

1994

## Board of Regents Meeting Materials, January 25, 1994

Eastern Michigan University

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Eastern Michigan University  
BOARD OF REGENTS

Index of the Regular Meeting of the Board of Regents, January 25, 1994.

	<u>Page No.</u>
.4788M	Construction Projects Progress.....6
.4784M	Cross Country Track Team Resolution.....2
.4794M	Educational Policies Committee Monthly Report.....14
.4797M	Election of Board Officers.....15
.4783M	European Cultural History Program Resolution.....2
.4795M	Faculty Affairs Committee Monthly Report.....14
.4793M	Finance Committee Monthly Report.....14
.4787M	Grants/Contracts Report.....6
.4786M	Internal Audit Report.....5
.4798M	Meeting Adjourned.....16
.4782M	Minutes of December 7, 1993.....1
.4792M	Policy Deletions.....14
.4789M	Report: Teaching and Research at Eastern Michigan University Part II.....6
.4791M	Separations/Retirements.....10
.4790M	Staff Appointments.....7
.4796M	Student Affairs Committee Monthly Report.....15
.4785M	Treasurer's Report.....5

**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents**

Official minutes of the January 25, 1994, Board of Regents meeting.

The regular meeting of the Eastern Michigan University Board of Regents was called to order by Chair Robert A. DeMattia at 1:30 p.m., in Room 201 Welch Hall, Ypsilanti, Michigan.

Chair DeMattia asked Secretary Reid for an attendance roll call.

The Board members present were:

Chair Robert A. DeMattia  
Regent Frederick L. Blackmon  
Regent Anthony A. Derezinski  
Regent Philip A. Incarnati  
Regent Mara M. Leticia  
Regent Carl D. Pursell  
Regent Gayle P. Thomas

The Board member absent was:  
Regent James Clifton

Members of the Administration present were:

President William Shelton  
Executive Vice President Roy Wilbanks  
Provost and Vice President Ronald Collins  
Acting Vice President Patrick Doyle  
Vice President Laurence Smith  
Secretary to the Board of Regents and  
Executive Associate to the President Juanita Reid

**.4782M      Minutes of December 7, 1993**

Regent Derezinski moved and Regent Blackmon seconded that the minutes of the December 7, 1993, regular meeting of the Board of Regents be approved.

Motion Carried.

**.4783M European Cultural History Tour Program**

Regent Pursell moved and Regent Blackmon seconded that the following resolution be approved:

**WHEREAS**, the European Cultural History Tour Program administered by the Academic Programs Abroad Office of Continuing Education at Eastern Michigan University is observing its 20th anniversary year; and

**WHEREAS**, the program was established through the persistent and tireless efforts of Professor Emeritus Emanuel Fenz of the History and Philosophy Department; and

**WHEREAS**, Professor Fenz was visionary in his dream of providing a comprehensive living experience for students and devoted his vast energies to developing the program and remains ever committed to the concept of education through cultural experiences abroad; and

**WHEREAS**, the program has offered consistently excellent overseas study and travel opportunities to numerous students throughout its existence; and

**WHEREAS**, during its existence, the program has been unique among study abroad programs and gained much favorable attention for Eastern Michigan both nationally and internationally; and

**WHEREAS**, the program utilizing Professor Fenz' preparatory work, is launching its first Asian venture under the leadership of Dr. Gordon Knutson this year;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents at Eastern Michigan University congratulates the European Cultural History Tour Program, Professor Fenz, and their supporting university offices on reaching these important milestones and commends them for exemplifying Eastern Michigan University's emphasis on excellence and innovation in education, and wishes them success in continuing and expanding this distinguished tradition into the future.

Motion Carried.

**.4784M CROSS COUNTRY TRACK TEAM**

Regent Incarnati moved and Regent Pursell seconded that the following resolution be approved:

**WHEREAS**, the Eastern Michigan University Men's Cross Country Team won its fourth consecutive Mid-American Conference championship October 30, 1994; and

**WHEREAS**, EMU scored 40 points to runner-up Miami University's 51 points; and

**WHEREAS**, EMU placed five of its runners in the top 17, led by Carl Warren in first place, Jason Boothroyd in second place, and Dominic Middleton in fifth place; and

**WHEREAS**, Carl Warren, Jason Boothroyd and Dominic Middleton all were named to the All-MAC Cross Country Team; and

**WHEREAS**, sophomore Matthew Ames, an accounting major from Owosso, Michigan, with a 3.79 grade point average, was named Honorable Mention Academic All-MAC;

**NOW, THEREFORE, BE IT RESOLVED**, that the Eastern Michigan University Board of Regents commends and congratulates the Men's Cross Country Team, Head Coach Robert Parks and Assistant Coach Brad Fairchild, for the honor and distinction they have brought themselves and Eastern Michigan University.

Motion Carried.

### **COMMUNICATIONS**

Chair DeMattia announced that there were seven requests to address the Board and that the one-half hour for communications would allow approximately four minutes for each speaker.

Regent Pursell asked if the speakers submitted their testimony in writing to the Board and if there was a record maintained.

Chair DeMattia responded that their names and topics are included in the official board minutes and that the testimony is on audio tape.

Chair DeMattia called the first speaker to address the Board.

Ms. Renee Jaquire, representing the Native American Student Organization, thanked the Board for the logo change and stated there is no compromise on the logo change.

Mr. Anthony F. Goulet, representing the Native American Student Organization, American Indian Movement and Echoes of the People, stated his appreciation for the logo change and distributed a brochure showing Eastern Michigan University as an institution that appreciates diversity.

Mr. Davi Trusty, representing the American Indian Movement and Two Crows Association, stated there is no room for compromise on the University's decision to change the logo. He thanked the Board and the President for their decision.

Mr. Rudy Castillo, representing the Latino Student Association, thanked the Board and the President for the logo change. He also stated there was no room for compromise and that it was time for the Huron Restoration people to move on.

Mr. Eric Walline, representing the Huron Restoration Alumni Chapter, requested that the Board consider restoring the Huron name and logo and accept input from students on the issue.

Mr. Tim Faremouth, representing the Huron Restoration Student Alliance, requested reconciliation on the logo issue. He requested that the issue be reopened.

### PRESIDENT'S REPORT

There is no written report today because the Board was sent a report approximately one week ago that provided an update on a number of institutional events. With one of the coldest spells in the history of the State of Michigan, I want to acknowledge that I received all of your telephone calls and letters. To close the University due to extremely cold weather is a difficult decision, but there is a decision-making process in place that involves input from Bill Smart, Director of the Physical Plant, the Physical Plant Staff, Acting Vice President Pat Doyle, and information from the Michigan State Police. Information on weather and road conditions is used in the decision making process and while I know that many of you were very upset that we did not close the University, weather conditions were monitored on an hourly basis and it was determined appropriate to continue with the class schedule. Certainly we believe that our faculty and staff were considerate of those students who may have had difficulty getting to class because of the cold weather. Hopefully that level of cold weather is over and we won't face those conditions again for a while.

The presidents of the Mid-American Conference met this week for their semi-annual meeting. As you know there has been a considerable amount of attention in the media regarding recent legislation on gender equity. The MAC Presidents previously made a public commitment to gender equity in terms of equal numbers of sports for men and women, as well as some percentage balance between men and women participation rates in MAC sports. We will continue to monitor those activities and will bring more specific information to you in the near future on our efforts to address the gender equity at Eastern. The topic that is perhaps of more interest and importance to our conference at this time relates to possible restructuring proposals within the NCAA. We have seen at least three proposals emerge recently which would call for a more federated approach to the Association and in some ways a less advantageous position for the Mid-American Conference. The NCAA has requested that individuals in organizations submit any comments and proposals regarding restructuring by March 1 to the Kansas City Office. We plan to do that and will keep you informed as to what direction we appear to be going.

Chair DeMattia mentioned this morning that several of the Regents along with myself and presidents from the 14 other campuses and members of their Boards met with Governor Engler today. The topic was school reform and the ballot proposal. Whether you agree with Proposal A or B, we certainly hope that you will express your opinion when the time comes to voting on the refinancing of public schools. I will not publicly take a position on which one is better, but probably if you talk to me privately I do favor one over the other. Public schools have received a great deal of attention recently and certainly there has been legislation that encourages some reform and we are looking at

the possibility of charter schools at this particular time. The Governor has asked each of the universities to consider sponsoring one or more charter schools throughout the state and I anticipate that Eastern will be an active participant in this process.

You no doubt read in the newspaper recently the Governor's recommendation as to the appropriation for higher education next year. While there is a 3 percent appropriation increase overall for higher education, the Governor has recommended that five of the institutions receive varying levels of an increase higher than a goal level of 2.3 percent. Eastern is the second highest percentage, 5.8 percent, and I am very optimistic that we will have a chance to have some level of appropriation higher than the 2.3 percent goal. I appreciate the leadership of the Governor in recognizing that we need to address the realities of enrollment at Eastern Michigan University and other institutions that have experienced significant growth over the past few years. We will work diligently to insure that we assist in the beginning phases of getting the new budget passed for higher education in our state. The Governor indicated that he believes the new budget would be completed by April 30th of this year, which would be remarkable and would certainly help the planning for our institution. We view this differential funding recommendation as a major step forward for Eastern Michigan University. We have for several years advocated a process which would recognize the enrollment growth that we experienced and it appears that is finally occurring.

The Winter, 1994 student enrollment is slightly down but within the established budgetary plans and consistent with enrollments at sister institutions. This concludes my report and I will be happy to answer any questions.

#### **.4785M      TREASURER'S REPORT**

##### Section 1

Regent Incarnati moved and Regent Derezinski seconded that the Treasurer's Report for the month of December 1993, be received and placed on file.

Motion Carried.

#### **.4786M      INTERNAL AUDIT REPORT**

##### Section 2

Regent Incarnati moved and Regent Derezinski seconded that the Internal Auditor's activity report for the month of January 1994, be received and placed on file.

Motion Carried.

**.4787M        GRANTS/CONTRACTS REPORT**

**Section 3**

Regent Incarnati moved and Regent Derezinski seconded that the 33 Grants and Contracts totaling \$724,601 for the months of November and December 1993, and January 1994, be accepted.

Motion Carried.

**.4788M        CONSTRUCTION PROJECTS PROGRESS**

**Section 4**

Regent Incarnati moved and Regent Derezinski seconded that the Board of Regents receive and place on file the Construction Projects Progress Report for the month of December 1993.

Motion Carried.

**.4789M        REPORT:        TEACHING AND RESEARCH AT EASTERN MICHIGAN UNIVERSITY,  
PART II**

**Section 5**

Regent Incarnati moved and Regent Derezinski seconded that the Board of Regents accept and place on file the report on Teaching and Research at Eastern Michigan University, Part II.

Motion Carried.



.4790M STAFF APPOINTMENTS

Section 6

Regent Incarnati moved and Regent Derezinski seconded that the Board of Regents approve 19 staff appointments for the months and dates shown on the attached listing.

Motion Carried.

EASTERN MICHIGAN UNIVERSITY CURRENT PERSONNEL MASTER FILE									
PAGE 1 APPOINTMENTS									
NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Falk-Deay, Tamara	Intercollegiate Athletics	AC-11	Assistant Coach	11/01/93	\$ 21,300	100	U	F	Appointment
Ayers, Kenya	Equity Programs	PT-07	Coordinator MTL Program	12/06/93	\$ 25,213	100	B	F	Appointment
Lynn, Diane	Physical Plant	PT-06	Area Foreperson	12/02/93	\$ 22,000	100	B	F	Appointment
Keating, Richelle	Cashier's Office	CS-04	Cashier	12/06/93	\$ 15,947	100	U	F	Appointment
Medayag, Frances	Parking & Paving	CS-04	Data Entry Clerk II	1/03/94	\$ 7,973	50	A	F	Appointment
Shebazz, Saabirah	Financial Aid	CS-04	Data Entry Clerk II	11/29/93	\$ 15,947	100	B	F	Appointment
Craig, Candace	Parking & Paving	CS-03	Parking Control Clerk	11/19/93	\$ 14,343	100	B	F	Appointment

DATE: January 25, 1994  
BOARD REPORT FOR: 1/25/94  
ALPHABETICAL LISTING WITHIN  
CLASSIFICATION LEVEL WITHIN  
EMPLOYEE GROUP

DATE: January 25, 1994  
 BOARD REPORT FOR: 1/25/94  
 ALPHABETICAL LISTING WITHIN  
 CLASSIFICATION LEVEL WITHIN  
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Howell, Cheryl	Academic Records	CS-03	Clerk	12/13/93	\$ 14,363	100	W	F	Appointment
Ward, Crystal	Accounts Payable	CS-03	Account Clerk	1/03/94	\$ 14,363	100	W	F	Appointment
Plom III, William	Physical Plant	FM-12	Groundsperaon	11/22/93	\$ 7,430	50	W	M	Appointment
Benton, Christopher	Dining Services	FM-95	Fast Food Worker	11/17/93	\$ 6,653	63	B	M	Appointment
Carrington, Donald	Dining Services	FM-95	Fast Food Worker	12/01/93	\$ 6,653	63	B	M	Appointment
Coward, Nathaniel	Dining Services	FM-95	Fast Food Worker	12/01/93	\$ 6,653	63	B	M	Appointment
Franklin, Carla	Dining Services	FM-95	Fast Food Worker	12/01/93	\$ 6,653	63	B	F	Appointment

DATE: January 25, 1994  
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ALPHABETICAL LISTING WITHIN  
CLASSIFICATION LEVEL WITHIN  
EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
CURRENT PERSONNEL MASTER FILE

PAGE 3  
APPOINTMENTS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
McCalley, Rochelle	Dining Services	FM-95	Fast Food Worker	12/01/93	\$ 6,653	63	B	F	Appointment
McClain, Alpheria	Dining Services	FM-95	Fast Food Worker	11/18/93	\$ 6,653	63	B	F	Appointment
Morowake, Charles	Dining Services	FM-95	Fast Food Worker	11/15/93	\$ 6,653	63	W	M	Appointment
Rankin, Faye	Dining Services	FM-95	Fast Food Worker	11/21/93	\$ 6,653	63	B	F	Appointment
Wallace, Stacey	Dining Services	FM-95	Fast Food Worker	12/01/93	\$ 6,653	63	B	F	Appointment

DATE: January 25, 1994  
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 ALPHABETICAL LISTING WITHIN  
 CLASSIFICATION LEVEL WITHIN  
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

PAGE 1  
 RETIREMENTS/  
 SEPARATIONS

.4792M SEPARATIONS/RETIREMENTS  
 Section 7

Regent Incarnati moved and Regent Derezniski seconded that the Board of Regents approve 23 separations and retirements for the months and dates shown on the attached listing.  
Motion Carried.

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Helbig, Althea	English	PROF	Professor	4/01/66	1/07/94	\$ 51,177	100	W	F	Retiring
Ristau, Robert	Business and Industrial Education	PROF	Professor	8/13/73	12/31/93	\$ 65,926	100	W	M	Retiring
Bernes, Geraldine	Health, Physical Education, Recreation & Dance	ASSC	Associate Professor	9/01/64	1/05/94	\$ 47,628	100	W	F	Retiring
Dye, Jean	English	ASSC	Associate Professor	9/02/87	12/31/93	\$ 39,025	100	W	F	Leaving Area
Hartin, Michael	Teacher Education	ASSC	Associate Professor	8/27/86	1/01/94	\$ 40,063	100	W	M	Other Position
Beltsos, Nicholas	Management	ASST	Assistant Professor	9/01/62	1/04/94	\$ 49,836	100	W	M	Retiring
Chamberlain, Marjorie	Special Education	ASST	Assistant Professor	9/15/67	1/04/94	\$ 44,605	100	W	F	Retiring

DATE: January 25, 1994  
 BOARD REPORT FOR: 1/25/94  
 ALPHABETICAL LISTING WITHIN  
 CLASSIFICATION LEVEL WITHIN  
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

PAGE 2  
 RETIREMENTS/  
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Cullen, Mary	Interdisciplinary Technology	ASST	Assistant Professor	6/29/92	12/18/93	\$ 39,975	100	W	F	Deceased
Godell, Susan	University Health Services	PT-08	Nurse Practitioner	1/17/92	12/17/93	\$ 17,154	50	W	F	Other Position
Thelen, Sharon	Accounting	PT-06	Accountant I	6/14/93	11/29/93	\$ 24,361	100	W	F	Other Position
Bogle, Jacqueline	University Computing	CS-05	Data Control Clerk	4/13/70	12/31/93	\$ 26,578	100	W	F	Retiring
Mellendorf, Mary	Payroll	CS-04	Senior Account Clerk	5/31/88	11/12/93	\$ 18,588	100	W	F	Other Position
Paille, Danielle	Management	CS-04	Secretary II	8/22/90	11/26/93	\$ 9,787	50	W	F	Other Position
Pierce, Doreen	Admissions	CS-04	Data Entry Clerk II	11/15/93	12/08/93	\$ 15,947	100	W	F	Personal

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 CLASSIFICATION LEVEL WITHIN  
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

PAGE 3  
 RETIREMENTS/  
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Weaver, Joyce	Cashier's Office	CS-04	Cashier	8/14/79	12/31/93	\$ 21,532	100	W	F	Permanent Disability
Dunklin, Lorine	Physical Plant	FM-06	Custodian	11/01/88	12/31/93	\$ 22,416	100	B	F	Retiring
Hayea, Joy	Dining Services	FM-06	Cook	10/03/66	1/04/94	\$ 22,416	100	W	F	Retiring
Benton, Christopher	Dining Services	FM-95	Fast Food Worker	11/17/93	11/24/93	\$ 6,653	63	B	M	Quit Without Notice
Blackwell, Jeffery	Dining Services	FM-95	Fast Food Worker	10/05/93	10/30/93	\$ 6,653	63	B	M	Quit Without Notice
Burdine, Ronald	Dining Services	FM-95	Fast Food Worker	10/08/93	10/20/93	\$ 6,653	63	B	M	Quit Without Notice
Hulett, Walter	Dining Services	FM-95	Fast Food Worker	11/08/93	11/29/93	\$ 6,653	63	B	M	Quit Without Notice

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EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

PAGE 4  
 RETIREMENTS/  
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Kelly, James	Dining Services	FM-95	Fast Food Worker	9/11/93	10/30/93	\$ 6,653	63	B	M	Discharged
Morowski, Charles	Dining Services	FM-95	Fast Food Worker	11/15/93	11/24/93	\$ 6,653	63	W	M	Quit Without Notice

**.4792M POLICY DELETIONS**

**Section 8**

Regent Incarnati moved and Regent Derezinski seconded that the Board of Regents approve the deletion of the following policies from Eastern Michigan University's Policies, Rules and Regulations Manual:

1. Salaries for Supervisors of Maintenance and Food Service Employees
2. Shift Premiums
3. Longevity Pay for Non-Bargained for Administrative, Professional and Clerical Staff

Salaries for Supervisors Maintenance and Food Service Employees and Shift Premiums are covered under the applicable union contracts. Longevity pay applies to employees ranked AP-05 or below. Eastern Michigan University has no employees ranked AP-05 or below and does not anticipate having any in the future. Therefore, this policy is no longer applicable.

Motion Carried.

**.4793M FINANCE COMMITTEE MONTHLY REPORT**

**Section 9**

Regent Incarnati moved and Regent Blackmon seconded that the Working Agenda for January 25, 1994, and the minutes for December 7, 1993, be received and placed on file.

Motion Carried.

**.4794M EDUCATIONAL POLICIES COMMITTEE MONTHLY REPORT**

**Section 10**

Regent Blackmon moved and Regent Derezinski seconded that the Educational Policies Committee Agenda for January 25, 1994, and the Minutes of December 7, 1993, be received and placed on file.

Motion Carried.

**.4795M FACULTY AFFAIRS COMMITTEE MONTHLY REPORT**

**Section 11**

Regent Pursell moved and Regent Derezinski seconded that the Faculty Affairs Committee Agenda for January 25, 1994, and the Minutes of December 7, 1993, be received and placed on file.

Motion Carried.



**.4796M          STUDENT AFFAIRS COMMITTEE MONTHLY REPORT**

Section 12

Regent Letica moved and Regent Blackmon seconded that the Student Affairs Committee Agenda for January 25, 1994, and the Minutes of December 7, 1993, be received and placed on file.

Regent Blackmon stated there was considerable discussion on the University's sexual orientation policies and lack thereof. He reported that a formal recommendation was made to the administration to review its anti-discrimination policies, particularly with regard to sexual orientation. On the University's anti-discrimination policies, Regent Blackmon reported that University Attorney, Ken McKanders gave a detailed presentation on what policies are in place now and that the University conforms to current laws with respect to anti-discrimination policies. Mr. Blackmon further reported that not in all cases do those policies include clauses with respect to specific discrimination for sexual orientation. The Student Affairs Committee recommended that the administration review anti-discrimination policies with regard to whether or not they should be amended to include sexual orientation language.

Chair DeMattia asked if it was a recommendation to the administration.

Regent Blackmon responded that it is a recommendation to the administration.

Chair DeMattia indicated the topic will be reviewed by the administration and taken back to the Student Affairs Committee.

Motion Carried.

**.4797M          ELECTION OF BOARD OFFICERS**

Section 13

**ELECTION OF CHAIR**

Regent Derezinski moved and Regent Incarnati seconded that in accordance with the Board of Regents By-Laws, Article IV, Section 4.01, that the Board of Regents elect Robert A. DeMattia as Chair of the Board of Regents.

Motion Carried.

**ELECTION OF VICE CHAIR**

Regent Derezinski moved and Regent Blackmon seconded that in accordance with the Board of Regents By-Laws, Article IV, Section 4.02, that the Board of Regents elect Gayle P. Thomas as Vice Chair of the Board of Regents.

Motion Carried.

#### APPOINTMENT OF BOARD SECRETARY

Regent Derezinski moved and Regent Incarnati seconded that in accordance with the Board of Regents By-Laws, Article IV, Section 4.05, that the Board of Regents appoint Juanita M. Reid as Secretary to the Board of Regents.

Motion Carried.

#### APPOINTMENT OF BOARD TREASURER

Regent Derezinski moved and Regent Incarnati seconded that in accordance with the Board of Regents By-Laws, Article IV, Section 4.07, that the Board of Regents appoint Patrick Doyle as Treasurer to the Board of Regents.

Motion Carried.

Chair DeMattia announced that he would get back to the Regents concerning their Board committee assignments.

President Shelton expressed his appreciation to the Board for the seriousness in which they take the responsibilities placed upon them.

Chair DeMattia recognized Regent Pursell.

Regent Pursell stated that last month he publicly indicated he would continue working on the divisive issue of the Huron logo that confronts the Board every month, daily on campus, and in the Board meetings. Mr. Pursell indicated it was incumbent on the Board as a whole to consider some kind of reconciliation because it is important for fund-raising. Regent Pursell further stated that in the spirit of statesmanship and on behalf of the integrity and history of the institution, that there is an opportunity for reconciliation to which he would like to contribute a resolution and offered to work to build harmony.

#### .4798M MEETING ADJOURNED

Regent Incarnati moved and Regent Derezinski seconded that the regular meeting of the Board be adjourned at 2:24 p.m.

Motion Carried.

Respectfully submitted,