

1998

Board of Regents Meeting Materials, September 15, 1998

Eastern Michigan University

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**BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY**

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EASTERN MICHIGAN UNIVERSITY

Board of Regents

The official minutes of September 15, 1998, Board of Regents' Meeting.

The Regular Meeting of the Eastern Michigan University Board of Regents was called to order by Chair Incarnati at 1:15 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan. The meeting began late because of the length of the Finance Committee meeting prior to the Regular Board Meeting.

Chairman Incarnati asked Secretary Aymond for an attendance roll call.

The Board members present were:

- Chairman Philip Incarnati
- Regent Joseph Antonini
- Regent Robert DeMattia
- Regent Rosalind Griffin
- Regent Carl Pursell
- Regent William Stephens
- Regent Gayle Thomas

The Board member absent was:

- Regent Michael Morris

Members of the Administration present were:

- President William Shelton
- Vice President Ronald Collins
- Vice President Patrick Doyle
- Vice President Courtney McAnuff
- Vice President Juanita Reid
- Vice President Laurence Smith

COMMUNICATIONS

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

Ms. Adrienne Marsh, the President of the Student Body, welcomed the Board to the beginning of the new term. She spoke about the organizations on campus which could be a major influence on the attitude and enthusiasm of the student body. She spoke of the Student Center's grand opening and the hope of involving the Regents.

Ms. Eleonora Bagatelia, President of the International Student Association, spoke on behalf of the 1500 foreign students on campus. She described the proposal to begin an International Village which would focus on assisting new foreign students to find campus services. She announced an international fashion show to be held on October 31, 1998.

The Communications portion of the agenda concluded at 1:23 p.m.

Chairman Incarnati announced the Resolution honoring Representative Kirk Profit would be deferred until the November Board Meeting when Representative Profit would be able to accept the honor in person. Chairman Incarnati asked for a motion to add Section 22, the President's Employment Contract under New Business. Regent DeMattia made the motion and Regent seconded.

The Chairman decided to take a 7 minute break and reconvene the Regular Board Meeting at 1:30 p.m.

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
Regent Joseph Antonini
Regent Robert DeMattia
Regent Rosalind Griffin
Regent Carl Pursell
Regent William Stephens
Regent Gayle Thomas

The Board member absent was:

Regent Michael Morris

RESOLUTION: CULTURAL HERITAGE MONTHS

Regent Stephens moved and Regent Griffin seconded to support the Resolution for Cultural Heritage Months.

**RECOGNIZING CULTURAL HERITAGE MONTHS
AT EASTERN MICHIGAN UNIVERSITY**

WHEREAS, Eastern Michigan University has been recognized for the second year in a row by U.S. News and World Report as one of America's best colleges for creating an environment in which students can learn from people who have backgrounds different from their own; and

WHEREAS, African Americans, Hispanic Americans and Native Americans have all distinguished themselves and have had significant roles in the history of the United States, and have served and sacrificed in America's Armed Forces to defend liberty and advance democracy throughout the world; and

WHEREAS, African American, Hispanic American and Native American cultures continue to deeply enrich our social, intellectual and artistic life; and

WHEREAS, the Congress, by Public Law 100-402, has authorized and requested the President of the United States to issue annually a proclamation designating September 15 through October 15 as National Hispanic Heritage Month in recognition of our Hispanic citizens, the youngest and fastest-growing segment of the nation's population, and an increasingly vital part of our economy; and

WHEREAS, the President of the United States has designated November as National American Indian Heritage Month in recognition of America's moral and legal obligations to American Indians and Alaska Natives, and Eastern Michigan University will celebrate the seventh annual Pow Wow on October 10 and 11, 1998 and recognize November as Native American Heritage Month; and

WHEREAS, the month of February has been designated as Black History Month by the President of the United States in recognition of men and women who, with extraordinary courage and faith, have prevailed against centuries of slavery and discrimination to build lives for themselves and their families and to contribute immeasurably to the structure and strength of our Nation, and the University has chosen to extend the celebration to begin January 18, 1999 to coincide with the birthday of Dr. Martin Luther King, Jr.;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents calls upon all Eastern Michigan University faculty, staff and students to join the President of the United States and the Governor of the State of Michigan in their recognition of the many contributions made by African Americans, Hispanic Americans and Native Americans to our state and to our nation by honoring these observances with appropriate programs, ceremonies and activities, and by dedicating themselves to the pursuit of equality.

Motion Carried.

**.5396M MINUTES OF THE JUNE 16, 1998, REGULAR BOARD
MEETING**

Regent Antonini moved and Regent Griffin seconded that the minutes of the June 16, 1998, Regular Meeting of the Board of Regents be approved.

Motion carried.

PRESIDENT'S REPORT

Dr. Shelton reiterated the fact that enrollment is up especially among the First Time in Any College (FTIAC) students. The facility plan is well on target and we are off to a very good year with, as usual, Glenna Frank Miller and many other people assisting to put together the very smooth opening of the school year. You have heard the presentations at the various committee meetings today about a wide variety of things that make up the special nature of this institution: The Faculty Affairs Committee highlighted the Comer Project which is the national kind of project that we are involved with in Detroit; The Educational Policies Committee presentation by Dean Barry Fish; and the very lengthy and important Finance Committee meeting. The University is off to an excellent start and we look forward to having another great year and certainly encourage the Board to feel free to participate in any of the activities.

.5397M TREASURER'S REPORT

Section 1

Regent DeMattia moved and Regent Antonini seconded that the Treasurer's Report for the month of July 1998, be received and placed on file.

Motion carried.

.5398M INTERNAL AUDIT

Section 2

Regent DeMattia moved and Regent Antonini seconded that the Board place on file the Internal Audit Report for June 1998 through September 1998.

Motion carried.

.5399M

GRANTS AND CONTRACTS

Section 3

Regent DeMattia moved and Regent Antonini seconded that 110 grants and contracts totaling \$2,715,297 for the period 6/1/98 through 8/31/98 be accepted.

Motion carried.

.5400M

CONSTRUCTION PROJECTS PROGRESS

Section 4

Regent DeMattia moved and Regent Antonini seconded that the Construction Projects Report for the period ending August 14, 1998, be received and placed on file.

Motion carried.

.5401M

ACCOUNTS RECEIVABLE

Section 5

Regent DeMattia moved and Regent Antonini seconded that the Student Accounts Receivables Reports, and the Collection Agency Inventory as of August 31, 1998, be received and placed on file.

Motion carried.

.5402M

FACULTY APPOINTMENTS

Section 6

Regent DeMattia moved and Regent Antonini seconded that the Board approve four new tenure-track faculty appointments for the 1998-99 academic year at the ranks, salaries, and effective dates shown below.

FACULTY HIRING REPORT

NAME	RACE/ SEX	RANK	SALARY	DEPARTMENT	SPECIALIZATION
Al-Ghadeer, Moneera	WF	ASST	37000	English Language & Lit.	US Lit./Cultural Studies
Alford-Trewn, Peggy	BF	ASST	48000	Nursing	Community Health
Gotts, Victoria	WF	INST	45000	Industrial Technology	Construction Management
Shirato, Linda	WF	ASST	33000	Library	Public Services Librarian

Current Hiring Statistics

Total: 4
Female: 4 (100%)
Black: 1 (25%)
Total Min: 1 (25%)

Cumulative for Recruitment Year 97-98

Total: 40
Female: 23 (57.5%)
Black: 6 (15%)
Hispanic: 1 (2.5%)
Asian: 1 (2.5%)
Total Min: 8 (20%)

Motion carried.

Regent DeMatia moved and Regent Antonini seconded that the Board of Regents approve the 52 staff appointments for the months and dates shown on the following pages.

PAGE 1
APPOINTMENTS

DATE: SEPTEMBER 15, 1998
BOARD REPORT FOR: 9/15/98
ALPHABETICAL LISTING WITHIN
CLASSIFICATION LEVEL WITHIN
EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Cline, Margaret	University Computing	AP-14	Executive Director University Computing	8/01/98	\$ 88,319	100	W	F	New Hire
Dahl, Carolyn	Continuing Education	AP-14	Academic Dean Continuing Education	8/01/98	\$ 90,000	100	W	F	New Hire
Bogge, David	Business & Technology Education	AP-13	Academic Department Head	7/01/98	\$ 78,000	100	W	M	New Hire
Venner, Thomas	Fine Arts	AP-13	Academic Department Head	8/17/98	\$ 70,000	100	W	M	New Hire
Reichbach, Gwendolyn	National Institute For Consumer Education	AP-11	Director National Institute For Consumer Education	8/01/98	\$ 57,000	100	W	F	New Hire
Dopp, Mary Jane	University Computing	AP-09	Business Process Consultant	6/22/98	\$ 39,000	100	W	F	New Hire
Harless, Margaret	Campus Life	AP-07	Project Administrator	6/15/98	\$ 16,100	50	W	F	New Hire
Merchant, Susan	Intercollegiate Athletics	AC-17	Head Coach Women's Basketball	6/09/98	\$ 60,000	100	W	F	New Hire

DATE: SEPTEMBER 15, 1998
 BOARD REPORT FOR: 9/15/98
 ALPHABETICAL LISTING WITHIN
 CLASSIFICATION LEVEL WITHIN
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Jalet, Samuel	Intercollegiate Athletics	AC-15	Head Coach Women's Swimming & Diving	6/29/98	\$ 35,211	100	W	M	New Hire
Nordmann, Andrea	Intercollegiate Athletics	AC-13	Assistant Head Coach Women's Basketball	8/03/98	\$ 39,000	100	W	F	New Hire
Groce, Marian	Intercollegiate Athletics	AC-12	Assistant Coach Women's Basketball	6/24/98	\$ 31,500	100	W	F	New Hire
Bannon, Richard	Intercollegiate Athletics	AC-11	Assistant Coach Strength & Conditioning	8/26/98	\$ 21,000	100	H	M	New Hire
Boss IV, Jacob	Intercollegiate Athletics	AC-11	Assistant Coach Baseball	8/05/98	\$ 20,500	100	W	M	New Hire
Pierson, Ann	Intercollegiate Athletics	AC-11	Assistant Coach Softball	7/22/98	\$ 20,500	100	W	F	New Hire
Shedd, Michael	Intercollegiate Athletics	AC-11	Assistant Coach Men's Basketball	7/01/98	\$ 19,313	100	W	M	New Hire
Walthall, Chad	Intercollegiate Athletics	AC-11	Assistant Coach Men's Basketball Restricted	8/19/98	\$ 23,000	100	W	M	New Hire

DATE: SEPTEMBER 15, 1998
 BOARD REPORT FOR: 9/15/98
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EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Clextan, Kimberly	College of Business	PT-09	Coordinator College of Business, Grad School	5/08/98	\$ 37,500	100	W	F	New Hire
Levy, Vaughn	Records & Registration	PT-09	Coordinator Computer Operations	7/20/98	\$ 40,000	100	W	M	New Hire
Denton, Joy	University Marketing & Student Affairs	PT-08	Microcomputer Support Specialist II	6/15/98	\$ 34,000	100	W	F	New Hire
Henry, Bruce	University Computing	PT-08	Senior Programmer/Analyst	6/22/98	\$ 35,000	100	B	M	New Hire
Lecours, Arlene	Center For Management & Leadership	PT-08	Workplace Education Specialist	6/08/98	\$ 34,500	100	W	F	New Hire
Melby, James	Career Services	PT-08	Computer Network Systems Administrator II	8/06/98	\$ 35,000	100	W	M	New Hire
Zalewski, Arleen	Center For Management & Leadership	PT-08	Workplace Education Specialist	8/17/98	\$ 25,013	75	W	F	New Hire
Denja, Leighanne	Continuing Education	PT-06	Center Manager Continuing Education	6/01/98	\$ 27,000	100	W	F	New Hire

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SBX	REASON FOR CHANGE
Shaw Jr., John	Housing	PT-06	Area Complex Director	7/20/98	\$ 24,069	100	W	M	New Hire
LaGoe, Brian	University Computing	PT-05	Operations Services Specialist I	6/01/98	\$ 21,350	100	W	M	New Hire
Mathews, Bryan	Continuing Education & LR&T Library	PT-05	Media Technology Services Assistant	8/03/98	\$ 23,000	100	B	M	New Hire
McNeil, Pamela	University Computing	PT-05	Operations Services Specialist I	6/29/98	\$ 21,350	100	W	F	New Hire
Savage, Mark	University Apartments	PT-05	Manager Apartments; Facilities Coordinator	8/03/98	\$ 24,552	100	W	M	New Hire
Baker, Curtis	Public Safety	CP-01	Officer Campus Police	6/15/98	\$ 28,022	100	W	M	New Hire
Adams, Marcus	Financial Aid	CS-05	Account Specialist	8/03/98	\$ 11,271	50	B	M	New Hire
Butts, Rhonda	Admissions Office	CS-05	Admissions Processor	8/10/98	\$ 22,542	100	W	F	New Hire

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EASTERN MICHIGAN UNIVERSITY
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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Delisle, Leanne	Charter Schools & State/Fed Relations	CS-05	Senior Secretary	7/01/98	\$ 22,542	100	W	F	New Hire
Lahidji, Debbie	Admissions Office	CS-05	Admissions Processor	9/02/98	\$ 22,542	100	W	F	New Hire
Midkiff, Kathleen	Admissions Office	CS-05	Admissions Processor	5/27/98	\$ 21,885	100	W	F	New Hire
Carter, Cathrine	Intercollegiate Athletics	CS-04	Secretary II	6/01/98	\$ 19,367	100	W	F	New Hire
Dillard, Elaine	Academic Affairs	CS-04	Secretary II	8/10/98	\$ 19,948	100	B	F	New Hire
Hargett, Jennifer	Nursing	CS-04	Secretary II	5/26/98	\$ 9,684	50	W	F	New Hire
Jennings, Kimberly	Financial Aid	CS-04	Data Entry Clerk II	7/01/98	\$ 19,948	100	W	F	New Hire
Mendelsohn, Doreen	Biology	CS-04	Secretary II	8/10/98	\$ 19,948	100	W	F	New Hire

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Muldrow, Jacqueline	Mathematics	CS-04	Secretary II	5/11/98	\$ 19,367	100	B	F	New Hire
O'Neill, Laura	Sociology, Anthropology, and Criminology	CS-04	Secretary II	8/11/98	\$ 9,974	50	W	F	New Hire
Ridgley, Patricia	Geography & Geology	CS-04	Secretary II	8/17/98	\$ 9,974	50	W	F	New Hire
Taylor, Bonnie	Foreign Languages & Bilingual Studies	CS-04	Secretary II	7/29/98	\$ 9,974	50	W	F	New Hire
Cicillini, Vincent	Academic Advising	CS-03	Clerk	7/20/98	\$ 17,967	100	W	M	New Hire
Suma, Cobinaba	Social Work	CS-03	Secretary	6/22/98	\$ 8,722	50	B	F	New Hire
Arbaugh, Melvin	Physical Plant	PM-21	Painter	5/26/98	\$ 25,964	100	W	M	New Hire
Cornish, Genevieve	Physical Plant	PM-06	Custodian	5/06/98	\$ 7,670	50	W	F	New Hire

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 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT #	RACE	SEX	REASON FOR CHANGE
Boone, Megan	Dining Services	FM-95	Fast Food Worker	7/01/98	\$ 9,131	63	W	F	New Hire
Gibson, Herbert	Dining Services	FM-95	Fast Food Worker	7/01/98	\$ 9,131	63	B	M	New Hire
Huffman, Armando	Dining Services	FM-95	Fast Food Worker	7/01/98	\$ 3,652	25	B	M	New Hire
St. Pierre, Andrew	Dining Services	FM-95	Fast Food Worker	7/06/98	\$ 9,131	63	W	M	New Hire

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Motion carried.

SEPARATIONS/RETIREMENTS

Section 8

It is recommended that the Board of Regents approve 61 separations and retirements for the months and dates shown on the following pages.

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

DATE: SEPTEMBER 15, 1998
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EMPLOYEE GROUP

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRES DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Beck, Mary	LR&T-library	PROF	Professor	7/06/70	8/31/98	\$ 56,549	100	W	F	Retired
Chung, Young Iob	Economics	PROF -	Professor	9/01/66	9/01/98	\$ 82,916	100	A	M	Retired
Grisee, Jerald	Industrial Technology	PROF	Professor	6/12/67	6/26/98	\$ 67,067	100	W	M	Retired
Holmes, Peter	Psychology	PROF	Professor	9/01/68	7/01/98	\$ 67,791	100	W	M	Retired
Patrick, Ployd	Management	PROF	Professor	9/01/70	8/20/98	\$ 82,687	100	W	M	Retired
Ravencroft, Sue	Department Of Accounting	PROF	Professor	9/31/68	8/17/98	\$ 72,136	100	W	F	Other Job
Stavros, Demo	Interdisciplinary Technology	PROF	Professor	12/29/88	8/31/98	\$ 67,420	100	W	M	Retired
Yeakle, Myrna	Health, Physical Education, Recreation & Dance	PROF	Professor	9/01/65	8/19/98	\$ 61,416	100	W	F	Retired

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EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Burgess, Brigitte	Human, Environmental Consumer Resources	ASST	Assistant Professor	8/28/96	7/01/98	\$ 37,595	100	W	F	Other Job
Kidd, Kenneth	English Language & Literature	ASST	Assistant Professor	8/31/94	8/24/98	\$ 35,535	100	W	M	Other Job
Lambert, Charles	Health, Physical Education, Recreation & Dance	ASST	Assistant Professor	8/27/97	8/31/98	\$ 37,500	100	W	M	Other Job
Robinson, Ken	Teacher Education & College of Education	ASST	Assistant Professor	8/27/97	8/26/98	\$ 40,000	100	B	M	Personal
Sheard, Joan	Health, Physical Education, Recreation & Dance	ASST	Assistant Professor	8/31/88	6/26/98	\$ 47,648	100	W	F	Retired
Sirum-Connolly, Karen	Chemistry	ASST	Assistant Professor	8/28/96	8/31/98	\$ 38,110	100	W	F	Did Not Return From LOA
Young, Janice	Health, Physical Education, Recreation & Dance	ASST	Assistant Professor	8/28/96	6/26/98	\$ 36,000	100	W	F	Other Job
Hemmelgarn, Linda	Health, Physical Education, Recreation & Dance	INST	Instructor	8/30/76	5/25/98	\$ 37,953	100	W	F	Deceased

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EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

PAGE 3
 RETIREMENTS/
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Young, Frank	Health, Physical Education, Recreation & Dance	INST	Instructor	8/27/97	8/31/98	\$ 33,500	100	W	M	Leaving Area
Teske, Yvonne	Social Work	AP-13	Interim AP	1/02/98	6/30/98	\$ 72,060	100	W	F	Leaving Area
Goldstein, Philip	Intercollegiate Athletics Administration	AP-10	Assistant Director Athletic Business Operations	8/15/94	8/15/98	\$ 57,946	100	W	M	Other Job
Lefond, Dennis	University Marketing	AP-10	Associate Director Marketing	3/31/80	6/30/98	\$ 57,224	100	W	M	Retired
Lilley, Mary	Academic Affairs	AP-09	Assistant Dean Graduate School	9/10/79	6/30/98	\$ 44,637	100	W	F	At-Will Assignment Ended
Tindall, Lynn	Compensation & Employment Services	AP-09	Compensation/Employment Services Associate	9/11/91	5/22/98	\$ 37,147	100	W	F	Personal
Toth, Paul	University Computing	AP-09	Manager Production Services	8/17/92	7/17/98	\$ 43,918	100	W	M	Other Job
Groce, Marian	Intercollegiate Athletics	AC-12	Assistant Coach Basketball	6/24/98	8/14/98	\$ 31,500	100	W	F	Personal

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EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Boss, Jacob	Intercollegiate Athletics	AC-11	Assistant Coach Baseball	8/01/97	7/01/98	\$ 19,900	100	W	M	Personal
Harbach, Dawn	Intercollegiate Athletics	AC-11	Assistant Coach Women's Softball	6/25/96	5/29/98	\$ 22,050	100	W	F	Personal
Neely, Lorenzo	Intercollegiate Athletics	AC-11	Assistant Coach Men's Basketball	5/01/96	5/15/98	\$ 20,050	100	B	M	Personal
Wright, Deborah	University Computing	PT-10	Senior Data Base Administrator/Programmer	7/27/87	8/19/98	\$ 43,445	100	W	F	Other Job
Whitwire, William	Business - Dean	PT-09	Coordinator College of Business Grad Programs	12/08/97	5/29/98	\$ 53,200	100	W	M	Retired
Goerge, Jane	Health Service Health Education	PT-08	Coordinator Health Education	11/01/95	8/14/98	\$ 16,739	50	W	F	Personal
Goldstaub, Paul	Health, Physical Education, Recreation & Dance	PT-08	Dance Accompanist/ Composer	12/01/95	6/26/98	\$ 32,218	67	W	M	Other Job
Kimbrough, Pander	Academic Service Center	PT-08	Academic Advisor of Special Populations	7/20/87	5/28/98	\$ 32,503	100	B	F	Other Job

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EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

PAGE 5
 RETIREMENTS/
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Randolph, Linda	Ford Milan Sep 95-96	PT-08	Workplace Education Specialist	10/21/91	5/09/98	\$ 35,839	100	W	F	Terminate Following Layoff
Ripka, Angela	UAW/Ford:Rouge Sep98	PT-08	Workplace Education Specialist	12/15/97	6/24/98	\$ 24,750	75	W	F	Personal
Salazar, Maria	Technology - Dean	PT-08	Computer Network System Administrator	1/02/97	6/12/98	\$ 36,050	100	H	F	Other Job
Williams, V. Marita	Accounting	PT-08	Senior Accountant	4/10/96	6/12/98	\$ 34,031	100	B	F	Other Job
Wisgird, Richard	UAW/Ford:Milan Sep97	PT-08	Workplace Education Specialist	1/19/98	8/22/98	\$ 36,050	100	W	M	Personal
Baker, Keunta	Accounting	PT-07	Interim PT-08	9/12/94	7/31/98	\$ 32,503	100	B	F	Other Job
McPhillips, Michael	Continuing Edcation	PT-07	Coordinator Independent Study Program	11/21/88	7/13/98	\$ 35,852	100	W	M	Personal
Ozalp, Sevki	Academic Affairs	PT-07	Administrative Associate I	2/13/98	7/24/98	\$ 33,525	100	W	M	Assignment Ended

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EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Schmiedeskamp, Jane	Health Service Nursing	PT-07	Staff Nurse	8/29/94	9/01/98	\$ 24,014	75	W	F	Personal
Ueberroth, Karen	Computer Science	PT-07	Coordinator Computer Lit Lab, Computer Science	8/16/93	8/15/98	\$ 32,236	100	W	F	Other Job
Brock, Marcus	Residence Halls	PT-06	Area Complex Director	8/13/90	7/18/98	\$ 25,535	100	B	M	Other Job
Crawford, Shigeko	University Publications	PT-04	Press Operator	6/02/83	6/19/98	\$ 24,483	100	A	F	Retired
10 Oatrowski, Christel	Health Service Specialty Clinic	PT-04	Medical Assistant	7/01/94	5/19/98	\$ 10,128	50	W	F	Deceased
Saunders, William	Public Safety Office	CP-01	Officer Campus Police	11/23/87	7/14/98	\$ 37,765	100	W	M	Other Job
Coleman, Judy	Residence Halls	CS-05	Senior Secretary	12/16/87	8/28/98	\$ 24,301	100	W	F	Other Job
Swint, Thalia	African American Studies	CS-05	Senior Secretary	9/18/90	7/20/98	\$ 22,762	100	B	F	Other Job

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Gailliard, Glenda	Cashier's Office	CS-04	Cashier	8/28/95	7/10/98	\$ 20,143	100	B	F	Leaving Area
King, Kiersten	History & Philosophy	CS-04	Secretary II	10/27/97	8/28/98	\$ 9,974	50	B	F	Going To School
Ledingham, Brad	Public Safety Office	CS-04	Safety Dispatcher	8/15/94	8/13/98	\$ 20,341	100	W	M	Other Job
Saunders, Jacquelyn	Biology	CS-04	Secretary II	1/26/98	8/10/98	\$ 19,948	100	W	F	Other Job
Smart, Mary	Parking & Paving	CS-04	Customer Service Representative	12/15/97	7/31/98	\$ 19,948	100	W	F	Personal
Smart, Susan	Career Services	CS-04	Career Services Assistant I	12/23/85	6/15/98	\$ 10,262	50	W	F	Retired
Coronado, Rosalinda	Office Of The Registrar	CS-03	Clerk	12/22/97	8/01/98	\$ 17,444	100	H	F	Did Not Return From LOA
Durham, Lawrence	General Maintenance & Repair	FM-21	Painter	7/01/91	7/31/98	\$ 39,279	100	W	M	Retired

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 RETIREMENTS/
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
King, Roger	Plumbing	FM-21	Plumber	5/09/88	7/30/98	\$ 39,279	100	W	M	Retired
Hollifield, Fred	Grounds Walks Roadways	FM-16	Special Grounds Equipment Operations	11/11/79	7/07/98	\$ 30,409	100	W	M	Personal
Galvin, Angela	Physical Plant	FM-06	Custodian	3/23/98	5/26/98	\$ 7,670	50	W	F	Other Job
Lucas, Kathleen	Physical Plant	FM-06	Custodian	6/27/70	7/01/98	\$ 25,233	100	W	F	Retired
Mackson, Sherwayne	Physical Plant	FM-06	Custodian	8/30/93	5/13/98	\$ 25,233	100	B	M	Discharged

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Motion Carried.

.5405M STUDENT AFFAIRS COMMITTEE

Section 9

Regent Stephens moved and Regent DeMattia seconded to receive and place on file the agenda for September 15, 1998, and the minutes of June 16, 1998. The Committee heard a report from Glenna Frank Miller, director of McKenny Union and Campus Life, about freshman orientation weekend and Becky Figura, director of Housing, who described "Move-In Madness" and outlined several major renovations made in housing. Student Body President, Adrienne Marsh, Cathy Gartner, President of the Residence Hall Association, Inter-Fraternity Council President, Ben Wheeler, Tracy Sturdivant of the Campus Life Council, Summer Scarbough representing Students of Color, the Graduate Student Organization President Jim Dolan, Carl Ebach representing students with disabilities, and Eleonora Bagatelia, President of the International Student Organization, provided overviews of their priorities.

Motion carried.

.5406M FINANCE COMMITTEE MONTHLY REPORT

Section 10

Regent DeMattia moved and Regent Stephens seconded to receive and place on file the Working Agenda for September 15, 1998, and the minutes for the June 16, 1998 Finance Committee meeting.

Motion carried.

.5407M

**COLLECTIVE BARGAINING AGREEMENT BETWEEN
EASTERN MICHIGAN UNIVERSITY AND THE EASTERN
MICHIGAN UNIVERSITY SERGEANTS' CHAPTER OF THE
POLICE OFFICERS LABOR COUNCIL**

Section 11

Regent DeMattia moved and Regent Stephens seconded that the Board of Regents approve the Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Sergeants' Chapter of the Police Officers Labor Council and that the President and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

Motion carried.

.5408M

**CONSOLIDATED FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION AS OF JUNE 30, 1998
AND 1997**

Section 12

Regent DeMattia moved and Regent Pursell seconded that the Board of Regents receive and place on file the University's audited 1997-98 Consolidated Financial Statements.

Motion Carried.

.5409M

**1997- 98 GENERAL FUND BUDGET MANAGEMENT
REPORT**

Section 13

Regent DeMattia moved and Regent Stephens seconded that the Board of Regents accept and place on file the 1997-98 General Fund Budget Management Report.

Motion Carried.

.5410M

**1997-98 AUXILIARY FUND BUDGET MANAGEMENT
REPORT**

Section 14

Regent DeMattia moved and Regent Stephens seconded that the Board of Regents accept and place on file the 1997-98 Auxiliary Fund Budget Management Report.

Motion Carried.

.5411M

1997-98 GENERAL FEE REPORT

Section 15

Regent DeMattia moved and Regent Stephens seconded that the Board of Regents accept and place on file the 1997-98 General Fee Report.

Motion Carried.

.5412M

POLICY REVISION: INVESTMENTS

Section 16

Regent DeMattia moved and Regent Stephens seconded that the Board of Regents approve a revision to the University's investment policy as shown on the following pages.

Motion Carried.



Policies, Rules and Regulations

Effective Date	Date of Revision		
1-10-66	9-15-98		
Chapter Name	Chapter No.	Page	
BUSINESS & FINANCIAL OPERATIONS	11.1.2	1 of 4	
Issue			
INVESTMENTS			

UNIVERSITY POLICY STATEMENT:

Eastern Michigan University's investment objective shall be to preserve investment principal while deriving a reasonable return consistent with the prevailing market and economic conditions. Investment decisions shall be based on specific guidelines which incorporate quality, safety, diversity and liquidity of funds.

1. All cash shall be invested and/or reinvested in the following:

A. Obligations of, or fully guaranteed as to both principal and interest by, the United States of America and/or obligations of federal or state agencies rated AA or better by Moody's Investors Service (or equivalent rating).

B. Obligations of: (1) commercial banks, bank holding companies, savings banks, and savings and loan associations, organized under the laws of the United States of America or any state thereof, including their foreign branches; and (2) corporations organized under the laws of the United States of America or any state thereof, including their foreign subsidiaries. In each of the foregoing instances, the obligations shall be at least rated equal to or better than the following ratings of these or equivalent sources:

	<u>One Year or Less</u>	<u>Greater Than One Year</u>
Duff & Phelps, Inc.	D-1/A	D-1/AA
Fitch Investors Service, Inc.	F-1/A	F-1/AA
Moody's Investors Service	P-1/A	P-1/AA
Standard & Poor's Corp.	A-1/A	A-1/AA
Thomson BankWatch	B/C	B/C

Chapter Name	Chapter No.	Page
BUSINESS & FINANCIAL OPERATIONS	11.1.2	2 of 4
Issue		
INVESTMENTS		

In the event of a split rating in which one of the ratings falls below the minimum established above, the investment shall be disqualified. Investments shall generally be made in the following securities:

Bankers' Acceptances	Certificates of Deposit
Corporate Bonds	Commercial Paper
Corporate Notes	Deposit Notes
	Eurodollars

C. Investments in Eurodollars may only be made in countries that are rated I or better by Thomson BankWatch (or equivalent rating).

D. All foregoing obligations may be either in fixed rate or "simple" floating rate instruments. Floating rate instruments may not exceed 5% 50% of the total portfolio.

E. Investments may be made in external mutual funds, separate managed funds and/or other pooled funds with investment policies which match the University's credit and market risk tolerance and have acceptable risk management procedures as approved and monitored by the Investment Committee. The neutral position of an external Intermediate Term Cash pooled fund and each of the managers' portfolios will be the average maturity and duration of the Merrill Lynch 1-3 Year Treasury Index (in the range of two years). Typically, the weighted average maturities of the managers' portfolios will fall between one and three years. Duration should generally be in the two-year range.

F. Investments may be made in other types of securities given that they are comparable in nature with those listed above.

2. Except for obligations issued or guaranteed by the U.S. Government, Federal Agencies and Government-sponsored corporations, no more than 10% of the portfolio value shall be invested in the securities of one issuer.
3. Any single investment in an intermediate term fund shall be limited to 25% of the total portfolio value.
4. Any investment in a single short-term investment fund shall be limited to 50% of total portfolio value.
5. Use of derivative securities by internal management is prohibited.

Chapter Name	Chapter No.	Page
BUSINESS & FINANCIAL OPERATIONS	11.1.2	3 of 4
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INVESTMENTS		

6. Derivative use shall be allowed by external investment managers to neutralize or reduce risk. Derivative applications must be in compliance with the derivative use scope defined in the service agreement. Derivatives used for leverage or speculative purposes is explicitly prohibited.
7. No investment manager shall have physical control or custody of an investment asset. All investments shall be held in custody by bank/trust rated B/C or higher by Thomson Bank Watch, Inc. provided with satisfactory fidelity bond, error and omissions and crime liability insurance. Securities lending by custodians is prohibited.
8. A donated security will be evaluated upon receipt and determination, barring donor restrictions, on whether to sell or hold the donated security shall be made by the Treasurer or designee.

UNIVERSITY PRACTICE:

University practices for implementing this policy include:

1. An Investment Committee shall be established consisting of the Treasurer, Assistant Treasurer and other designated administrative staff. The Investment Committee shall meet regularly (no less than twice a month) to review existing investments and evaluate recommendations for adjusting the investment portfolio.
2. Exceptions to this policy may only be made by the Treasurer. The exceptions must be made in writing and reported to the Board of Regents at the next scheduled Finance Committee meeting. In addition, any investment which deviates from past investment practices, even if within policy, shall also be noted at the next scheduled Finance Committee meeting.
3. It is the responsibility of the ~~Director of Treasury and Tax (internal staff)~~ **University Controller** to immediately notify the Treasurer of any credit downgrade, default, bankruptcy or event which may affect an investment's value. The price of investments will be monitored regularly (not less than weekly) and any material change or identifiable trend shall be reported to the Treasurer and the Investment Committee. The report shall include an analysis of viable options with respect to the investment in question.

Securities or investments which no longer meet the criteria of this policy shall be sold or exchanged when market conditions permit realization of reasonable value. The Treasurer, or designee, shall decide on an appropriate strategy regarding such an investment. The

Chapter Name	Chapter No.	Page
BUSINESS & FINANCIAL OPERATIONS	11.1.2	4 of 4
Issue		
INVESTMENTS		

status of these securities or investments and any actions taken shall be reported to the Board of Regents at the next scheduled Finance Committee Meeting.

4. The Treasurer, or designee, shall at each regular meeting of the Board of Regents report on the financial activities governed by this policy.
5. The rate of return of the investment portfolio shall be compared with standard established indices as follows:

Short Term Investment: 90 days Treasury rate
Intermediate Investment: Merrill Lynch 1-3 year Treasury Index

6. The Treasurer, or designee, is authorized to obtain advisory services for acquisition, disposal, and custody of investments. The Treasurer is authorized to arrange for services in the acquisition, disposal and custody of investments with security dealers registered with the Security and Exchange Commission (SEC) and the National Association of Security Dealers (NASD) or other financial institutions that meet the restrictions detailed herein (i.e. commercial banks).

RESPONSIBILITY FOR IMPLEMENTATION:

The University Treasurer has overall responsibility for the implementation and administration related to the Cash Management and Investments policy.

SCOPE OF POLICY COVERAGE:

This policy applies to all cash investments made by the University.

Authority for Creation or Revision

Minutes of the Board of Regents: January 10, 1966, para. .334M; March 15, 1972, para. .1086M. and .1087M; May 17, 1978, para. .1941M; May 25, 1993; para. .4698M; September 15, 1998, para. .5412M

.5413M

OMNIPPOINT WIRELESS LEASE AGREEMENT – TOWER

Section 17

Regent DeMattia moved and Regent Griffin seconded that the Board of Regents authorize the administration to negotiate, in the best interests of the University, and execute an option/lease agreement with Omnipoint Communications Services, LLC (Omnipoint) for the purpose of leasing a wireless communications antennae site to Omnipoint.

Motion Carried.

.5414M

ADMINISTRATIVE INFORMATION SYSTEMS/COMPUTING

Section 18

Regent DeMattia moved and Regent Antonini seconded that the Board of Regents place on file the minutes of the General Discussion on the issue of the Information and Computing Systems.

Motion Carried.

.5415M

**EDUCATIONAL POLICIES COMMITTEE MONTHLY
REPORT**

Section 19

Regent Pursell moved and Regent Antonini seconded that the Educational Policies Committee Agenda for September 15, 1998, and the minutes of June 16, 1997 be received and placed on file.

Motion carried.

.5416M

APPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

Section 20

Regent Pursell recommended and Regent Griffin seconded that the Board appoint Tyne J. Andrews and Jeanne M. Ballew to three-year terms on the Board of Directors of the Ann Arbor Learning Community, and Marcella Howard-Towns to a three-year term on the Board of Directors of Hope Academy of Detroit, effective immediately.

Motion carried.

.5417M

FACULTY AFFAIRS COMMITTEE

Section 21

Regent Thomas moved and Regent Griffin seconded that the Faculty Affairs Committee Agenda for September 15, 1998, and the Minutes of the March 17, 1998, meeting be received and placed on file.

Motion carried.

NEW BUSINESS

.5418M

PRESIDENT'S EMPLOYMENT CONTRACT

Section 21

Regent Incarnati moved and Regent Antonini seconded that the Board of Regents approve the extension of the Employment Agreement between the Board and President William E. Shelton, from July 1, 2000 to June 30, 2002. All other provisions of the Employment Agreement shall remain unchanged and continue in full force and effect.

Motion Carried.

.5419M

MEETING ADJOURNED

Regent Incarnati moved and Regent Pursell seconded that the Regular Meeting of the Board be adjourned at 1:49 p.m. The next meeting of the Board of Regents will be November 17, 1998 in Room 201, Welch Hall.

Motion carried.

Respectfully submitted,


Secretary to the Board of Regents