

May 17, 2012

Susan W. Martin, President
Eastern Michigan University
202 Welch Hall
Ypsilanti, MI 48197

Re: Performance/Conduct

Dear Sue:

As you know, we have become aware of a recent incident in Washington, D.C. in which you conducted yourself in a way that was inappropriate for your position and reflected poorly on the University and you as its President. This incident involved the consumption of alcohol. You have acknowledged that you acted inappropriately and have apologized, but explained your conduct as the result of not having eaten and then consuming alcoholic beverages. Whatever the cause, such conduct and behavior must cease.

As the President of a major university, when you appear in public at University functions or representing the University, you must conduct yourself at all times at the highest professional and social levels. Use of alcohol and the potential resulting conduct, including inappropriate comments about the University, its employees, its Board and the use of profanity is simply unacceptable.

In addition to the conduct in Washington, D.C. and the prior incidents discussed with you, we are concerned that your misuse of alcohol could result in liability to the University in the use of your University supplied vehicle. If you are drinking, you must not drive any University supplied vehicle.

Despite our concerns about your performance, we are concerned about you as a person. We are supportive of you seeking assistance from professionals through the Employee Assistance Program, the University's healthcare insurance or such other means as would provide you the support and counseling you may need. We encourage you to seek such counseling and assistance, and if you do so, we want you to be successful in dealing with this issue.


We want you to be successful as the President of the University. It is, however, incumbent upon us to emphasize the severity of this incident and its potential impact on your role as a leader and symbol of the University. You must deal with this issue immediately. If there are any further incidents, you will leave us no alternative but to recommend to the Board that your employment be terminated for just cause pursuant to Paragraph 16.1 of your employment agreement.

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We remain supportive of your goals and aspirations for the University, but incidents such as this are significant impediments to your success and must cease.

Very truly yours,


EASTERN MICHIGAN UNIVERSITY


Roy E. Wilbanks
Chair, Board of Regents


Francine Parker
Vice Chair, Board of Regents


Mike G. Morris
Chair, Business, Finance & Audit Committee

RECEIPT ACKNOWLEDGED:


Susan W. Martin

Date: May 20, 2012