

**CENTRAL MICHIGAN UNIVERSITY**

**BOARD OF TRUSTEES**

**February 15, 2018**

**Central Michigan University Board of Trustees  
Mt. Pleasant, Michigan  
February 15, 2018**

Vice Chair Tricia Keith called the meeting of the Board of Trustees to order at 8:30 a.m. in the President's Conference Room.

Members present: Mr. Joseph B. Anderson, Jr.; Mr. William R. Kanine; Ms. Tricia A. Keith; Ms. Patricia E. Mooradian; Dr. George E. Ross, president; Dr. Michael A. Sandler; Mr. Richard K. Studley; and Mr. Robert F. Wardrop II.

Member absent: Chair William Weideman

Also attending: Ms. Mary Jane Flanagan, executive assistant to the president and secretary to the Board of Trustees; Dr. Michael A. Gealt, executive vice president/provost; Mr. Steven L. Johnson, vice president for enrollment and student services; Mr. Robert K. Martin, vice president for advancement; Dr. Manuel Rupe, vice president and general counsel; Mr. Barrie J. Wilkes, vice president for finance and administrative services; and Ms. Kathleen M. Wilbur, vice president for government and external relations.

**PUBLIC COMMENT RELATED TO AGENDA ITEMS:** None

**REPORT OF THE UNIVERSITY PRESIDENT**

**EMERITUS RANK: CONSENT AGENDA**

**Janice Ball, Admissions Systems Analyst, Data Warehouse  
February 4, 1980 to December 31, 2017**

WHEREAS, Janice Ball has served since 1980 as an employee at CMU - first in Institutional Research, then in Admissions; and

WHEREAS, She has worked tirelessly, making sure the technology inventory was up-to-date, and the computer stations were functioning properly in the Admissions Office; and

WHEREAS, She has helped to develop and maintain many of the computer systems on campus including SLCM and Image Now; and

WHEREAS, She has distinguished herself through her service to the faculty, staff, and students of CMU; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to Janice M. Ball for her contributions to Central Michigan University and extends emerita rank.

**Bruce Frost, Lecturer II, School of Engineering and Technology  
December 30, 1984 to December 31, 2017**

WHEREAS, Bruce Frost has served twenty-nine years in what is now known as the School of Engineering and Technology; and

WHEREAS, He has helped meet the educational needs of students served by the College of Science and Engineering by teaching an exceptional depth and breadth of industrial engineering technology courses; and

WHEREAS, He has distinguished himself through his dedication to the faculty, staff, and students of the School of Engineering and Technology by serving as the faculty advisor of the CMU Homebuilders student chapter; and

WHEREAS, He has served his profession through active participation on the Michigan Association of Homebuilders State Board and the National Association of Homebuilders; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to Bruce E. Frost for his contributions to Central Michigan University and extends professor emeritus rank.

**Pamela Gates, Dean, College of Humanities and Social and Behavioral Sciences  
August 23, 1987 to January 15, 2018**

WHEREAS, Pamela Gates joined the Central Michigan University family in 1987 as an English Language and Literature graduate student; and

WHEREAS, She joined the Department of English Language and Literatures in 1989, where she taught courses in children's and young adult literature, multicultural literature, and literacy, preparing pre-service and in-service teachers to impact the literate lives of their students in profound ways; and

WHEREAS, She was hired as associate dean in 2001; in 2007, she stepped in as interim dean for a year before moving back to associate dean until 2009 when she was again appointed interim dean; and in 2011 she was appointed as dean of the College of Humanities and Social and Behavioral Sciences; and

WHEREAS, Her time as dean is distinguished by her support of innovative programs in a wide range of critical fields, from Neuroscience to Cultural Resource Management; celebration and fostering of student achievements; highly successful fundraising; partnering with Sue Ann Martin to host "The Children's Bookshelf" and by her commitment to diversity and internationalization; and

WHEREAS, Her influence has enabled the College of Humanities and Social and Behavioral Sciences to initiate and develop several programs in the area of Cultural and Global Studies; and

WHEREAS, She was instrumental in the repatriation of 144 ancestral remains and over 300 funerary objects to the Saginaw Chippewa Indian Tribe; and

WHEREAS, She was named CMU Woman of the Year in 2011 in recognition of her mentorship of CMU's female students, faculty, and staff; and

WHEREAS, She has provided outstanding service to CMU for nearly 30 years; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to Pamela S. Gates for her contributions to Central Michigan University and extends professor emerita rank.

**Pamela Grudzien, Director, Libraries – Acquisitions  
August 11, 1985 to December 31, 2017**

WHEREAS, Pamela Grudzien provided thirty-two years of outstanding service to Central Michigan University in the Libraries, most recently as Director of Acquisitions and Metadata Services; and

WHEREAS, She earned tenure in 1990 and served as Chair of Library Governance twice; and

WHEREAS, She served as the first Head of the Access Services department and contributed importantly to the implementation of the Libraries' first automated, integrated library management system; and

WHEREAS, She evolved interlibrary loan and document delivery services toward a patron-centered service featuring self-initiated borrowing and fast delivery; contributed to the integration of interlibrary loan and the previously separate delivery service for off-campus clientele resulting in streamlined, high-quality services for all patrons, as well as efficiency and cost savings; and

WHEREAS, She served as the first Head of Collection Development and offered invaluable leadership, and guidance for the growth of quality collections; strategically negotiated licenses for academic library materials; and wisely guided decision making about reductions in serials subscriptions leveraging savings to improve information access and quality; and

WHEREAS, She led the Acquisitions and Metadata Services department through large-scale technology changes leading to enhanced user services, cost-effectiveness, and staff development; and

WHEREAS, She served as a member of the Park Library renovation and expansion project and contributed in a myriad of ways especially by articulating the future growth in digital collections and the far-reaching implications for library services; and

WHEREAS, She was active professionally beyond CMU including service as President of the Michigan Library Association, as Chair of the Board of Directors of the Michigan Library Consortium, and as Chair of the Michigan Shared Print Initiative Steering Committee, as well as presenting papers at many state and national conferences; and

WHEREAS, She served as subject librarian for the Betty McDonald Children's Literature Collection and had expertise in children's literature; and

WHEREAS, She has been an excellent librarian, colleague, and member of the CMU community; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to Pamela A. Grudzien for her contributions to Central Michigan University and extends emerita rank.

**John Jacobson, Music Event Director, School of Music  
June 1, 2006 to December 31, 2017**

WHEREAS, John Jacobson has served since 2006 as Director of Music Events in the School of Music; and

WHEREAS, He has been tireless in his efforts to serve the students, faculty, guests, and audiences of the School of Music and exemplary in his commitment to CMU's Core Values and Service Excellence Values; and

WHEREAS, The quality of his work and devotion to the institution have been recognized with a 2012 CMU Staff Excellence Award; and

WHEREAS, He has been a highly-respected colleague and valued contributor to the advancement of the School of Music and the university; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to John A. Jacobson for his contributions to Central Michigan University and extends emeritus rank.

**David Krabill, Telecommunications Manager, Telecommunication Services  
May 21, 1984 to January 22, 2018**

WHEREAS, David Krabill has served since 1984, first as a Telecom Installer/Repairer in Telecommunication Services, then in 1986 he was promoted to Technology Operations Manager, and since 2003 as the Telecommunications Manager in the Office of Information Technology; and

WHEREAS, He has helped install, implement and engineer Central Michigan University's SL-100 telephone switch, thus providing the infrastructure that allowed the university to maintain and operate its own independent telephone system; and

WHEREAS, He has distinguished himself through his service to the faculty, staff, and students, as well as service to several nationwide telecommunications organizations, including serving as a board member for ACUTA; and

WHEREAS, He fulfilled the role of primary engineer in the activation of a campus-wide voicemail system and further enhanced that system with the addition of an automated call distribution application; and

WHEREAS, He has contributed actively to the growth and advancement of communications and technology at Central Michigan University; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to David R. Krabill for his contributions to Central Michigan University and extends emeritus rank.

**Harry Mika, Professor, Sociology, Anthropology and Social Work  
August 11, 1985 to December 31, 2017**

WHEREAS, Harry Mika has served since 1985 in the Department of Sociology, Anthropology and Social Work; and

WHEREAS, He founded and developed the unique Social and Criminal Justice Program at Central Michigan University; and

WHEREAS, He has distinguished himself through his commitment to restorative justice and peacebuilding at home and abroad and through his service to the department, university and community; and

WHEREAS, He has contributed actively to the professional and scholarly life of the department through his numerous, widely cited, publications; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to Harry E. Mika for his contributions to Central Michigan University and extends professor emeritus rank.

**Patricia Pickler, Financial Aid/Assistant Director, Scholarships and Financial Aid  
May 6, 1996 to March 30, 2018**

WHEREAS, Patricia Pickler began as a temporary employee at Central Michigan University in 1984, and served in various roles throughout the campus; and

WHEREAS, She later worked in the Office of Scholarships and Financial Aid starting as a receptionist. She then moved on to become a financial aid advisor and then later as an assistant to the Director. Patty was promoted to her current position of Assistant Director in 1993; and

WHEREAS, She has provided almost 34 years of dedicated service to Central Michigan University in the Office of Scholarships and Financial Aid; and

WHEREAS, She has distinguished herself through her service to students, parents, and staff by providing compassionate guidance through the financial aid process; and

WHEREAS, She has earned the admiration and respect from students and colleagues for her knowledge, professionalism, and dedication to the CMU community; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to Patricia M. Pickler for her contributions to Central Michigan University and extends emerita rank effective April 1, 2018.

**Cynthia Schumacher, Executive Director, Governor John Engler Center for Charter Schools  
September 25, 1989 to March 30, 2018**

WHEREAS, Cynthia Schumacher has served the university since 1989, first as assistant director and acting director in the Internal Audit Department and, since 1999, in The Governor John Engler Center for Charter Schools, ascending to the executive director position in 2012; and

WHEREAS, In recognition of her outstanding work ethic and embodiment of CMU's service excellence values, she was awarded Staff Excellence Awards in 1995 and 2010; and

WHEREAS, She has been a champion for students, ensuring that charter public schools are held accountable to high standards; and

WHEREAS, She has distinguished herself through her service to the Center and her commitment to transforming public education, being viewed as a leader throughout the charter sector at the state and national levels while also being a leader at the university, including her involvement in the Leadership Standards Initiative; and

WHEREAS, She has contributed actively to the professional and scholarly life of the Center as she was instrumental in the development and funding of Camp Central for College Candidates, advocating for the Charter School Educator Award tuition program, and building systems that have helped develop high-quality authorizing practices; Now be it therefore

RESOLVED, That the Board of Trustees expresses appreciation and gratitude to Cynthia M. Schumacher for her contributions to Central Michigan University and extends emerita rank effective April 1, 2018.

**FACULTY PERSONNEL: CONSENT AGENDA**

BE IT RESOLVED, That faculty sabbatical leave, tenure and promotions are approved as submitted.

**Sabbatical Leave:**

Rui Wang, Professor, Libraries, requests to change sabbatical leave from January 1, 2018 through June 30, 2018 with full pay to March 1, 2018 through August 31, 2018 with full pay.

**Tenure Effective Fall 2018:**

Ahmed Abdelgawad, Associate Professor, School of Engineering and Technology  
Allison Arnekrans, Assistant Professor, Counseling and Special Education  
Rachael Barron-Duncan, Assistant Professor, Art and Design  
Meghan Block, Assistant Professor, Teacher Education and Professional Development  
April Burke, Assistant Professor, English Language and Literature  
Steven Dahlquist, Assistant Professor, Marketing and Hospitality Services Administration  
Tracy Davis, Assistant Professor, English Language and Literature  
Mark Deschaine, Assistant Professor, Educational Leadership  
Brittany Fremion, Assistant Professor, History  
Lisa Gandy, Assistant Professor, Computer Science  
Xantha Karp, Assistant Professor, Biology  
Chun Fang Kuo, Assistant Professor, Counseling Center  
LaToya Lain, Assistant Professor, School of Music  
Joellen Lewsader, Assistant Professor, Human Environmental Studies  
Robert Mendoza-Farias, Assistant Professor, World Languages and Cultures  
Kristina Rouech, Assistant Professor, Teacher Education and Professional Development  
Trey Stohlman, Assistant Professor, School of Broadcast and Cinematic Arts  
Benjamin Swarts, Assistant Professor, Chemistry and Biochemistry  
Cedric Taylor, Assistant Professor, Sociology, Anthropology, and Social Work  
Yunfang Zheng, Assistant Professor, Communication Sciences and Disorders

Laurel Zwissler, Assistant Professor, Philosophy and Religion

**Promotion Effective Fall 2018:**

Rachael Barron-Duncan, Associate Professor, Art and Design

Tracy Davis, Associate Professor, English Language and Literature

Xantha Karp, Associate Professor, Biology

Laurel Zwissler, Associate Professor, Philosophy and Religion

**OFFICE OF RESEARCH AND GRADUATE STUDIES QUARTERLY REPORT: CONSENT AGENDA**

BE IT RESOLVED, That the Office of Research and Graduate Studies report of awards received during the quarter ended December 31, 2017, in the amount of \$2,992,875 is accepted.

**PUBLIC SCHOOL ACADEMY ACTIVITIES: CONSENT AGENDA**

**Change in Members ...**

**Cole Academy**

Recitals:

1. At its December 18, 2016, meeting this board authorized the issuance of a contract to charter as a public school academy to Cole Academy. On July 1, 2017, the contract was effective.
2. This board appointed the initial board of directors of the academy, and has subsequently made changes in the membership of the board of directors of the academy. The current number of positions of this board is five (5).
3. The terms of Tara Ferguson and Beth Pratt expire April 4, 2018.
4. The board of the academy and university president or designee have recommended Tara Ferguson and Beth Pratt for reappointment to terms which expire April 4, 2022.

BE IT RESOLVED, That Tara Ferguson and Beth Pratt are reappointed to serve as members of the board of directors of Cole Academy commencing the date upon which the oaths of public office are taken, but not prior to April 5, 2018.

Tara Ferguson  
East Lansing, Michigan  
medical auditor, AF Group  
*(to fill a term ending April 4, 2022)*

Beth Pratt  
Lansing, Michigan  
homemaker  
*(to fill a term ending April 4, 2022)*

### **FlexTech High School**

#### Recitals:

1. At its February 18, 2016, meeting this board authorized the issuance of a contract to charter as a public school academy to FlexTech High School. On July 1, 2016, the contract was effective.
2. This board appointed the initial board of directors of the academy, and has subsequently made changes in the membership of the board of directors of the academy. The current number of positions of this board is five (5).
3. The term of Jordan Genso expires February 16, 2018.
4. The board of the academy and university president or designee have recommended Ryan Penneau for appointment to a term which expires February 16, 2022.

BE IT RESOLVED, That Ryan Penneau is appointed to serve as a member of the board of directors of FlexTech High School commencing the date upon which the oath of public office is taken, but not prior to February 17, 2018.

Ryan Penneau  
Howell, Michigan  
owner/facilitator, Penneau Training Group  
*(to fill a term ending February 16, 2022)*

### **Noor International Academy**

#### Recitals:

1. At its April 30, 2015, meeting this board authorized the issuance of a contract to charter as a public school academy to Noor International Academy. On July 1, 2015, the contract was effective.
2. This board appointed the initial board of directors of the academy, and has subsequently made changes in the membership of the board of directors of the academy. The current number of positions of this board is five (5).
3. The terms of Ahmad Moubadder and Jaafar Chehab expire February 16, 2018.
4. The board of the academy and university president or designee have recommended Ahmad Moubadder for reappointment to a term which expires February 16, 2020; and Jaafar Chehab to a term which expires February 16, 2022.

BE IT RESOLVED, That Ahmad Moubadder and Jaafar Chehab are reappointed to serve as members of the board of directors of Noor International Academy commencing the date upon which the oaths of public office are taken, but not prior to February 17, 2018.

Ahmad Moubadder  
Dearborn, Michigan  
project engineer, Walbridge  
*(to fill a term ending February 16, 2020)*

Jaafar Chehab  
Sterling Heights, Michigan  
pharmacist, The Pharmacy Shop  
*(to fill a term ending February 16, 2022)*  
*(to fill a term ending May 12, 2020)*

### **Quest Charter Academy**

Recitals:

1. At its May 1, 2014, meeting this board authorized the issuance of a contract to charter as a public school academy to Quest Charter Academy. On July 1, 2014, the contract was effective.
2. This board appointed the initial board of directors of the academy, and has subsequently made changes in the membership of the board of directors of the academy. The current number of positions of this board is five (5).
3. The term of Tamme Grzebyk expires February 18, 2018.
4. The board of the academy and university president or designee have recommended Tamme Grzebyk for reappointment to a term which expires February 18, 2022.

BE IT RESOLVED, That Tamme Grzebyk is reappointed to serve as a member of the board of directors of Quest Charter Academy commencing the date upon which the oath of public office is taken, but not prior to February 19, 2018.

Tamme Grzebyk  
Plymouth, Michigan  
consultant, VerbalWise, LLC  
*(to fill a term ending February 18, 2022)*

### **WAY Michigan**

Recitals:

1. At its December 5, 2013, meeting this board authorized the issuance of a contract to charter as a public school academy to WAY Michigan. On December 5, 2013, the contract was effective.
2. This board appointed the initial board of directors of the academy, and has subsequently made changes in the membership of the board of directors of the academy. The current number of positions of this board is five (5).

3. William Barker resigned July 20, 2017, therefore leaving a vacant position on the board of directors. The term of the vacant position expires November 1, 2021.
4. The board of the academy and university president or designee have recommended Amy Long for appointment to a term which expires November 1, 2020.

BE IT RESOLVED, That Amy Long is appointed to serve as a member of the board of directors of WAY Michigan commencing the date upon which the oath of public office is taken.

Amy Long  
Bloomfield Hills, Michigan  
senior continuous improvement analyst, Title Source  
(to fill a term ending November 1, 2020)

## **AUTHORIZATION OF PUBLIC SCHOOL ACADEMY**

### **Greenfield Academy**

Recitals:

1. The Michigan legislature has provided for the establishment of public school academies as part of the Michigan public school system by enacting Act No. 362 of the Public Acts of 1993.
2. The Michigan legislature has mandated that public school academy contracts be issued on a competitive basis taking into consideration the resources available for the proposed public school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed public school academy.
3. The Michigan legislature has mandated that authorizing bodies establish by resolution the method of selection, length of term, and number of members of the board of directors.
4. According to this legislation, the Central Michigan University Board of Trustees, as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate public school academies.
5. The Central Michigan University Board of Trustees has requested applications for organizing public school academies and has reviewed the applications according to the provisions set forth by the Michigan legislature.
6. The Central Michigan University Board of Trustees has established chartering policies in addition to the policy titled *Public School Academy: Method of Selection, Appointment, and Removal* as required by the Michigan legislature.
7. The university president or designee has recommended the issuance of a contract to charter as a public school academy to Greenfield Academy for a term not to exceed five (5) years.
8. Greenfield Academy's application has been submitted under Act 362 of the Public Acts of 1993, being part 6A of the Revised School Code, being sections 380.501 to 380.507 of the Michigan Compiled Laws.

BE IT RESOLVED, That the University Board approves and authorizes the execution of a contract to charter a public school academy to Greenfield Academy and authorizes the chair of the board of trustees to execute a contract to charter as a public school academy and related documents between Greenfield Academy and the Central Michigan University Board of Trustees, provided that, before execution of the contract, the university president or designee affirms that all terms of the contract have been agreed upon and Greenfield Academy is able to comply with all terms and conditions of the contract.

### **Phalen Leadership Academy**

Recitals:

1. The Michigan legislature has provided for the establishment of public school academies as part of the Michigan public school system by enacting Act No. 362 of the Public Acts of 1993.
2. The Michigan legislature has mandated that public school academy contracts be issued on a competitive basis taking into consideration the resources available for the proposed public school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed public school academy.
3. The Michigan legislature has mandated that authorizing bodies establish by resolution the method of selection, length of term, and number of members of the board of directors.
4. According to this legislation, the Central Michigan University Board of Trustees, as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate public school academies.
5. The Central Michigan University Board of Trustees has requested applications for organizing public school academies and has reviewed the applications according to the provisions set forth by the Michigan legislature.
6. The Central Michigan University Board of Trustees has established chartering policies in addition to the policy titled *Public School Academy: Method of Selection, Appointment, and Removal* as required by the Michigan legislature.
7. The university president or designee has recommended the issuance of a contract to charter as a public school academy to Phalen Leadership Academy for a term not to exceed five (5) years.
8. Phalen Leadership Academy's application has been submitted under Act 362 of the Public Acts of 1993, being part 6A of the Revised School Code, being sections 380.501 to 380.507 of the Michigan Compiled Laws.

BE IT RESOLVED, That the University Board approves and authorizes the execution of a contract to charter a public school academy to Phalen Leadership Academy and authorizes the chair of the board of trustees to execute a contract to charter as a public school academy and related documents between Phalen Leadership Academy and the Central Michigan University Board of Trustees, provided that, before execution of the contract, the university president or designee affirms that all terms of the contract have been agreed upon and Phalen Leadership Academy is able to comply with all terms and conditions of the contract.

## **AUTHORIZATION OF STRICT DISCIPLINE ACADEMY**

### **Lakeside Charter School**

#### Recitals:

1. The Michigan Legislature has provided for the establishment of strict discipline academies as part of the Revised School Code.
2. The Michigan Legislature has mandated that strict discipline academy contracts be issued on a competitive basis taking into consideration the resources available for the proposed strict discipline academy, the population to be served by the proposed strict discipline academy, and the educational goals to be achieved by the proposed strict discipline academy.
3. The Michigan legislature has mandated that strict discipline academies organized according to the Revised School Code achieve certain specific educational purposes.
4. The Michigan legislature has mandated that authorizing bodies establish by resolution the method of selection, length of term, and number of members of the board of directors.
5. According to this legislation, the Central Michigan University Board of Trustees, as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate strict discipline academies.
6. The Central Michigan University Board of Trustees has requested applications for organizing public school academies and has reviewed the applications according to the provisions set forth by the Michigan legislature.
7. The Central Michigan University Board of Trustees has established chartering policies in addition to the policy titled *Public School Academies: Method of Selection, Appointment, and Removal* as required by the Michigan legislature.
8. The university president or designee has recommended the issuance of a contract to charter as a strict discipline academy to Lakeside Charter School for a term not to exceed five (5) years.
9. Lakeside Charter School's application has been submitted according to the Revised School Code.

BE IT RESOLVED, That the University Board approves and authorizes the execution of a contract to charter a strict discipline academy to Lakeside Charter School and authorizes the chair of the board of trustees to execute a contract to charter as a strict discipline academy and related documents between Lakeside Charter School and the University Board, provided that, before execution of the contract, the university president or designee affirms that all terms of the contract have been agreed upon and Lakeside Charter School is able to comply with all terms and conditions of the contract.

**PUBLIC SCHOOL ACADEMY BOARD OF DIRECTORS: METHOD OF SELECTION,  
APPOINTMENT AND REMOVAL: CONSENT AGENDA**

BE IT RESOLVED, That the policy titled Public School Academy Board of Directors: Method of Selection, Appointment, and Removal as amended and dated February 15, 2018, is adopted and replaces the Public School Academy Board of Directors: Method of Selection, Appointment and Removal approved and dated December 7, 2006, July 12, 2007 and July 14, 2011; and Be it further

RESOLVED, That these provisions shall be implemented with new charter contracts and shall be phased in as existing charter contracts are reissued. This applies to new and existing charter contracts issued under Part 6A, Part 6E or MCL 380.1311b to MCL 380.1311m of the Revised School Code. The charter schools office is authorized to negotiate changes in the terms and conditions of charter contracts to fully implement these provisions.

The Central Michigan University Board of Trustees declares that the method of selection, length of term, and number of board members shall be as follows.

**Method of Selection and Appointment**

The Central Michigan University Board of Trustees (“University Board”) shall prescribe the method of appointment for members of an academy’s board of directors. The director of the charter schools office is authorized to develop and administer an academy board selection and appointment process that includes an *Application for Public School Academy Board Appointment* and is in accord with these policies:

- a. The University Board shall appoint the initial and subsequent academy board of directors by resolution, except as prescribed by subparagraphs d and e. The director of the charter schools office shall recommend qualified individuals to the University Board, and ensure that the board of directors includes representation from the local community where the academy is located.
- b. The academy board of directors, by resolution and majority vote, shall nominate its subsequent members, except as provided otherwise. The academy board of directors shall recommend to the director of the charter schools office at least one nominee for each vacancy. Nominees shall submit the *Application for Public School Academy Board Appointment* for review by the charter schools office. The director of the charter schools office may or may not recommend the appointment of a nominee submitted by the academy board. If the director of the charter schools office does not recommend the appointment of a nominee submitted by the academy board, he/she may select and recommend another nominee or may request the academy board submit a new nominee for consideration.
- c. An individual appointed to fill a vacancy created other than by the expiration of a term shall be appointed for the unexpired term of that vacant position.
- d. Under exigent conditions, and with the approval of the University Board’s chair and the president, the director of the charter schools office may appoint a qualified individual to an academy’s board of directors. All appointments made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting. The University Board reserves the right to review, rescind, modify, ratify, or approve any appointments made under this provision.

- e. In the event that the health, safety and welfare of an academy's students, property or funds are at risk, the president, after consulting with the University Board's chair, may appoint a person to serve as a conservator for the academy. Upon appointment, the conservator shall have all the powers of the academy's board of directors and shall act in the place and stead of the academy's board of directors. After the President appoints a conservator, the full Board of Trustees shall receive notice of the appointment as soon as possible. The president shall appoint the conservator for a definite term which may be extended in writing. During the conservator's appointment, the academy's board of directors, and all powers of the academy's board of directors, are suspended. The charter contract shall set forth any additional powers granted to the conservator during their appointment. All appointments made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting.

### **Length of Term**

The director of an academy board shall serve at the pleasure of the University Board. Terms of the initial positions of the academy board of directors shall be staggered in accordance with *The Academy Board of Directors Table of Staggered Terms and Appointments* established and administered by the director of the charter schools office. Subsequent appointments shall be for a term of office not to exceed four (4) years, except as prescribed by *The Academy Board of Directors Table of Staggered Terms and Appointments*.

### **Removal and Suspension**

If the University Board determines that an academy board member's service in office is no longer necessary, then the University Board may remove an academy board member with or without cause and shall specify the date when the academy board member's service ends. An academy board member may also be removed as part of a reconstitution under the charter contract or from office by a two-thirds (2/3) vote of the academy's board of directors for cause.

With the approval of the University Board's chair and the president, the director of the charter schools office may suspend an academy board member's service, if in his/her judgment the person's continued presence would constitute a risk to persons or property, or would seriously impair the operation of the academy. Any suspension made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting. The University Board reserves the right to review, rescind, modify, ratify, or approve any suspensions made under this provision.

### **Number of Directors**

The number of members of the academy board of directors shall not be less than five (5) nor more than nine (9). If the academy board of directors fails to maintain its full membership by making appropriate and timely nominations, the University Board or its designee may deem that failure an exigent condition.

### **Qualifications of Academy Board Members**

To be qualified to serve on an academy's board of directors, a person shall, among other things: (a) be a citizen of the United States; (b) be a resident of the State of Michigan; (c) submit all materials requested by the charter schools office including, but not limited to, the *Application for Public School Academy Board Appointment* which must include authorization to process a criminal background

check; and (d) annually submit a conflict of interest disclosure as prescribed by the charter schools office.

The members of an academy board of directors shall not include: (a) employees of the academy; (b) any director, officer, or employee of an educational management organization or educational management corporation that contracts with the academy; (c) a Central Michigan University official or employee, as a representative of Central Michigan University.

### **Oath of Public Office**

All members of the academy board of directors must take the constitutional oath of office and sign the *Oath of Public Office* before beginning their service. No appointment shall be effective prior to the filing of the *Oath of Public Office* with the charter schools office.

Note: These provisions shall be implemented with new charter contracts and shall be phased in as existing charter contracts are reissued or amended. The charter schools office is authorized to negotiate changes in the terms and conditions of charter contracts to fully implement these provisions.

Amended by Board of Trustees: 18-0215

Adopted by Board of Trustees: 98-0918, 06-1207, 07-0712 and 11-0714

### **ELIGIBILITY FOR IN-STATE TUITION RATES**

It was moved by Trustee Kanine, seconded by Trustee Wardrop and carried by a vote of 6 ayes and 1 no that the following resolution be adopted as submitted.

BE IT RESOLVED, That effective with the fall semester of 2018, undergraduate, graduate and doctoral students who are U.S. residents shall qualify for in-state tuition rates. This does not apply to specialty programs with unique tuition rates.

### **COLLECTIVE BARGAINING AGREEMENT**

It was moved by Trustee Kanine, seconded by Trustee Studley and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the president is authorized to ratify and sign a collective bargaining agreement for 2018-2019 and beyond on behalf of the Board of Trustees with the following bargaining unit:

Central Michigan Command Officers Association (CMCOA)

### **ABSORPTION CHILLER REPLACEMENT PROJECT**

It was moved by Trustee Kanine, seconded by Trustee Mooradian and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the 1250-Ton Absorption Chiller replacement project at the Central Energy Facility is approved. Total cost is not to exceed \$2,200,000, to be funded from University Reserves in 2018-2019.

### **CONTRIBUTIONS QUARTERLY REPORT: CONSENT AGENDA**

BE IT RESOLVED, That contributions received during the quarter ended December 31, 2017, in the amount of \$5,599,475 are accepted.

### **ENDOWMENTS / AWARDS/SCHOLARSHIPS: CONSENT AGENDA**

BE IT RESOLVED, That the following scholarships, awards and endowments are established or changed and the statements approved for publication as applicable.

#### **New Endowments:**

##### **Brannan Family Library Endowment**

Established in 2018 by Carol J. Brannan and family. Income from the endowment will support the CMU Libraries and is to be used to support the purchase of monographs for the University Library's collection. Preference should be for print monographs.

##### **Jon and Elaine Caswell Family Scholarship**

Established in 2018 by Jon '64 and Elaine Caswell, in honor of David Nicholson '64. Income from this renewable award will support a part-time or full-time student at CMU who is a single parent or to a student from a single parent household. Recipient must demonstrate financial need with a minimum GPA of 3.0. Preference will be given to applicants who distinguished themselves in the advancement of underrepresented groups in American society.

##### **The John and Gwendolyn Gage Endowed Scholarship in Teacher Education**

Established in 2018 by Dr. Gwendolyn Rowe Gage '74 and Mr. John Gage. Income from the endowment will support a renewable award for a student who is a Michigan resident demonstrating financial need and participates in at least one registered student organization on CMU's campus. Recipient will be enrolled in the Department of Teacher Education and Professional Development majoring in Elementary Education or Early Childhood Education with a cumulative minimum GPA of 3.0.

##### **General Motors Scholarship in honor of Tony Cervone**

Established in 2017 by General Motors Corporation in honor of Tony Cervone '84, Senior Vice President of Global Communications. Income from the endowment will support a renewable award for a student majoring in journalism, broadcast and cinematic arts, or integrative public relations. Recipient will have a cumulative minimum 3.0 GPA and demonstrate financial need.

##### **Mary Eddy Gover Award for Scholastic Excellence**

Established in 2018 by David Gover in memory of his spouse, Mary Eddy Gover '46. The recipient will be in their final semester of study toward their degree in Physical Education enrolled in The Herbert H. and Grace A. Dow College of Health Professions. The recipient(s) of the award will have achieved the highest GPA among all applicants for all NON-PHYSICAL EDUCATION courses. The recipient(s) will have completed their entire undergraduate degree at Central Michigan University. Transfer students are not eligible for this award.

**Lornie G. and Midge A. Kerr Scholarship Fund**

Established in 2018 by the Kerr family, in memory of their parents, Dr. Lornie G. '54, '59 and Margery A. "Midge" Kerr. Dr. Kerr previously had been on many boards at CMU, including Alumni Board, Advancement Board and the President's Advisory Board. Income from the endowment will support a renewable award for a student who is an incoming freshman from a Michigan-based high school, demonstrating financial need with a cumulative minimum GPA of 2.7. Recipient will be enrolled in the Department of Teacher Education and Professional Development if receiving the award after junior year is declared and the award is renewable if a cumulative minimum GPA of 3.0 is maintained.

**Gail Allen Lanphear Endowment**

Established in 2018 by the Starry Night Foundation. Income will be used for programs which emphasize STEAM-based subjects (Science, Technology, Engineering, Art and Math) and utilize art and/or recreation as an emotional therapy for underserved youth. Preference will be given to youth affected by the Flint water crisis, and underserved youth of the Saginaw Chippewa Tribe.

**United Apartments McGuirk Family Scholarship**

Established in 2018 by United Apartments and the McGuirk family. Income from this endowment will be for a renewable scholarship for a full-time sophomore, junior or senior enrolled in the College of Business Administration. Recipient must maintain a cumulative minimum GPA of 3.0 and demonstrate financial need. Preference will be given to students that are current or former United Apartment customers and also those studying Finance and/or Real Estate.

**Endowment Name/Criteria Change:****The Christman Company Endowed Scholarship**

Established in 2005 by The Christman Company. Income from the endowment will support a renewable scholarship for a student pursuing a major in electrical or mechanical engineering within the College of Science and Engineering. Preference will be given to incoming freshmen who have had three years of high school math. The student must have a minimum GPA of 3.0 and be able to demonstrate financial need.

**Hazleton MBA Faculty Excellence Award**

Established in 2005 by Richard '72, '93 and Mary Lou Hazleton '86. Mary Lou is a retired speech/language pathologist and a previous member of CMU's Advancement Board. Richard is formerly President and CEO of The Charles J. Strosacker Foundation in Midland, Chairman of the Board of Dendritic Nanotechnologies Inc. and is retired as Chairman and CEO of Dow Corning Corporation. Income from this endowment will support an award to recognize faculty excellence in CMU CBA graduate programs. The purpose of the award is to reward full-time graduate faculty members who through demonstrated teaching and/or research activities foster an exceptionally high quality educational experience for students enrolled in the programs and improve the programs' reputations to potential applicants and business professionals.

**APPOINTMENT OF DIRECTORS TO CENTRAL MICHIGAN UNIVERSITY RESEARCH CORPORATION (CMURC): CONSENT AGENDA**

BE IT RESOLVED, That the Central Michigan University Board of Trustees, as the sole member of the Central Michigan University Research Corporation, appoints the following persons to the board of directors of the Central Michigan University Research Corporation:

- Steven L Johnson, term to expire in May 2021
- Raymond Gunn, term to expire in May 2021

- Charles Crespy, term to expire in May 2021
- Kathleen Wilbur, term to expire in May 2021
- Nancy Ridley, term to expire in May 2021

## **REPORT OF TRUSTEES-FACULTY LIAISON COMMITTEE**

## **REPORT OF TRUSTEES-STUDENT LIAISON COMMITTEE**

### **CONSENT AGENDA:**

It was moved by Trustee Kanine, seconded by Trustee Anderson and carried that the items listed on the consent agenda be adopted, approved, accepted or ratified as submitted.

### **AMEND PRESIDENT'S EMPLOYMENT AGREEMENT**

It was moved by Trustee Mooradian, seconded by Trustee Anderson and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the Chair of the CMU Board of Trustees is authorized to negotiate and sign an amendment to the president's employment agreement.

## **UPDATE ON PRESIDENTIAL SEARCH**

### **PRESIDENTIAL SEARCH ADVISORY COMMITTEE**

It was moved by Trustee Mooradian, seconded by Trustee Anderson and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the following persons are appointed to serve as the presidential search advisory committee to assist the Board of Trustees in the selection of the next president of Central Michigan University. The appointments are pending their acceptance by signature of the Agreement to Confidentiality and a Code of Ethics.

1. Four trustees: Tricia A. Keith, chair  
William R. Kanine  
Richard K. Studley  
Robert F. Wardrop II, vice chair

An alternate, Patricia E. Mooradian, is appointed to serve only if another trustee is unable to serve.

2. Chairperson of the Academic Senate: Bradley J. Swanson
3. Faculty representative to the Trustees-Faculty Liaison Committee: Melinda L. Kreth

4. Administrator: Steven L. Johnson
5. President of Student Government Association: Anna L. Owens
6. President of the CMU Alumni Association: Thomas C. Olver
7. Member of the general public: W. Sidney Smith
8. Up to three additional appointments: David Keilitz  
Pamela Wasko Murray  
René R. Shingles

### **PRESIDENTIAL SEARCH FIRM**

It was moved by Trustee Anderson, seconded by Trustee Mooradian and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the chair of the Board is authorized to retain a national search firm to assist the university in recruiting and selecting the next president of the university. The chair of the presidential search advisory committee is delegated the authority to negotiate the terms of the agreement with the search firm.

### **AGREEMENT TO CONFIDENTIALITY STATEMENT AND CODE OF ETHICS**

It was moved by Trustee Studley, seconded by Trustee Mooradian and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the following Agreement to Confidentiality Statement and Code of Ethics dated February 15, 2018, is adopted.

#### **Agreement to Confidentiality Statement and Code of Ethics**

The person signing below is a member of the presidential search advisory committee asked to assist the Central Michigan University Board of Trustees in recruiting and assessing candidates for the next president of the university. Each member of the search advisory committee is asked to execute this agreement to maintain confidentiality and to adhere to a code of ethics.

By my signature below, I pledge to adhere to the following:

1. I understand that the work of the search advisory committee requires that I have access to information developed and received about candidates and their employing institutions. I understand that confidentiality of this information is necessary to attract high quality finalists, to avoid putting their current positions in jeopardy, and to protect Central Michigan University's integrity. Therefore, I agree to keep all information about candidates absolutely confidential. I agree that I will not reveal the identity of, or any other information about, candidates either during the search or after the search advisory committee completes its work, unless obligated to reveal such under the law.

2. I acknowledge that only the chair of the Board of Trustees is authorized to speak to the news media on behalf of the board, and only the chair of the search advisory committee is authorized to speak to the news media on behalf of the committee.
3. I certify that I am not a candidate for the position and that I do not have a predetermined candidate for the position.
4. I agree to disclose promptly to the search advisory committee any appearance of real or potential conflict of interest in a relationship between a candidate and myself.
5. I will be fair, accurate, honest, and responsible in my management of information germane to the search. I will guard against inaccuracies, carelessness, bias, and distortion made by either emphasis or omission of information. I commit myself to the affirmative action statement issued by the Board concerning this search. (A copy is attached.) I will strive to treat issues impartially and handle controversial subjects dispassionately. I will give accurate and complete reports on candidates to the search advisory committee chair. I will place the best interests of Central Michigan University ahead of all special and personal interests, and I will use common sense and good judgment in applying ethical principles to committee work.
6. I understand that the chair of the search advisory committee may dismiss me from the committee if I violate this agreement, and that the chair of the Board may dismiss the chair of the search advisory committee if he/she violates this agreement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed name

**Amended by CMU Board of Trustees: 15-0215.**  
**Adopted by CMU Board of Trustees: 09-0423.**

**AFFIRMATIVE ACTION STATEMENT**

It was moved by Trustee Studley, seconded by Trustee Anderson and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the Affirmative Action Statement dated February 15, 2018, is adopted.

**Affirmative Action Statement**

The Board is committed to having an affirmative action search for the president of Central Michigan University. The Board will direct the search firm and the advisory committee to take all reasonable efforts to attract a diverse pool of candidates. Others are especially invited to nominate persons of color and women for consideration as candidates for the presidency.

The search for the president will be conducted on a national basis.

The Board has made every effort to assure that the search advisory committee includes diverse members.

The chair of the search advisory committee and the chair of the Board shall consult with the university affirmative action officer to assure that the selection criteria and the recruitment effort is nondiscriminatory and affirmative. At a minimum, the chair of the search advisory committee will consult with the affirmative action officer to review the proposed position announcement. Either the chair of the search advisory committee or the primary contact from the search firm, or both, will discuss the advertising or recruitment plans with the affirmative action officer before they are initiated to ensure that an affirmative action recruitment effort has been established. Prior to scheduling face to face interviews with candidates, the chair of the search advisory committee shall consult with the affirmative action officer concerning the candidates to be interviewed. Prior to making an offer of the position, the chair of the Board shall consult with the affirmative action officer concerning the final hiring recommendation.

Announcements of the vacancy in large display advertisements shall contain the following statement:

CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see <http://www.cmich.edu/ocrie>).

All other announcements of the vacancy and advertisements for the position of president shall contain the following statement:

CMU is an AA/EO institution, providing equal opportunity to all persons, including minorities, females, veterans, and individuals with disabilities. (see <http://www.cmich.edu/ocrie>).

**Amended by CMU Board of Trustees: 15-0215.**

**Adopted by CMU Board of Trustees: 09-0423.**

### **CHARGE TO THE PRESIDENTIAL SEARCH ADVISORY COMMITTEE**

It was moved by Trustee Anderson, seconded by Trustee Mooradian and carried that the following resolution be adopted as submitted.

BE IT RESOLVED, That the following Charge to the Presidential Search Advisory Committee dated February 15, 2018, is adopted.

#### **Charge to the Presidential Search Advisory Committee**

The search advisory committee is an active seeker of nominations and applications from strong candidates for the presidency of Central Michigan University, including persons of color and women. The Board will retain a national search firm, and the search advisory committee will coordinate with it on the recruitment process.

The search advisory committee and search firm will use the presidential profile developed by the Board of Trustees as the basis for vacancy notices and advertisements.

The search advisory committee chair is asked to meet with the affirmative action officer to review the elements of an affirmative search and the affirmative action officer's role. The Board has issued an affirmative action statement, a copy of which is attached.

No member of the search advisory committee shall be permitted to solicit information or take any action without the written authorization of the chair of the committee. Search advisory committee members will be asked to act as ambassadors to the university community in explaining the search process.

The search firm representative will meet with the search advisory committee to present and discuss likely candidates. Other candidates may be presented for further consideration by search advisory committee members.

Using the Board approved presidential profile, the search advisory committee will assess these candidates and identify likely candidates. The search advisory committee will conduct confidential interviews and then develop an unranked list of most likely candidates. The search advisory committee will present the list of candidates to the Board, in confidence and unranked. The Board is very interested in the search advisory committee's assessment of the most likely candidates, but the search advisory committee is not empowered to eliminate any individual from consideration.

The Board will conduct further due diligence to fulfill its responsibilities.

The Board considers all applications and nominations confidential. Confidentiality for nominees and applicants is extremely important. The Board believes confidentiality of the names of candidates and information developed about them and their employing institutions is necessary to attract high quality finalists, to avoid putting their current positions in jeopardy, and to protect Central Michigan University's integrity. The search advisory committee will be required to conduct its meetings and deliberations consistent with this commitment. Each member of the search advisory committee will sign an Agreement to Confidentiality and a Code of Ethics, a copy of which is attached.

Additional responsibilities of members of the search advisory committee include providing overall fiduciary duty to the university, aligning around the final candidate selection, and working to promote the transition to a new president.

**Amended by CMU Board of Trustees: 15-0215.**

**Adopted by CMU Board of Trustees: 09-0423.**

**PUBLIC COMMENT ON ANY ITEM/MATTER NOT LISTED ON THE AGENDA: NONE**

The meeting adjourned at 10:07 a.m.

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Mary Jane Flanagan  
Secretary to the Board of Trustees

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Tricia A. Keith  
Vice Chair, Board of Trustees