

**BOARD OF REGENTS****EASTERN MICHIGAN UNIVERSITY****RECOMMENDATION****EMERITUS FACULTY STATUS****ACTION REQUESTED**

It is recommended that the Board of Regents grant Emeritus Faculty Status to three (3) former faculty members listed on the attached report.

**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.

The nominations for these individuals have received the support of their respective department heads, the deans of their colleges, and the Provost and Vice President for Academic Affairs.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed action has been reviewed and is recommended for Board approval.

\_\_\_\_\_  
University Executive Officer  
Provost and Executive Vice President

3-20-08

\_\_\_\_\_  
Date

**EASTERN MICHIGAN UNIVERSITY**  
**EMERITUS FACULTY STATUS RECOMMENDATION**  
**April 1, 2008**

**Raymond E. Hill**

Professor, Department of Management from 1989-2008  
(19 years)

Doctoral	Purdue University
Masters	Purdue University
Baccalaureate	Purdue University

**Marvin Johnson**

Professor, School of Health Promotion & Human Performance from 1962-2004  
(42 years)

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

**Linda M. Shirato**

Associate Professor, University Library from 1989-2006  
(17 years)

Masters	University of Michigan
Masters	Indiana University
Baccalaureate	Earlham College



**EASTERN MICHIGAN UNIVERSITY**  
**Division of Academic Affairs**

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department of Management recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Raymond E. Hill

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 07/07/89 Retirement Date: 01/02/08

Number of Years at EMU: 19 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home Address:

Home Telephone:

E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: Krannert School of Management - Purdue Univ.

Masters: Krannert School of Management - Purdue Univ.

Doctoral: Krannert School of Management - Purdue Univ.

Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost's Office.

\_\_\_\_\_  
Provost

\_\_\_\_\_  
Date

April 1, 2008  
Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush  
Academic Affairs, 106 Welch Hall

8/3/04

DATE: November 30, 2007

TO: Fraya Wagner-Marsh, Department Head, Management Department

FROM: Stephanie Newell, Chair, Management Department Personnel Committee *SN*

SUBJECT: Emeritus Professor Nomination

This letter is a nomination for Dr. Raymond Hill for Professor Emeritus at Eastern Michigan University.

Dr. Hill received his Ph.D. from Purdue University in 1970 and joined the School of Business faculty at the University of Michigan-Ann Arbor. He served admirably for nineteen years achieving the rank of Professor with tenure.

In July of 1989, he joined the College of Business as Head of the Management Department, at the rank of Professor with tenure. He continued in this position until 1993.

In 1993 he stepped down from administration to become a faculty member in the Management Department, a position he has held through 2007. During that time, he has taught a variety of both graduate and undergraduate courses including one semester teaching in an MBA program in Thailand in the fall of 2001.

Dr. Hill has decided to retire on or about January 2, 2008.

We, the members of the Management Department Personnel Committee would like to enthusiastically nominate Dr. Ray Hill for Emeritus status upon his retirement. He has served for seventeen years, (beyond the minimum fifteen years required) at EMU. He has served as a Department Head. And he has served as a member of the faculty at The University of Michigan for nineteen years.

With a distinguished career spanning some thirty-seven years, and with a professional record of service that exemplifies the utmost integrity, we believe that he is most deserving of this coveted status.

Thank you for considering our nomination.

November 29, 2007

To whom it may concern:

Re: Support for Dr. Raymond Hill as Emeritus Professor

I am writing this letter in support of Dr. Raymond Hill to receive emeritus professor status upon his retirement in January of 2008. Dr. Hill has provided extensive service to the university, the College of Business and the Management Department since his hire as Department Head in July of 1989. He provided leadership for the department and made many contributions to the college and university in this role until he returned to the faculty in 1993. As a faculty member he has helped to guide the learning of students at all levels. He has also provided extensive service at the departmental, college and university levels over the last 14 years. Dr. Hill is a respected researcher and has many publications in respected academic and professional journals. Because of the above mentioned contributions and the high level of integrity with which he has pursued them he is very deserving of this honor.

Sincerely,

Nick Blanchard  
Professor of Management

December 15, 2007

To Whom It May Concern:

I am writing this letter to give my strongest possible support for presenting Dr. Ray Hill in the Management Department with emeritus faculty status. Dr. Hill has worked for EMU for more than the required 15 years for membership and during that time he has made significant contributions to the university. He came to EMU as head of the Department where he made many contributions and worked tirelessly to improve the Department, College and University. Since leaving that position he has served as a Full Professor in the department teaching graduate and undergraduate classes in Organizational Behavior and Human Resource Management.

Dr. Hill has a Ph.D. from Purdue University and is a well regarded scholar. He has served on a variety of committees, including serving on the University FAC. He is a helpful and supportive colleague who has a zest for learning. I know that he plans to stay active in his field.

I have taught at Eastern for 28 years and I cannot think of another faculty who I would more strongly recommend for this honor. I would hope that he would be provided with this well deserved designation and I would be happy to provide additional information if necessary.

Sincerely yours,

Richaurd R. Camp, Ph.D.  
Professor  
Management Department.  
[rcamp@emich.edu](mailto:rcamp@emich.edu)  
1-734-487-0157

November 30, 2007

To: Stephanie Newell , Chair, Management Department Personnel Committee

From: Megan Endres, Assistant Professor of Management

Ray Hill has been a valued member of the Management Department and I will miss him. Over the past five years, I have been fortunate enough to interact with him regarding our shared organizational behavior courses. He has always been willing to give me advice, preview materials, or talk about classes. He has frequently been a volunteer in our Departmental Assessment program, in which our Management senior students are evaluated in small groups outside of class. This requires significant commitment of time and a dedication to helping the students. We will miss Ray and wish him the best as he moves on to the next stage of his career.

December 3, 2007

Dear Dr. Newell,

Please consider this my letter of support for Ray Hill to be considered emeritus upon his retirement. Dr. Hill has been a prolific publisher and we can hope he will continue to do so upon retirement. He has provided very good service to the university and deserves the benefits commensurate with emeritus status.

Jean L. Bush-Bacelis, Ph.D., Professor  
Department of Management  
466 Owen Building  
Eastern Michigan University  
Ypsilanti, MI 48197-2207





# EASTERN MICHIGAN UNIVERSITY

December 10, 2007

Robert Neely, Ph.D.  
Associate Provost and associate VP for Research  
106 Welch Hall  
Eastern Michigan University  
Ypsilanti, MI 48197

Dear Dr. Neely:

This letter is in support of the application for Emeritus Faculty for Dr. Ray Hill. Dr. Hill has been an extraordinary administrator, professor and colleague during his tenure at Eastern Michigan University. As Department Head in the Management Department for many years, Ray was instrumental in hiring new faculty who brought new energy and competencies to the department. He also encouraged collaboration in classes and in research so that the Management Department could provide quality programs for both undergraduate and graduate students.

As a colleague, he has collaborated in research with a number of faculty members. I know from work we did on a joint research project that he enjoyed working with others and always contributed innovative ideas to research projects. His colleagues have long acknowledged his expertise in career development and more recently, he has explored Asian management practices and has published with colleagues in China.

As a faculty member, Dr. Hill always had time to meet with students. He communicates effectively with all students. He was always interested in learning more from international students about their countries and their cultures. As one of the first faculty who taught in our master's program in Human Resources and Organizational Development in China, he quickly engaged our new graduate students and worked with them as they acclimated to a western style of education. The Chinese students talked about his kindness and his willingness to help each individual learn.

In summary, I strongly support the application of Dr. Ray Hill to become a member of the Eastern Michigan University Emeritus Faculty.

Sincerely,

Mary E. Vielhaber, Ph.D.  
Professor of Management



# EASTERN MICHIGAN UNIVERSITY

## Division of Academic Affairs

### EMERITUS FACULTY STATUS RECOMMENDATION

The Department of HPHP recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Marvin Johnson

Current Status/Rank at EMU: Professor of Physical Education

Date of Hire at EMU: February 1962 Retirement Date: August 2004

Number of Years at EMU: 42 1/2 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home Address:

Home Telephone:

E-Mail Address:

Name of Spouse:

Birthday: (day/month/year)

Degree(s)/Institutions/Year: Baccalaureate: B.Sc.Ed. University of Michigan 1954  
BHPE McGill University 1957

Masters: MA Ed. University of Michigan 1962

Doctoral: Ph.D. University of Michigan 1968

Please Attach a **Brief Statement of Support** and a current **Academic Vita** to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost's Office.

April 1, 2008

Date Submitted to Board of Regents

Please forward this completed form to:

Nicki Banush  
Academic Affairs, 106 Welch Hall

COLLEGE OF HEALTH AND HUMAN SERVICES  
EASTERN MICHIGAN UNIVERSITY

FEBRUARY 1, 2008

**To:** Members of the EMU Board of Regents  
**FROM:** Jeanne Thomas, Dean  
**RE:** Recommendation Regarding Emeritus Status for Professor Marvin Johnson

Dr. Johnson retired from the Department of Health, Physical Education, Recreation, and Dance in August 2004, following 42 years of service. Dr. Johnson made many contributions to the department and the campus, both as a faculty member and a gymnastics coach. He leaves his mark on the campus through courses developed and taught, and students mentored and coached.

I strongly recommend that Dr. Johnson be awarded Emeritus faculty status.



# EASTERN MICHIGAN UNIVERSITY

To Whom It May Concern

Dr Marvin Johnson joined the Department of Health, Physical Education, Recreation and Dance in Feb 1962. After 42 years of service, both to the department and the university, he retired in August 2004. During his tenure, he played a significant role in the growth of the department and was responsible for developing and teaching a varied number of courses.

In addition to being an excellent teacher, Dr Johnson also contributed in other ways. He was the Varsity Gymnastics Coach until 1986 and then became the Gymnastics Club Advisor and Co-coach until the time he retired. He was also the founder of the Michigan Boys' Gymnastics League, the American Boys' Gymnastics League as well as the American Girls' Gymnastics League.

I strongly recommend that Dr Marvin Johnson be granted Emeritus faculty status.

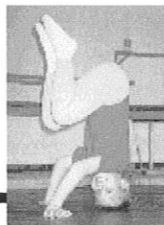
Sincerely

Murali Nair, PhD

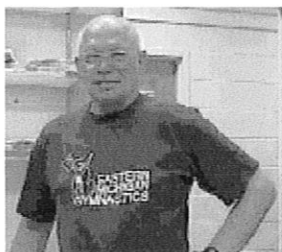
Director

School of Health Promotion and Human Performance.

# WHO IS MARV JOHNSON?



"Join Us!"



"Marvin Johnson, Ph.D., physical education professor, former varsity coach, is presently advisor and co-coach of the Men's Gymnastics Club. He has competed, coached, and judged gymnastics at the high school, college, national and international levels. He has taught gymnastics to students from elementary school through college. His research has led to the development of a variety of materials used to teach gymnastics in physical education classes. He is responsible for much of the growth of the NAIGC. He has been the driving force behind our success in developing and organizing the national organization for club gymnastics." (Quote from NAIGC Championships Program held at Miami University of Ohio in 1996)

Presently, I am devoting much of my time to the development of the NAIGC and gymnastics programs in our schools.

**AMERICAN SCHOOL  
GYMNASTIC PROGRAMS**

**PROGRAMS**

**MATERIALS/EQUIPMENT**

**WORKSHOPS/CLINICS**

**WHO IS MARV  
JOHNSON?**

**ASSESSMENT**

**SITES OF INTEREST**

[American School](#)  
[Gymnastic programs](#) | [Programs](#) | [Materials/Equipment](#) | [Workshops/Clinics](#) | [Who is Marv Johnson?](#) | [Assessment](#) | [Sites of Interest](#)

## Marvin Johnson

### Academic Degrees

Ph.D. University of Michigan 1968  
 MA Ed. University of Michigan 1962  
 BHPE McGill University 1957  
 B.Sc.Ed. University of Michigan 1954

### Gymnastic Experience

1946-50 W. D. Lowe H.S.  
     Ontario All-Around Champ 48-49-50  
     Canadian Junior Champ 49  
     Canadian Senior Champ 49-50  
 1950-54 University of Michigan Varsity Gymnastics  
 1952 Selected to represent Canada in Olympics, But!  
 1954-57 Performed a handbalancing act in nightclubs, fairs, TV etc.

### Professional Experience- Teaching

1957-58 Bowmanville High School: Physical Education, Health, and Math  
 1958-61 W. F. Herman H. S.: Physical Education, Math, Biology, Physics,  
     and Health  
 1961-62 Graduate Assistant University of Michigan  
 1962-Present Eastern Michigan University  
 1978-Present Community Education in Ypsilanti Schools, Lincoln Schools, and Willow Run School, Instructor and Supervisor of Youth Gymnastics

### Professional Experience-Coaching

1955-57 McGill University, Assistant Gymnastics Coach  
 1957-58 Bowmanville H. S.: Football, Volleyball, Basketball, Track & Field, and Gymnastics, Coach,  
     plus Athletic Director  
 1958-61 W.F., Herman H.S.: Soccer, Swimming, Tennis, and Gymnastics  
 1958-61 Windsor Gymnastics Club, Coach  
 1961-62 University of Michigan: Assistant Gymnastics Coach  
 1962-86 Eastern Michigan University: Varsity Gymnastics Coach  
 1988-Present Eastern Michigan University: Gymnastics Club Advisor and Co-coach.

### Professional Experience – Judging Gymnastics

1958-Present Pan American Games, FIG International, National, NCAA, Junior Olympics, Special Olympics, and High school Gymnastic Judge

### Professional Service

1988- Present National Association of Intercollegiate Gymnastic Club –founder and men's director  
 1981-96 Directed State High School Gymnastics Championships  
 1978-Present Michigan Boys' Gymnastics Championships, Founder, Director  
 1994-Present American Boys' Gymnastics League, Founder  
 1996-Present American Girls' Gymnastics League, Founder

### Current Professional Association Memberships

Michigan Association of HPERD  
 American Alliance for HPERD  
 Phi Epsilon Kappa  
 International Gymnastics Federation  
 National Gymnastic Judges Association  
 National Association of Intercollegiate Gymnastic Clubs  
 National Association of College Gymnastic Coaches

### Publications

"The Status of Gymnastics In Selected Physical Education Major Programs," Physical Educator, Late Winter 1999, p.3.  
 "Issues: With Home Trampoline Injuries On the Increase Should Physical Education Programs Teach Trampoline Skills and Safety?" JOHPERD, Nov/Dec 1988, p.8.  
 "Can Marching Be Developmentally Appropriate?", Teaching Elementary Physical Education, Nov. 1997, p.25.  
 "Comparing Class Structure And Student Skill Development", JOHPERD, May-June 1995, p.8.  
 "Revitalizing Gymnastics In Our Schools", M(Minnesota)AHPERD News & Views, Nov/Dec/Jan 1995-95, p. 13.& Views,



EASTERN MICHIGAN UNIVERSITY  
DIVISION OF ACADEMIC AFFAIRS

EMERITUS FACULTY STATUS RECOMMENDATION

The Department of University Library recommends the awarding of **Emeritus Faculty Status** for the following retired faculty member:

Name of Faculty Member: Linda M. Shirato

Current Status/Rank at EMU: Associate Professor

Date of Hire at EMU: August 31, 1989 Retirement Date: August 31, 2006

Number of Years at EMU: 17 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home Address:

Home Telephone: E-Mail Address: \_\_\_\_\_

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: 1965 – B.A., English, Earlham College

Masters: 1968 – A.M., English Language & Literature, Indiana University  
1971 – A.M.L.S., Library Science, University of Michigan

Doctoral: \_\_\_\_\_

Please Attach a Brief Statement of Support to this Form (see attachment).

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost's Office.

Rachel Cheng 2-26-08  
Recommended by (please print) Date

\_\_\_\_\_  
Dean Date

April 1, 2008  
Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush  
Academic Affairs, 106 Welch Hall

Emeritus Recommendation  
For Linda M. Shirato  
Statement of Support

Linda M. Shirato has faithfully served Eastern Michigan University for the past seventeen years. She was hired in the fall of 1989 as a full-time lecturer, Director, Library LOEX Clearinghouse for Library Instruction. Linda accepted a full-time public service librarian position in the fall of 1998. At the time of her retirement on August 31, 2006, Linda's position at the EMU Library was Associate Professor/Information Services/Reference Librarian. Linda's professional responsibilities included:

1. Information/Reference Librarian serving the patrons of the EMU community.
2. History Reference Subject Specialist/Liaison to faculty and students.
3. Team Leader for the Library Instruction Team.
4. Instruction in library use for classes and faculty.
5. Programs and Promotions Team, assisting in various Welcome Center activities and planning.
6. Attended and spoke briefly at the library's program review.

Professor Shirato served at the department level as chair of the library's personnel evaluation committee during 2004-2005 as well as instruction team leader from 1998 until retirement. She was a member of the programming and promotions team, liaison task force member, reference work group, video/online tutorial task force and search committee for the first year experience librarian position. At the university level, she served on the general education committee, general education writing intensive committee, faculty council 2004-2005, and the AAUP elections committee, fall 2004. Beyond the university, she served on the editorial board, *Crosscurrents*. Linda is a member of the American Library Association, Association of College and Research Libraries, and the Michigan Library Association.

Professional publications, presentations, performances, exhibitions include:

- *Library Matters*, library newsletter editor & author, 2004-2005.
- *Crosscurrents*, editor and author, *Crosscurrents* is a journal publication of St. Andrew's Episcopal Church, Ann Arbor, Michigan.
- "Tales of a Fairly Odd Book Club," "The Reader's Shelf Column, *Library Journal*, May 15, 2005, 164.
- "Chaos in Scholarly Communication," Michigan Library Association Annual Conference presentation, October 28, 2004.
- "What Current Research Tells us about Plagiarism," Faculty Development Plagiarism Workshop, Hall Library, December 15-16, 2004.
- "Strategies for Teaching Academic Honesty," Faculty Development Workshop, Halle Library, April 22, 2005.

Linda's dedication and loyalty to the faculty, staff and EMU community has been proven by all those she has served over the years and recognized by her colleagues. I highly recommend Linda M. Shirato be awarded Emeritus Status.