

1993

Board of Regents Meeting Materials, September 28, 1993

Eastern Michigan University

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Eastern Michigan University
BOARD OF REGENTS

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EASTERN MICHIGAN UNIVERSITY
Board of Regents

Official minutes of the September 28, 1993, 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 12:15 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 James Clifton
Regent Anthony A. Derezinski
Regent Philip A. Incarnati
Regent Gayle P. Thomas

The Board members absent were:

Regent Mara M. Letica
Regent Carl D. Pursell

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

.4727M Executive Session

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents convene in executive session for the purpose of discussing the proposed Collective Bargaining Agreements.

Roll call vote taken.

Motion Carried.

The Regents convened in executive session.

The regular meeting reconvened at 1:38 p.m.

.4728M Amendment of Agenda

Regent Derezinski moved and Regent Clifton seconded that Section 10, EMU-AAUP (Faculty) Collective Bargaining Agreement; Section 12, Merit Pay Increase Funding and Salary Schedule Adjustment Proposal for Non-Bargained for Staff; and Section 22, **POLICY: Employment/Affirmative Action-Academic Personnel: Lecturers** be deleted from the regular meeting agenda.

Motion Carried.

.4729M Minutes of June 22, 1993

Regent Incarnati moved and Regent Clifton seconded that the minutes of the June 22, 1993, regular meeting of the Board of Regents be approved.

Motion Carried.

1993 PRESIDENTIAL SCHOLARSHIP RECIPIENTS

Robert O. Holkeboer, Director of the Honors Program introduced each recipient of the 1993 Presidential Scholarship Award and presented the students with their plaques.

.4730M HISPANIC HERITAGE MONTH

WHEREAS, the Latino Community has long played a distinguished role in the history of our country and in the history of the State of Michigan and has contributed to the diversity and strength of the state; and

WHEREAS, Latino men and Latino women have distinguished themselves in the academic fields of arts and sciences, humanities, education, business, and industry as well as health sciences; and

WHEREAS, Eastern Michigan University continues to develop a bond with the Hispanic communities of Texas and Florida and continues to sponsor visits by Hispanic students from these states; and

WHEREAS, the Dade County school system and Eastern Michigan University have adopted the "Grow Your Own" education program to encourage Hispanic students to pursue an education degree and return to their community to help educate others; and

WHEREAS, the President of the United States has established a White House Initiative on Educational Excellence for Hispanic Americans and has declared September 15 to October 16, 1993, Hispanic Heritage Month;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents of Eastern Michigan University declares September 15, 1993, to October 16, 1993, as Hispanic Heritage Month and urges all Eastern Michigan University students, faculty, and staff to join the President of the United States, the Governor of the State of Michigan, and the Michigan Commission on Spanish Speaking Affairs in observing the importance of this month by appropriately recognizing the many contributions of Hispanic people and participating in the Hispanic Heritage Month celebration festivities.

Motion Carried.

.4731M NATIVE AMERICAN HERITAGE MONTH

WHEREAS, Native Americans have played an important role in the development of America's rich heritage; and

WHEREAS, Native Americans have long played a distinguished role in the history of the State of Michigan and have contributed to the diversity and strength of our Great Lakes State; and

WHEREAS, Native Americans strongly believe in the importance of education and continue to strive for equity and excellence in education; and

WHEREAS, Eastern Michigan University will celebrate its third Native American Pow Wow on October 30 and 31, 1993; and

WHEREAS, Native Americans continue to play an important role at Eastern Michigan University;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents urges all Eastern Michigan University students, faculty, and staff to observe November, 1993 as Native American Heritage Month by appropriately recognizing the many contributions of Native Americans in our state and nation, and joining in the Native American Heritage Month celebration festivities.

Motion Carried.

COMMUNICATIONS

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

Mr. Scott Antall, representing himself, thanked the Board for taking the courageous and controversial stand in support of Native American students to change the logo of Eastern Michigan University to the Eagles.

Mr. Evan A. Eberhart, representing the Student Association of Black Filmmakers, expressed his support to the Board of Regents for the Eastern Michigan University logo change to the Eagles.

Mr. Anthony Goulet and Mr. Lawrence Parent, representing the Native American Student Organization, thanked the Board of Regents for having the courage to make the change in the Eastern Michigan University logo from the Hurons to the Eagles.

Ms. Toni Dello, president of the Residence Hall Association, thanked the Board of Regents for the logo change to the Eagles. She expressed student support for the decision.

Mr. Rodolfo Castillo, representing the Latino Student Association, thanked the Board of Regents for having the courage to make the correct decision to change the logo of Eastern Michigan University to the Eagles.

Ms. Lois Simmons, representing the Huron Restoration, Incorporated, requested that the Board reconsider and reinstate the Huron name and logo.

Ms. Kristin Gillett, vice president of the Student Government and president of Student Senate, expressed her appreciation for the Board of Regents' decision to not support discrimination by changing the logo of Eastern Michigan University to the Eagles.

Chair DeMattia thanked the speakers for their comments.

PRESIDENT'S REPORT

Chair DeMattia and Regents, I am pleased to submit this President's Report for your consideration. This fall marked my fifth opening of a new academic year at Eastern and my twenty-third opening as an administrator in public higher education. Without exaggeration, I believe this was the smoothest beginning of an academic year I have ever experienced. The campus and its facilities were in outstanding condition, with only a minor inconvenience caused by the construction project underway at Pease Auditorium. The Student Affairs staff spent much of the summer preparing for the arrival of a large freshman class and the return of our continuing students. More than 3,000 parents of first-time students participated in a special information program on Move-In Day. Vice President Smith and his staff are to be commended for the excellent planning and organization of the opening of school activities. I would also acknowledge the exemplary role of our students in making this such a smooth and positive beginning. Not only did students assist in the planning of the programs, hundreds of our current students, including members of fraternities and sororities and the football team, helped the new students move into their rooms. It was an excellent beginning to the year.

The enrollment for the Fall Semester is down approximately two percent in head count and .7 percent in student credit hours. The decline in enrollment is from fewer returning students, but FTIAC's (First Time in Any College) are up by approximately 100 students. As you know, we have targeted our preferred enrollment from 24,000 to 25,000 students. Our enrollment for Fall 1993 is 24,600, although there are several Continuing Education classes which have not yet begun.

As you are aware, the University has been involved in the negotiations of four collective bargaining agreements since early summer. I am pleased to report that we have reached tentative agreements with two of the units, the AAUP which represents the faculty and UAW 1976 which represents the professional and technical staff. With a flat state appropriation and only limited increases in tuition and fees, the bargaining teams have worked diligently in developing agreements that are mutually beneficial to both the staff and the University. I wish to publicly express my appreciation to all members of the University who assisted in reaching these agreements.

The Regents will note that we have three agenda items related to employment agreements. Section 10 is a recommendation for approval of the EMU-AAUP Collective Bargaining Agreement which was tentatively agreed upon on August 27. We have been informed by the AAUP leadership, however, that they were

unable to schedule a membership vote until October 6 and, consequently, we are removing the agreement from today's agenda.

Section 11 is a recommendation for approval of the UAW Local 1976 Collective Bargaining Agreement which was tentatively agreed upon on September 16. I am pleased to report that the membership has voted affirmatively on the agreement and I encourage approval by the Board today.

Section 12 is a recommendation for compensation and benefits adjustments for our Non-Bargained-For staff. Your approval is respectfully requested. Each of these documents contains unique provisions that reflect the diversity of our staff. We are proud of the contributions of each unit to the mission of the institution and look forward to continued collegial relations.

Today's agenda also contains several sections related to the University's budget. We believe that while there continues to be only limited resources, those resources are being used effectively. Both the report of the auditors and the 1992-93 Budget Management Report are positive indicators of good fiscal management exercised by our staff. The 1994-95 Budget Strategy is presented to the Board as we begin planning for next year. You will note that the University continues to adhere to a program of progress not survival. Your support is strongly encouraged in attaining increased state appropriations for Eastern.

There may be numerous other matters which should be brought to your attention on the day of the Board meeting. This report will be supplemented as necessary to include those items. I would be pleased to discuss any portion of the report with the Board. Thank you for your continued service to Eastern Michigan University.

Chair DeMattia thanked President Shelton.

.4732M TREASURER'S REPORT

Section 1

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

Motion Carried.

.4733M INTERNAL AUDIT REPORT

Section 2

Regent Incarnati moved and Regent Clifton seconded that the Internal Auditor's activity report for the month of September, 1993, be received and placed on file.

Motion Carried.

.4734M GRANTS/CONTRACTS REPORT

Section 3

Regent Incarnati moved and Regent Clifton seconded that the 45 Grants and Contracts totaling \$2,247,869 for the months of July and August, 1993, be accepted.

Motion Carried.

.4735M CONSTRUCTION PROJECTS PROGRESS

Section 4

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents receive and place on file the Construction Projects Progress Report for the months of July and August 1993.

Motion Carried.

.4736M EMERITUS FACULTY STATUS

Section 5

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents grant emeritus status to the six former faculty members listed in the attached report.

Motion Carried.

.4737M FACULTY APPOINTMENTS

Section 6

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve the nine (9) new tenure-track faculty appointments at the ranks, salaries and effective dates shown on the attached listing.

Motion Carried.

.4738M STAFF APPOINTMENTS

Section 7

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve 26 staff appointments for the months and dates shown on the attached listing.

Motion Carried.

DATE: September 28, 1993
 BOARD REPORT FOR: 9/28/93
 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
Weiser, Tim	Intercollegiate Athletics	AP-13	Director Intercollegiate Athletics	9/01/93	\$ 75,000	100	W	M	Appointment
Weaverdyck, Shelly	Alzheimer's Care & Training Center	AP-09	Program Administrator	6/21/93	\$ 19,845	50	W	F	Appointment
Eddy, Scott	Corporate Education Center	AP-07	Manager, CEC Media/Computer Systems	8/02/93	\$ 29,202	100	W	M	Appointment
Stein, Paulette	Intercollegiate Athletics	AC-17	Head Coach-Women's Basketball	8/09/93	\$ 41,100	100	W	F	Appointment
Fairchild, Brad	Intercollegiate Athletics	AC-11	Assistant Coach-Men's Track/CC	8/02/93	\$ 19,602	100	W	M	Appointment
Jones, Charles	Intercollegiate Athletics	AC-10	Assistant Coach-Wrestling	7/06/93	\$ 15,643	100	B	M	Appointment
Forrest, Gwendolyn	Development	PT-09	Development Officer	7/12/93	\$ 39,691	100	B	F	Appointment

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Clark, Jeanette	Special Education	PT-07	Coordinator Center for Adaptive Technology & Education	8/09/93	\$ 29,200	100	W	F	Appointment
Ueberroth, Karen	Computer Science	PT-07	Coordinator Computer Literacy Lab	8/16/93	\$ 29,202	100	W	F	Appointment
Hester, Sandra	Housing	PT-06	Area Complex Director	8/20/93	\$ 21,923	100	W	F	Appointment
Moses, Bruce	Custodial	PT-06	Area Foreperson	8/23/93	\$ 21,390	100	B	M	Appointment
Rodriguez, Cynthia	Housing	PT-06	Area Complex Director	8/02/93	\$ 17,356	100	W	F	Appointment
Thelen, Sharon	Accounting	PT-06	Accountant I	6/14/93	\$ 24,000	100	W	F	Appointment
Bailey, Janette	University Computing	PT-05	User Support Assistant I	6/08/93	\$ 21,500	100	W	F	Appointment

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Brauer, Thomas	University Computing	PT-05	Computer Operator	6/10/93	\$ 18,974	100	W	M	Appointment
Wessling, Jens	University Computing	PT-05	Computer Operator	6/24/93	\$ 18,974	100	W	M	Appointment
Rush, Candace	Public Safety	CP-01	Officer Campus Police	8/23/93	\$ 21,171	100	B	F	Appointment
Hardt, Sallie	Foreign Languages & Bilingual Studies	CS-04	Secretary II	8/23/93	\$ 7,974	50	W	F	Appointment
Jubenville, Angela	Financial Aid	CS-04	Data Entry Clerk II	8/18/93	\$ 15,947	100	W	F	Appointment
Simko, Anita	Student Accounting	CS-04	Customer Service Representative	6/28/93	\$ 15,334	100	W	F	Appointment
Welland, Sarah	Parking & Paving	CS-04	Data Entry Clerk II	6/14/93	\$ 15,334	100	W	F	Appointment

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Barrett, Ada	Registrar's Office	CS-03	Clerk	7/20/93	\$ 14,363	100	W	F	Appointment
Bracey, Jeffrey	Mail Services	CS-03	Postal Clerk	6/01/93	\$ 13,811	100	W	M	Appointment
Frensley, Jacquelyn	Registrar's Office	CS-03	Clerk	6/21/93	\$ 13,811	100	W	F	Appointment
Phelps, Theresa	Academic Advising	CS-03	Clerk	6/14/93	\$ 13,811	100	W	F	Appointment
Simon, Delmer	Physical Plant	FM-21	Plumber	8/09/93	\$ 23,063	100	W	M	Appointment

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•4739M SEPARATIONS/RETIREMENTS

Section 8

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve 36 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
Robek, Mary	Business & Industrial Education	PROF	Professor	9/01/58	6/30/93	\$ 63,221	100	W	F	Retired
Brown, Ronald	Political Science	ASSC	Associate Professor	8/27/86	8/16/93	\$ 43,462	100	B	M	Other Position
Certer, Alex	Teacher Education	ASSC	Associate Professor	8/28/91	8/31/93	\$ 38,845	100	W	M	Other Position
Gabl, Edward	Physics & Astronomy	ASSC	Associate Professor	1/01/90	6/30/93	\$ 44,114	100	W	M	Other Position
Hetrick, William	Leadership & Counseling	ASSC	Associate Professor	8/29/90	8/15/93	\$ 57,330	100	W	M	Other Position
Rupert, Terry	Health, Physical Education, Recreation & Dance	ASSC	Associate Professor	8/28/91	7/01/93	\$ 45,150	100	W	M	Other Position
Gerza, Hector	Hispanic Database	AP-13	Interim AP-Associate Dean Graduate School	2/02/81	6/30/93	\$ 62,105	100	M	M	Other Position

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 RETIREMENTS/
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Smith, Eugene	Intercollegiate Athletics	AP-13	Director Intercollegiate Athletics	4/01/83	6/29/93	\$ 71,815	100	B	M	Other Position
Lawson, Cynthia	University Marketing	AP-12	Director of University Marketing	12/03/90	8/13/93	\$ 70,935	100	W	F	Other Position
Samara, John	Physical Plant	AP-10	Manager, Grounds & Custodial Services	4/02/90	6/04/93	\$ 42,394	100	W	M	Resigned
Lewis, Marilyn	Business & Industrial Education	AP-09	Director, Business Professionals of America-Mich. Assn.	10/01/92	8/18/93	\$ 36,000	100	W	F	Other Position
Munk, Dana	Intercollegiate Athletics	AC-17	Head Coach-Women's Basketball	7/01/92	7/31/93	\$ 40,850	100	W	F	Return to School
Lycan, Kelly	Intercollegiate Athletics	AC-11	Assistant Coach-Men's Track Cross Country	8/17/92	7/31/93	\$ 20,102	100	W	M	Leaving Area
Shepard, Lori	Intercollegiate Athletics	AC-11	Assistant Coach-Women's Track/Cross Country	8/06/92	8/06/93	\$ 18,800	100	W	F	Leaving Area

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 RETIREMENTS/
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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Au, June	Center for Corporate Training	PT-08	Program Coordinator	10/01/89	8/13/93	\$ 34,511	100	W	F	Other Position
Foley, John	SER/GEM Center/ICARD	PT-08	Computer Lab Coordinator	4/05/91	6/11/93	\$ 33,075	100	W	M	Other Position
Durham, Eddie	Academic Advising Center	PT-07	Academic Advisor	12/01/80	8/06/93	\$ 31,543	100	B	M	Other Position
Anthony, Suzan	Housing	PT-06	Area Complex Director	1/16/91	7/02/93	\$ 22,229	100	W	F	Other Position
Carroll, Thomas	Housing & Dining Services	PT-06	Area Complex Director	8/06/90	7/23/93	\$ 22,661	100	W	M	Other Position
Hamel, John	Intercollegiate Athletics	PT-06	Assistant Manager Sports Information	6/13/91	7/19/93	\$ 20,126	100	W	M	Terminate Following Layoff Per Contract
Lilley, Annette	Alumni/Development Records/Research Department	PT-06	Assistant Coordinator-Alumni Records/Research Department	3/12/84	6/30/93	\$ 25,793	100	W	F	Retiring

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Wintrow, Melissa	Housing	PT-06	Area Complex Director	8/06/90	7/22/93	\$ 22,661	100	W	F	Other Position
Falconer, John	LR&T (Library)	PT-05	Media Technical Services Assistant	11/17/86	6/11/93	\$ 9,547	47	W	M	Return to School
Williams, Phyllis	University Apartments	PT-05	Manager, University Apartments	10/24/88	8/04/93	\$ 20,099	100	B	F	Other Position
Samara, Karen	Parking & Paving	CS-04	Data Entry Clerk II	5/20/91	7/23/93	\$ 17,038	100	W	F	Resignation- Relocation
Shiple, Linda	Accounting	CS-04	Secretary	1/20/86	6/04/93	\$ 19,666	100	W	F	Deceased
Truhn, Shelly	Student Accounting	CS-03	Account Clerk	10/09/89	6/22/93	\$ 14,932	100	W	F	Failure to Return from Leave of Absence
Bullard, Phillip	Carpenter Shop	FM-21	Carpenter	5/19/69	4/16/93	\$ 21,267	100	W	M	Failure to Return from Leave of Absence

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Larkin, Ronald	Physical Plant	FM-21	Plumber	6/06/60	7/02/93	\$ 33,874	100	W	M	Retiring
Caddell, Belinda	Housing & Dining	FM-06	Custodian	1/08/91	7/30/93	\$ 17,177	100	B	F	Discharged
Gray, Thomas	University Apartments	FM-06	Custodian	2/03/86	6/03/93	\$ 22,416	100	B	M	Other
Magbrey, Antonio	Custodial	FM-06	Custodian	10/12/92	8/24/93	\$ 13,628	100	B	M	Discharged
Nunn, Melernese	Housing & Dining Services	FM-06	Custodian	12/10/84	5/31/93	\$ 22,416	100	B	F	Failure to Return from Leave of Absence
Williams, Clark	Custodial	FM-06	Custodian	2/22/93	7/21/93	\$ 6,814	50	W	M	Quit Without Notice
Morrison, Rosa	Physical Plant	FM-04	Housekeeper	11/04/68	7/24/93	\$ 21,518	100	B	F	Deceased

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RETIREMENTS/
SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Murphy, Anthony	Dining Services	FM-95	Fast Food Worker	8/26/92	4/30/93	\$ 10,644	50	B	M	Other

.4740M FINANCE COMMITTEE MONTHLY REPORT

Section 9

Regent Incarnati moved and Regent Clifton seconded that the Finance Committee Agenda for September 28, 1993, and the minutes for June 22, 1993, be received and placed on file.

Motion Carried.

EMU-AAUP (FACULTY) COLLECTIVE BARGAINING AGREEMENT

Section 10

This section was deleted from the agenda.

.4741M EMU-UAW LOCAL 1976 COLLECTIVE BARGAINING AGREEMENT

Section 11

Regent Incarnati moved and Regent Derezinski seconded that the Board of Regents approve the Collective Bargaining Agreement between Eastern Michigan University and the International Union, United Automobile, Aerospace and Agriculture Implement Workers of America, Technical, Office and Professional Employees (UAW) Local 1976 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.

MERIT PAY INCREASE FUNDING AND SALARY SCHEDULE ADJUSTMENT PROPOSAL FOR NON-BARGAINED FOR STAFF

Section 12

This section was deleted from the agenda.

.4742M 1992-93 FINANCIAL STATEMENT AND MEMORANDUM ON ACCOUNTING PROCEDURES AND INTERNAL CONTROL

Section 13

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents receive and place on file the University's audited 1992-93 Consolidated Financial Statements and Memorandum on Accounting Procedures and Internal Control.

Motion Carried.

.4743M OMB CIRCULAR A-133 SUPPLEMENTARY FINANCIAL REPORTS FOR THE YEARS ENDED JUNE 30, 1992 AND 1991

Section 14

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents receive and place on file the OMB Circular A-133 Supplementary Financial Reports for the Years Ended June 30, 1992 and 1991 together with Auditors Reports and Comments.

Motion Carried.

.4744M 1992-93 BUDGET MANAGEMENT REPORT

Section 15

Regent Incarnati moved and Regent Clifton seconded that the 1992-93 Budget Management Report be accepted and placed on file.

Motion Carried.

.4745M 1994-95 BUDGET STRATEGY REPORT

Section 16

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve the 1994-95 Budget Strategy for the preparation of the FY95 appropriation request to the Department of Management and Budget.

Regent Pursell asked the administration to summarize the budget strategy.

President Shelton outlined the budget process in the State of Michigan in terms of the required documentation and the deadlines. President Shelton reminded the Board that the budget strategy included assumptions upon which the appropriation request was based, compensation adjustments, and revenue and expenditure budgets. President Shelton further clarified that the appropriation request for a five percent increase was based on a tuition increase of not more than six percent.

Regent Pursell asked how EMU's appropriation request compares to other Universities.

President Shelton responded that though EMU does not get into anti-trust issues, EMU's appropriation request would likely remain in the middle of the fifteen public institutions. He reiterated that the request reflected the genuine needs of the institution in order to achieve the assumptions outlined.

George Johnston explained the rationale for the five percent increase in state appropriation in FY95. He commented that the additional funding to support the projected budget had to be derived from a combination of a state appropriation increase and a tuition rate increase. Mr. Johnston reminded the Board that the Governor's two--year Executive Budget recommendation included no increase for FY94 and FY95 and that essentially it was a flat appropriation

for four consecutive years. He stated that in order to minimize a tuition rate increase, some increase in appropriation was needed. The most recent forecast by the University of Michigan's RSQE (Research Seminar in Quantitative Economics) is a five percent growth in the FY95 General Fund General Purpose budget. It is this forecast that supports the request for a five percent appropriation increase.

Regent Pursell responded that somehow EMU's appropriation request ought to improve its ranking among the fifteen institutions and the legislators should review other funding alternatives and options that will be more equitable for those institutions that are in the same categories.

President Shelton reminded the Board that he and George Johnston would be testifying before the Republican Higher Education Task Force on funding issues on October 29, 1993, in Lansing. He acknowledged the work and leadership of our legislators, especially Representative Kirk Profit in getting language changes in the appropriations bill.

Motion Carried.

.4746M 1992-93 AUXILIARY OPERATING RESULTS AND FUND BALANCE REPORT

Section 17

Regent Incarnati moved and Regent Clifton seconded that the Auxiliary Enterprises 1992-93 Operating Results and Fund Balance Report be received and placed on file.

Motion Carried.

.4747M NEW AUXILIARY OPERATIONS: 1993-94 BUDGET AMENDMENT-NOTICE OF INTENT REPORT

Section 18

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents receive and place on file the Notice of Intent to Operate two new Auxiliary entities (Que-Pasta dining operation and the Corporate Education Center audio visual services).

Motion Carried.

.4748M PARKING REPORT

Section 19

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents receive and place on file the Parking Report dated September 28, 1993.

Chair DeMattia commented that the Parking Report presented at the Finance Committee meeting was cut short due to time constraints. He asked if it would be appropriate to bring the report back to the December 7, 1993, Finance Committee meeting to insure full discussion.

Regent Incarnati responded that if other Regents were interested in hearing the report at the December 7, 1993, Finance Committee Meeting, it would be fine.

Regent Blackmon reminded the Board that the Parking Report stemmed from Regent Pursell's question about whether parking was being managed properly.

Regent Pursell responded that he was most interested in the Parking Committee structure and the financial stability of parking. He asked Acting Vice President Doyle to comment on those two issues.

Acting Vice President Doyle explained the membership and role of the University Parking Committee and the trends in the parking revenues. Mr. Doyle indicated that an EMU student reported on parking at the Student Affairs Committee meeting earlier in the day. A parking survey has been implemented and the Parking Committee will assist in that initiative.

Regent Derezinski suggested that the Parking Report be placed on the December 7, 1993, Finance Committee meeting agenda because the presentation and discussion were cut short due to time constraints. Regent Incarnati and other Board members concurred.

Regent Incarnati complimented President Shelton, Acting Vice President Doyle, Jim Vick and their staff members on the favorable comments on the audits. He mentioned the internal controls and the changes that have been made since 1988 that have reinforced financial accountability for the University.

Motion Carried.

.4749M EDUCATIONAL POLICIES COMMITTEE MONTHLY REPORT

Section 20

Regent Clifton moved and Regent Blackmon seconded that the Educational Policies Committee Agenda for September 28, 1993, and the Minutes of June 22, 1993, be received and placed on file.

Motion Carried.

**.4750M POLICY: EMPLOYMENT/AFFIRMATIVE ACTION; ACADEMIC PERSONNEL:
TENURE-TRACK AND TENURED FACULTY**

Section 21

Regent Clifton moved and Regent Derezinski seconded that the Board of Regents approve the policy in the Employment/Affirmative Action chapter of the Eastern Michigan University Policy Manual entitled "Academic Personnel: Tenure-Track & Tenured Faculty."

Motion Carried.



Policies, Rules and Regulations

Effective Date	Date of Revision
12-1-78	9-28-93

Chapter Name	Chapter No.	Page
EMPLOYMENT/AFFIRMATIVE ACTION	3	

Issue
ACADEMIC PERSONNEL: TENURE-TRACK & TENURED FACULTY

UNIVERSITY POLICY STATEMENT:

It is the policy of the University to employ regular tenure-track and tenured faculty to provide an instructional program at the University. Offers of employment do not become effective until the Board of Regents approves the appointment.

UNIVERSITY PRACTICE:

University practices for implementing this policy include:

The Provost makes final recommendations to the Board of Regents for all regular faculty appointments. All employing departments are responsible for properly informing any "new employee", whom they wish to bring into the job prior to the Board of Regents' approval, that such employment is on a temporary basis and is subject to the final approval of the Board.

Conditions of employment for regular faculty are administered in accordance with the collective bargaining agreement with the Eastern Michigan University Chapter of the American Association of University Professors (AAUP).

RESPONSIBILITY FOR IMPLEMENTATION:

The Provost & Vice President for Academic Affairs is responsible for the overall implementation, administration and interpretation of this policy. The Assistant Vice President for Academic Affairs is responsible for the daily administration of all academic personnel policies.

SCOPE OF POLICY COVERAGE:

This policy applies to all regular tenure-track and tenured faculty of the University.

POLICY: EMPLOYMENT/AFFIRMATIVE ACTION; ACADEMIC PERSONNEL: LECTURERS

Section 22

This Policy was deleted from the agenda pending further review.


**.4751M POLICY: EMPLOYMENT/AFFIRMATIVE ACTION; ACADEMIC PERSONNEL:
GRADUATE ASSISTANT PROGRAM**

Section 23

Regent Clifton moved and Regent Incarnati seconded that the Board of Regents approve the policy in the Employment/Affirmative Action chapter of the Eastern Michigan University Policy Manual entitled "Academic Personnel: Graduate Assistant Program."

Motion Carried.

Effective Date		Date of Revision	
5-19-76		9-28-93	
Chapter Name		Chapter No.	Page
EMPLOYMENT/AFFIRMATIVE ACTION		3	
Issue			
ACADEMIC PERSONNEL: GRADUATE ASSISTANT PROGRAM			



Policies, Rules and Regulations

UNIVERSITY POLICY STATEMENT:

It is the policy of the University to administer a graduate assistant program for qualified graduate students.

UNIVERSITY PRACTICE:

University practices for implementing this policy include:

1. The graduate assistant program is administered by the respective academic departments in conformance with budget allotments for this purpose.
2. Graduate assistants are paid one stipend for the first year of service and a slightly higher stipend for the second year. Stipends for spring and summer sessions will be prorated according to the number of weeks of the appointment.
3. Graduate assistants are expected to be full-time graduate students, and not hold additional outside employment.
4. Normal work load is 20 hours per week and an academic load of 12 hours during an academic year (fall-winter).

RESPONSIBILITY FOR IMPLEMENTATION:

The Provost and Vice President for Academic Affairs is responsible for the overall implementation, administration and interpretation of this policy. The Dean of the Graduate School is responsible for the daily administration of this policy.

SCOPE OF POLICY COVERAGE:

This policy applies to all full-time graduate assistants in the Graduate Assistant Program.

.4752M 1992-93 AFFIRMATIVE ACTION AUDIT AND 1993-94 AFFIRMATIVE ACTION PLAN

Section 24

Regent Clifton moved and Regent Derezinski seconded that the Board of Regents accept and place on file the July 1992 - June 1993 Affirmative Action Audit and 1993-94 Affirmative Action Plan as corrected.

Motion Carried.

.4753M COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENT

Section 25

Regent Clifton moved and Regent Derezinski seconded that the Board of Regents approve the selection of Richard N. Robb, D.D.S., as the commencement speaker and honorary degree recipient at the December 19, 1993 commencement ceremony.

Motion Carried.

.4754M FACULTY AFFAIRS COMMITTEE MONTHLY REPORT

Section 26

Regent Pursell moved and Regent Derezinski seconded that the Faculty Affairs Committee Agenda for September 28, 1993 and the Minutes of March 23, 1993 be received and placed on file.

Regent Pursell asked Bette Warren, president of the EMU Faculty Council to comment on the three areas identified by the Faculty Council as priorities for 1993-94. Dr. Warren indicated the priorities were (1) University Budget; (2) Athletic Policies; and (3) Communications.

Regent Pursell asked about the University budget process. President Shelton gave an overview on the process and the basic principles governing the process.

Regent Pursell asked about public hearings on the budget similar to K-12 school systems and community colleges. Regent Derezinski responded that the legal requirements on the budget process were covered by the Open Meetings Act. Regent Pursell asked the Board to consider a future discussion on the budget process.

Motion Carried.

.4755M STUDENT AFFAIRS COMMITTEE MONTHLY REPORT

Section 27

Regent Blackmon moved and Regent Incarnati seconded that the Student Affairs Committee Agenda for September 28, 1993, and the Minutes of June 22, 1993, be received and placed on file.

Regent Blackmon reminded the Board and public that Regent Letica did not chair the meeting because of another commitment. Regent Blackmon commented on the report on the Fall semester opening that went extremely well. An orientation package was distributed to each Regent that included a book written by Dr. Robert Holkeboer who is donating the royalties earned on the book sales to the University.

Regent Blackmon reported on the campus parking situation as presented by students at the Student Affairs Committee meeting. Regent Blackmon also commented on a presentation from the Inter-Fraternity Council. One policy issue that was discussed was whether all fraternities ought to be required to be members of this or some other type of government body. The topic will be addressed by the Student Affairs Committee this year. Vice President Larry Smith also presented demographics on Eastern Michigan University students--who they are, where they live, and demographic trends. Copies of the report will be distributed to the Board.

Motion Carried.

.4756M NEW BUSINESS

Section 28

Regent Incarnati moved and Regent Derezinski seconded that the Board of Regents convene in Executive Session for the purpose of discussing the President's annual evaluation.

Secretary Juanita Reid took a roll call vote.

The motion passed unanimously.

Chair DeMattia announced the conclusion of the regular meeting, and that the Board did not anticipate any further action at this meeting as a result of the executive session. However, Chair DeMattia indicated the Board would reconvene following the executive session to announce the same and to formally adjourn the regular meeting.

The Board convened in executive session at 3:15 p.m.

Chair DeMattia reconvened the regular meeting at 4:45 p.m., and announced that there would be no further action by the Board.

Regent Clifton moved and Regent Blackmon seconded that the regular meeting of the Board of Regents be adjourned at 4:46 p.m.

Motion Carried.

Respectfully submitted,