Morris	Mary	CS	04	Secretary II	Dept of Accounting and Finance	9/20/2004	\$ 12,023.50	50	WH	F
Russell	Rosena	CS	04	Secretary II	Leadership & Counsel	9/13/2004	\$ 24,047.00	100	WH	F
Wilson	Jacqueline	CS	04	Secretary II	Fgn Lang & Bilingual	10/11/2004	\$ 24,047.00	100	BL	F
Kelly	Tamica	CS	05	Sr Secretary	World College	11/11/2004	\$ 27,173.00	100	BL	F
Kling	Kathleen	CS	05	Customer Service Rep II	CE Regional Cir Livingston Cty	9/27/2004	\$ 13,586.50	50	WH	F
Perez	Janice	CS	05	Customer Service Rep II	Health Services Administration	9/23/2004	\$ 22,750.52	83	WH	F
Rich	Tracy	CS	05	Customer Service Rep II	Office of the Registrar	10/4/2004	\$ 27,173.00	100	WH	F
Stoll	Paula	CS	05	Sr Secretary	Financial Aid Office	11/8/2004	\$ 27,173.00	100	WH	F
Sullivan	James	FM	12	Dining Services Unit Leader I	Dining Services	9/15/2004	\$ 26,811.20	70	WH	M
Beskow	Angela	PT	07	International Student Advisor	International Students	11/15/2004	\$ 36,000.00	100	WH	F
Brosco	Eva	PT	07	Medical Lab Technician	Health Services Administration	9/20/2004	\$ 37,000.00	100	WH	F
Gerhardt	Deborah	PT	07	Medical Lab Technician	Health Services Administration	11/8/2004	\$ 21,900.00	60	WH	F

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>E CLASS</u>	<u>GRADE</u>	<u>JOB TITLE</u>	<u>DEPARTMENT</u>	<u>HIRE DATE</u>	<u>ANNUAL SALARY</u>	<u>APPT. %</u>	<u>ETHNICITY</u>	<u>GENDER</u>
Chao	Guey-Fang	PT	08	Sr Accountant	VP for Student Affairs	11/11/2004	\$ 47,000.00	100	AS	F
Li	Wei	PT	08	Coord Lib Data Apps & Cont Mgt	Library-General Account	9/20/2004	\$ 43,400.00	100	AS	M
Yang	Sinji	PT	08	Institutional Research Analyst	Institutional Res and Info Manage	10/18/2004	\$ 45,000.00	100	AS	M
Papalexis	Speros	PT	08*	Network Systems Engineer I	ICT-Network & Web Services	11/8/2004	\$ 38,039.00	100	WH	M
Fomin	Elizabeth	PT	09*	Instructional Technologist II	ICT-ATCS	9/27/2004	\$ 56,000.00	100	WH	F

Motion Carried.

## SEPARATIONS/RETIREMENTS

### Section 9

Regent Antonini moved and Regent Griffin seconded that the Board approve 17 separations and retirements as shown on the following listings:



<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>E CLASS</u>	<u>GRADE</u>	<u>DATE PROCESSED</u>	<u>TERMINATION DATE</u>	<u>JOB TITLE</u>	<u>ORG#</u>	<u>DEPARTMENT</u>	<u>GENDER</u>	<u>ETHNICITY</u>	<u>REASON</u>
Staub Jr	Donald	AP	CDOP2	9/30/2004	9/30/2004	Dir COE Office of Collabor Ed	110700	Coe-Offc Aca Service	M	WH	PERSONAL
Suryan	Rence	AP	MGIL1	9/24/2004	9/24/2004	Asst Dir Student Loans	132250	Financial Aid Office	F	WH	PERSONAL
Lyons	Keaunta	AP	MGIL2	10/29/2004	10/29/2004	Asst Dir, SBS	123950	Accounting Student	F	BL	PERSONAL
Gibson	Monique	AP	PFHR3	9/24/2004	9/24/2004	Asse Dir Academic Human Resour	114100	Dir Acad Human Res	F	BL	PERSONAL
Wilson	Shauna	AP	PFSP2	10/22/2004	10/22/2004	Dir Special Events & Pub Eng	105700	Major Events	F	WH	PERSONAL
Nowak	Arietta	CC	AXCY2	11/16/2004	11/12/2004	Admin Secretary	100300	Presidents Office	F	WH	PERSONAL
Lewis	Barbara	CS	04	9/23/2004	9/23/2004	Secretary II	109401	SBDC	F	WH	PERSONAL
Romick	Nancy	CS	04	10/18/2004	10/18/2004	Secretary II	108700	Psychology	F	HI	PERSONAL
Billings	Joyce	CS	05	10/28/2004	10/28/2004	Career Services Assistant II	154150	Career Serv Admin	F	WH	PERSONAL
Johnson	Glenn	FM	06	10/15/2004	10/15/2004	Custodian	157100	Counseling	M	BL	INVOLUNTARY
Jones	Kenneth	FM	12	10/31/2004	10/31/2004	Groundsperson	121150	Vp Business & Fin	M	BL	RETIREMENT
Green	Donald	FM	22	10/1/2004	10/1/2004	Plumber/Maintenance	150000	VP for Student Affairs	M	WH	PERSONAL
Brosco	Eva	PT	07	10/1/2004	10/1/2004	Medical Lab Technician	157000	Health Services Administration	F	WH	INVOLUNTARY
Stewart	Janice	PT	07	9/10/2004	9/10/2004	Teacher II	157300	Child Care Ctr Suppt	F	HI	PERSONAL
Vielhaber	Bernadette	PT	07	10/8/2004	10/8/2004	Asst Mgr Sports Information	103200	I A Sport Info	F	WH	PERSONAL
Russell	Kathleen	PT	08	9/17/2004	9/17/2004	Asst Dean of Students	151000	Ombudsman	F	WH	INVOLUNTARY
Bishop	Robert	PT	09*	10/15/2004	10/15/2004	Enterprise Sup Tech II	137750	ICT-ATCS	M	WH	PERSONAL

Motion Carried.

## **EMERITUS FACULTY STATUS**

### **Section 10**

Regent Antonini moved and Regent Brandon seconded that the Board grant Emeritus Faculty Status to the eighteen former faculty members listed on the following pages.

**EASTERN MICHIGAN UNIVERSITY  
EMERITUS FACULTY STATUS RECOMMENDATION  
November 30, 2004**

**Gary C. Banks**

Professor, Department of Health, Physical Education, Recreation and Dance  
from 1969-2003 (34 years)

Doctoral J.D. Detroit College of Law

Masters University of Wisconsin

Baccalaureate University of Detroit

**Sarell W. Beal**

Associate Professor, University Library from 1970-2004  
(34 years)

Masters Rosary College 1970

Eastern Michigan University 1976

Baccalaureate Michigan State University

**Ronald P. Colman**

Assistant Professor, University Library from 1973-2004  
(31 years)

Masters University of New York-Albany

Baccalaureate University of Maine-Orono

**Edna Ewell**

Associate Professor, University Library from 1988-2004  
(16 years)

Masters Wayne State University 1986

Eastern Michigan University 1995

Baccalaureate Wayne State University

**Monroe Friedman**

Professor, Department of Psychology from 1964-2004  
(40 years)

Doctoral      University of Tennessee  
Baccalaureate Brooklyn College

**Judith Ronda Glikin**

Associate Professor, University Library from 1973-2004  
(31 years)

Masters      University of Michigan 1969  
                University of Michigan 1972  
Baccalaureate Boston University

**Robert C. Grady II**

Professor, Department of Political Science from 1971-2004  
(33 years)

Doctoral      Vanderbilt University  
Masters      Vanderbilt University  
Baccalaureate Centre College of Kentucky

**Darvl M. Hafter**

Professor, Department of History and Philosophy from 1969-2004  
(35 years)

Doctoral      Yale University  
Masters      Yale University  
Baccalaureate Smith College

**Lewis D. Kieft**

Professor, Department of Technology Studies from 1971-2004  
(33 years)

Doctoral      Ohio State University  
Masters      Eastern Michigan University  
Baccalaureate Eastern Michigan University

**H. Roger King**

Professor, Department of History and Philosophy from 1967-2004  
(37 years)

Doctoral      Vanderbilt University  
Masters      University of Connecticut 1958  
                University of Michigan 1976  
Baccalaureate Bates College

**Kurt Lauckner**

Professor, Department of Computer Science from 1964-2004  
(40 years)

Doctoral      University of Michigan  
Masters      University of Michigan  
Baccalaureate University of Michigan

**Thomas L. McDole**

Associate Professor, School of Technology Studies from 1980-2004  
(24 years)

Doctoral      Michigan State University  
Masters      University of Michigan  
Baccalaureate University of Michigan

**Ann McLellan**

Assistant Professor, University Library from 1969-2004  
(35 years)

Masters      University of Michigan 1969  
                Eastern Michigan University 1975  
Baccalaureate University of Michigan

**Dadv Mehta**

Professor, Department of Music and Dance from 1969-2004  
(36 years)

Doctoral      State Academy of Music, Vienna  
Baccalaureate Ecole Normale de Musicque, Paris

**Heidi Mercado**

Associate Professor, University Library from 1988-2004  
(16 years)

Masters          University of Michigan 1963  
                         Eastern Michigan University 1998  
Baccalaureate University of Michigan

**John Remmers**

Associate Professor, Department of Computer Science from 1971-2004  
(33 years)

Doctoral          University of Michigan  
Masters          University of Michigan  
Baccalaureate Harvard University

**Sushil Sachdev**

Associate Professor, Department of Computer Science from 1980-2004  
(24 years)

Doctoral          University of Arizona  
Masters          Punjab University 1963  
                         University of Nevada 1971  
Baccalaureate Punjab University

**John E. Sheard**

Professor, Department of Health, Physical Education, Recreation and Dance  
from 1964-2003 (41 years)

Doctoral          Indiana University  
Masters          Miami University (Ohio)  
Baccalaureate Miami University (Ohio)

## **STUDENT AFFAIRS COMMITTEE**

### **Section 11**

Regent Brandon moved and Regent Griffin seconded that the Agenda for November 30, 2004, and the Minutes of September 21, 2004, be received and placed on file.

**Motion Carried.**

## **EDUCATIONAL POLICIES COMMITTEE**

### **Section 12**

Regent Valvo moved and Regent Rothwell seconded that the Educational Policies Agenda for November 30, 2004, and the minutes of the September 21, 2004, meeting be received and placed on file.

**Motion Carried.**

## **AFFIRMATIVE ACTION PLANS – NOVEMBER 2004**

### **Section 13**

Regent Valvo moved and Regent Griffin seconded that the Board receive and place on file the Affirmative Action Audit – 2004, Affirmative Action Plan for Women and Minorities and the Affirmative Action Plan for Veterans and Individuals with Disabilities.

**Motion Carried.**

## **BOARD POLICIES RECOMMENDED FOR APPROVAL**

### **Section 14**


Regent Valvo recommended and Regent Antonini seconded that the Board approve the adoption of the new ElderQuest Policy, and the new Student Media Board Policy; the approval of the revision of the Emeritus Staff Status and revision of Information Technology Security and Confidentiality policies, and deletion of the Microcomputer Discount Program. The newly proposed Electronic Privacy Policy is being tabled for further review. The policies are listed on the following pages.



# EASTERN MICHIGAN UNIVERSITY

## NEW BOARD POLICIES

Policy Name	Rationale for New Policies
ElderQuest	The ElderQuest program is designed to increase the enrollment of and to enrich the lives of community members over the age of 65 by providing a lower-cost means for them to register for classes at EMU. Research shows that senior citizens, whether retired or not, are increasingly choosing to continue learning new things and developing new skills. This program will enable seniors to enroll at a reduced rate, hopefully increasing their participation in our classes, events, and campus life activities.
Student Media Board	Although the Student Media Board has a set of policies and procedures in place to provide oversight for each publication and/or multimedia and online production under the purview of the Student Media Department, this policy is necessary to formalize the role of the Student Media Board.

<b>Effective Date</b>		<b>Date of Revision</b>	 <b>Policies, Rules And Regulations</b>
<b>Chapter Name</b>	<b>Chapter No.</b>		<b>Page</b>
			Page 1 of 1
<b>Issue</b>			
ELDERQUEST			

## UNIVERSITY POLICY STATEMENT

The Board of Regents approves a reduced tuition and fee structure for enrolled students age 65 and older.

## UNIVERSITY PRACTICE

The ElderQuest program is designed to provide a welcoming environment for persons 65 years and older, as well as give them an opportunity to participate fully in campus programs and activities. The most important aspects of the program are community outreach to a constituency that will enhance student life through diversity and to build University awareness and support in this population for programming and services targeted at the elder population.

The program will be structured with the following parameters: 1) enrollment will be permitted on a space-available basis; 2) students will not be permitted to wait-list their enrollment; and 3) students must meet the academic requirements to enroll in the course(s).

ElderQuest students will pay ½ of the tuition rate charged at undergraduate or graduate rates, the general fee and the technology fee. All other fees will be waived.


## RESPONSIBILITY FOR IMPLEMENTATION

Implementation is the responsibility of the vice presidents of business and finance and enrollment services or their respective designees.

## SCOPE OF POLICY COVERAGE

This policy applies to all prospective students over the age of 65.

<b>Authority for Creation or Revision</b>

<b>Effective Date</b>		<b>Date of Revision</b>	 <b>Policies, Rules And Regulations</b>
<b>Chapter Name</b>		<b>Chapter No.</b>	<b>Page</b>
STUDENT PROGRAMS AND REQUIREMENTS		8	Page 1 of 1
<b>Issue</b>			
STUDENT MEDIA BOARD			

#### UNIVERSITY POLICY STATEMENT

It is the policy that Eastern Michigan University will establish a Student Media Board to oversee the affairs of University-sanctioned, student-produced publications and/or multimedia and online productions with the exception of those produced as a direct part of an academic program.

#### UNIVERSITY PRACTICE

University procedures are established which govern the parameters of Student Media Board oversight, Student Media Board appointments, appointment of the Editors in Chief and administrative responsibilities.


#### RESPONSIBILITY FOR IMPLEMENTATION

The vice president for student affairs is responsible for the overall implementation, administration and interpretation of the policy. The director of student media is responsible for the daily administration of the policy.

#### SCOPE OF POLICY COVERAGE

This policy applies to the Student Media Board and Student Media at Eastern Michigan University.

<b>Authority for Creation or Revision</b>

<b>Effective Date</b>		<b>Date of Revision</b>			<b>Policies, Rules And Regulations</b>
1-20-98		11-30-04			
<b>Chapter Name</b>		<b>Chapter No.</b>		<b>Page</b>	
EMPLOYMENT/AFFIRMATIVE ACTION		3.4.2.4		Page 1 of 1	
		<b>Issue</b>			
		EMERITUS STAFF STATUS			

#### **UNIVERSITY POLICY STATEMENT**

Retiring Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) or Clerical Secretarial (CS) staff members shall be eligible for emeritus staff status.

#### **UNIVERSITY PRACTICE**

Upon the recommendation of the University's President and the approval of the Board of Regents, a retiring Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) or Clerical Secretarial (CS) staff member who has served the University for at least fifteen (15) years, shall be granted emeritus staff status. The privileges granted to emeritus staff shall be set forth in the University's procedure manual.

#### **RESPONSIBILITY FOR IMPLEMENTATION**

The President of the University or his/her designee has the overall responsibility for implementation of this policy. The Executive Director of Human Resources is responsible for the administration of this policy.

#### **SCOPE OF POLICY COVERAGE:**

This policy covers all Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) and Clerical Secretarial (CS) employees of the University.

<b>Authority for Creation or Revision</b>
Minutes of the Board of Regents, January 20, 1998; para..5325M.

Effective Date	Date of Revision
9-17-96	11-30-04



# Policies, Rules And Regulations

Chapter Name	Chapter No.	Page
INFORMATION TECHNOLOGY	15.2	Page 1 of 2
<b>Issue</b>		
INFORMATION TECHNOLOGY SECURITY AND CONFIDENTIALITY		

## UNIVERSITY POLICY STATEMENT

Information technology resources are provided by the University to its students, faculty, staff and administration in support of the University's mission and are deemed to be critical infrastructure of the University. Information technology resources include the following: all University communication and data networks, access to, and use of, the internet and other outside networks, the University Websites financial and record systems, electronic mail systems, course management and development systems, conferencing, the University Web Portal and all related infrastructure, interactive transactional systems for carrying out the business and mission of the University, and all related infrastructure, as well as all attached or related devices, peripherals, media, Web pages and related resources, software, and components. Institutional data are University resources whose value is maximized through widespread and appropriate use of information technology resources, with due adherence to requirements of confidentiality, privacy and security.

## UNIVERSITY PRACTICE

University procedures and regulations are and shall be established which govern acceptable uses of University information technology resources and institutional data under this policy. These procedures and regulations shall be reviewed periodically.

## RESPONSIBILITY FOR IMPLEMENTATION

The Chief Information Officer shall be responsible for ensuring proper implementation of this policy.

## SCOPE OF POLICY COVERAGE

This policy applies to all users of information technology resources, including users of any device; workstation; personal computer; campus or local area network; wireless device or network; mini- or mainframe computer; voice, data, and video communication equipment; related peripherals, components, and software, connected functionally or physically to University networks; and connected regional, national, and international networks, including the Internet.

Chapter Name	Chapter No.	Page
INFORMATION TECHNOLOGY	15.2	Page 2 of 2
<b>Issue</b>		
INFORMATION TECHNOLOGY SECURITY AND CONFIDENTIALITY		

Critical infrastructure is that which is essential to the minimum operation of the University. Institutional data include all data and communications required to support the operation of the University as well as all personal data held by the University regarding its students and employees. Institutional data do not include personal records or scholarly information. The University maintains both computerized and manual data resources to support its operation. The University treats all institutional data resources with equal consideration, regardless of the media on which the information is stored and the methods by which they are transmitted or accessed. This policy statement, however, is specifically directed toward institutional data in computerized systems.

Authority for Creation or Revision
Minutes of the Board of Regents, September 17, 1996; para. .5143M.

**EASTERN MICHIGAN UNIVERSITY  
BOARD POLICIES  
RECOMMENDED FOR DELETION**

<b>Policy Number</b>	<b>Policy Name</b>	<b>Rationale for Deletion</b>
15.1	Microcomputer Discount Programs	The policy should be deleted as it does not reflect "best practice," is outdated, and is factually inaccurate. The role of the University has substantially changed from that of a passive order-processor for purchasers to that of a reseller contracting with both vendors and purchasers. In practice, the University receives remuneration to cover overhead for the individual personal computer acquisition program. The Information and Communications Technology Division is performing the relevant functions of the (former) Instructional Support Center.

11-30-04

## **UNIVERSITY CALENDAR**

### **Section 15**

Regent Valvo motioned and Regent Antonini seconded that the Board Approve the date change for the winter 2005 Commencement from Sunday, April 24, 2005 to Saturday April 23, 2005 and approve the updated University Calendars for 2005/2006, 2006/2007, 2007/2008, and 2008/2009 as recommended by the Academic Calendar Committee.

**Motion Carried.**

## **COMMENCEMENT SPEAKER AND HONORARY DEGREE**

### **Section 16**

Regent Valvo moved and Regent Griffin seconded that the Board receive and place on file the name of Maura D. Corrigan, chief justice of the Supreme Court of the State of Michigan, as the commencement speaker for the Sunday, December 19, 2004 ceremonies, and that they award her the Honorary Doctorate of Laws.

**Motion Carried.**

## **HONORARY DEGREE RECIPIENT**

### **Section 17**

Regent Valvo moved and Regent Morris seconded that the Board approve awarding an Honorary Doctorate of Public Service to Dean Rockwell, EMU class of 1935.

**Motion Carried.**

## **ACCEPTANCE OF THE REGENTS ADVISORY COMMITTEE**

### **Section 18**

Regent Valvo moved and Regent Griffin seconded that the Board accept the creation of the Regents Advisory Committee to assist in the search for a new University president.

**Motion Carried.**



## **FACULTY AFFAIRS COMMITTEE**

### **Section 19**

Regent Morris moved and Regent Griffin seconded that the Faculty Affairs Committee Agenda for November 30, 2004, and the Minutes of the September 21, 2004, meeting be received and placed on file.

**Motion Carried.**

## **FINANCE COMMITTEE**

### **Section 20**

Regent Antonini moved and Regent Rothwell seconded that the Working Agenda for November 30, 2004 and the minutes of the September 21, 2004, Finance Committee meeting be received and placed on file.

**Motion Carried.**

## **FY 2006 APPROPRIATION REQUEST**

### **Section 21**

Regent Antonini moved and Regent Griffin seconded that the Board approve the FY 2006 Appropriation Request.

**Motion Carried.**

## **FY 2006 CAPITAL OUTLAY BUDGET REQUEST**

### **Section 22**

Regent Antonini moved and Regent Brandon seconded that the Board approve the FY 2006 Capital Outlay budget Request. The modernization of Pray-Harrold has been identified as the University's top capital project.

**Motion Carried.**

**REPORT: 2003 – 2004 EASTERN MICHIGAN  
UNIVERSITY FOUNDATION**

**Section 23**

Regent Antonini moved and Regent Morris seconded that the Board receive and place on file the EMU Foundation Annual Report for the year ended June 30, 2004.

**Motion Carried.**

**2003 – 2004 EAGLE CREST MANAGEMENT CORPORATION  
ANNUAL REPORT**

**Section 24**

Regent Antonini moved and Regent Valvo seconded that the 2004 Eagle Crest Management Corporation Annual Report be received and placed on file.

**Motion Carried.**

**MEMORANDUM OF UNDERSTANDING BETWEEN  
EMU AND THE INTERNATIONAL UNION, UNITED  
AUTOMOBILE, AEROSPACE, AND AGRICULTURAL  
IMPLEMENT WORKERS OF AMERICA, TECHNICAL,  
OFFICE AND PROFESSIONAL, LOCAL 1976**

**Section 25**

Regent Antonini moved and Regent Brandon seconded that the Board approve the memorandum of understanding.

**Motion Carried.**

**MEMORANDUM OF UNDERSTANDING BETWEEN  
EMU AND THE INTERNATIONAL UNION, UNITED  
AUTOMOBILE, AEROSPACE, AND AGRICULTURAL  
IMPLEMENT WORKERS OF AMERICA, TECHNICAL,  
OFFICE AND PROFESSIONAL, LOCAL 1975**

**Section 26**

Regent Antonini moved and Regent Brandon seconded that the Board approve the memorandum of understanding.

**Motion Carried.**

**MEMORANDUM OF UNDERSTANDING BETWEEN  
EMU AND LOCAL 3866 AFFILIATED WITH COUNCIL  
25 OF THE AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES AND  
THE AFL-CIO**

**Section 27**

Regent Antonini moved and Regent Brandon seconded that the Board approve the memorandum of understanding.

**Motion Carried.**

**NON-BARGAINED-FOR MERIT PROGRAM  
FUNDING FY 2004-05**

**Section 28**

Regent Antonini moved and Regent Brandon seconded that the Board approve a 3% merit pool for eligible non-bargained for employees.

**Motion Carried.**

**POLICY: DISCOUNTED TUITION RATE FOR  
SENIOR CITIZENS (ELDERQUEST)**

**Section 29**

Regent Antonini moved and Regent Griffin seconded that the Board approve a policy whereby the University will offer reduced tuition and fees for enrolled students age 65 and older.

**Motion Carried.**

**EQUALIZED BENEFITS FOR AP/AC/CC EMPLOYEES**

**Section 30**

Regent Antonini moved and Regent Griffin seconded that the Board approve a change to the Tuition Waiver benefit plan for AP/AC/CC non-bargained for employees. The Spouse/Dependent One Half Undergraduate Tuition Waiver benefit will be changed to include same-sex domestic partners.

**Motion Carried.**

**AUTHORIZATION TO GUARANTEE MICHIGAN  
BROADBAND DEVELOPMENT AUTHORITY  
(MBDA) LOAN TO MERIT NETWORK, INC.**

**Section 31**

Regent Antonini moved and Regent Brandon seconded that the Board authorize the Vice President for Business and Finance to guarantee a loan from the Michigan Broadband Development Authority (MBDA) to Merit Network, Inc. for the purpose of connecting EMU and five other mid and southern Michigan public higher education institutions to the high speed Internet connection to be provided by Merit Network, Inc.

**Motion Carried.**

## **MEETING ADJOURNED**

Regent Incarnati moved and Regent Valvo seconded that the Regular Meeting of the Board of Regents be adjourned at 2:23 p.m. The next meeting of the Board of Regents will be January 18, 2005 in Room 201, Welch Hall.

Respectfully Submitted,

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Dana C. Aymond  
Secretary to the Board of Regents

