

1992

Board of Regents Meeting Materials, January 28, 1992

Eastern Michigan University

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**EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS**

Index of Board of Regents Meeting of January 28, 1992

		<u>Page</u>
.4482M	1991-92 General Fund Budget Amendment.....	17
.4473M	Accounts Receivable Report.....	6
.4477M	Appointments.....	7
.4467M	Black History Month Resolution.....	2
.4478M	Changes of Status.....	9
.4465M	Communications.....	1
.4469M	Consent Agenda Adopted.....	5
.4471M	Consent Agenda Amended.....	6
.4470M	Consent Agenda Rescinded.....	5
.4475M	Construction Projects Progress Report.....	6
.4484M	Division of Academic Affairs: Action Plan for the Recruitment of Minority Faculty, Emphasizing African American Faculty Recruitment Report.....	17
.4483M	Educational Policies Committee Monthly Report.....	17
.4490M	Election of Board Officers.....	19
.4485M	Employee Termination and Turnover Statistics 1990 Report...	17
.4488M	Faculty Affairs Committee Monthly Report.....	18
.4481M	Finance Committee Monthly Report.....	17
.4476M	Grants/Contracts Report.....	6
.4474M	Internal Audit Report.....	6
.4468M	John H. Burton Resolution.....	2
.4479M	Leaves of Absence.....	10
.4492M	Meeting Adjourned.....	21
.4466M	Preliminary Minutes of November 5, 1991.....	1
.4491M	President Shelton's Statement.....	19
.4487M	Proposed New Academic Program: Master of Arts Degree in Foreign Languages.....	18
.4486M	Proposed New Academic Program: Master of Social Work Degree.....	18
.4480M	Separations/Retirements.....	14
.4489M	Student Affairs Committee Monthly Report.....	18
.4472M	Treasurer's Report.....	6

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Official minutes of January 28, 1992.

The regular meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Derezinski at 1:12 p.m. in Room 201 Welch Hall, Ypsilanti, Michigan.

.4465M COMMUNICATIONS

Chairman Derezinski moved and Regent Clifton seconded that the public comment section of the meeting be moved to the end of the agenda.

Motion Carried.

Chairman Derezinski asked Secretary Reid for an attendance roll call.

The Board members present were:

Chairman Anthony Derezinski
Regent James Clifton
Regent Robert DeMattia
Regent Thomas Guastello
Regent Richard Robb
Regent Robin Sternbergh
Regent Gayle Thomas

The Board member absent was:

Regent John Burton

Members of the Administration present were:

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

.4466M PRELIMINARY MINUTES OF NOVEMBER 5, 1991

Regent DeMattia moved and Regent Sternbergh seconded that the minutes of the Special Meeting of the Board of Regents on November 5, 1991, be approved.

Motion Carried.

Mr. Champnella asked if the Communications section of the meeting could be returned to the original location on the agenda.

His request was denied.

.4467M BLACK HISTORY MONTH RESOLUTION

Regent Thomas moved and Regent Guastello seconded that the following resolution be approved:

Whereas, people of African American descent have positively impacted world and national events throughout the course of history; and

Whereas, the contributions of African American individuals have significantly enhanced the quality of life within the State of Michigan as well as the United States and the world; and

Whereas, the contributions of African Americans have been formally recognized since 1926 with the inception of Negro History Week and continues with Black History Month; and

Whereas, Eastern Michigan University, in accordance with its educational mission, continues to provide an exceptional and diverse environment for its campus citizens and to promote understanding of the significant contributions made by African Americans; and

Whereas, the University's Equity Programs have been recognized as a national model for enhancing educational opportunities for minority populations;

Now, therefore, be it resolved, that the Eastern Michigan University Board of Regents urges all Eastern Michigan University students, faculty, and staff to celebrate January 19 to February 21, 1992, as Black History Month, and to join the President of the United States and the Governor of the State of Michigan in their recognition of the many contributions of African Americans to our state and nation by observing February as Black History Month.

Motion Carried.

Regent Guastello suggested that the committee formulate anything they could do to spearhead a 'speaker's bureau' to go to K-12 schools, especially in suburban areas, to help these schools observe Black History Month.

.4468M JOHN H. BURTON RESOLUTION

Chairman Derezinski moved and Regents Robb and Guastello seconded that the following resolution be approved:

Whereas, John H. Burton is an active member of the Eastern Michigan University Board of Regents and has served the University in that role since his first appointment to the board by former Governor James Blanchard in 1985; and

Whereas, John H. Burton served as past chairman of the Board, is an active participant in the University community, and continues to champion the cause for the University through his attention to special issues; and

Whereas, John H. Burton has held numerous leadership roles in his professional career with the United Auto Workers and in the public sector as mayor of Ypsilanti, member of the Washtenaw County Board of Supervisors, delegate to the Democratic National Convention, and member of several area community boards and advisory councils, to name a few; and

Whereas, John H. Burton is highly respected in the Ypsilanti and surrounding communities and the State of Michigan for his many contributions of dedicated service over the years, and has been recognized with many local and state awards;

Now, therefore, be it resolved, that the University community wishes John H. Burton and his wife Willie Burton speedy recoveries to good health, continued active participation in the University community, and the best that the year 1992 has to offer.

Motion Carried.

PUBLIC HEARING

At 1:22 p.m. the Public Hearing on Police Powers was called to order with opening comments by Mr. Kenneth McKanders, General Counsel, and Mr. John Garland, director of Public Safety. The purpose of the hearing was to hear public comments on granting police powers and authority to EMU public safety officers. The public hearing is pursuant to Public Act 120 of 1990 . That Act, passed by the Michigan Legislature and signed by the Governor, authorized the governing boards of four-year public institutions to grant police powers and authority to public safety officers employed by the institutions. Prior to acting on any motion, the law requires that the governing boards hold two public hearings and provide for the establishment of a public safety oversight committee to hear grievances.

Chairman Derezinski asked the audience if they had any questions or comments. There was no response.

Mr. McKanders publicly thanked the Washtenaw County Sheriff's Department for the efforts and consideration of the past.

The next public hearing will be held on March 24, 1992, at 1:00 p.m., prior to the board meeting.

PRESIDENT'S REPORT

Mr. Chairman and members of the Eastern Michigan University Board of Regents, I am pleased to submit this report for your disposition at the January 28, 1992, meeting of the Board. During my tenure it has been the practice to prepare the President's Report the day prior to the Board meeting so as to include the most current information available.

However, at your request, the President's Report will be prepared and distributed in advance with other Board materials. Consequently, some activities and events occurring in the seven to ten days preceding the meeting will not be included. I will verbally inform you of those activities during my presentation at the meeting.

The beginning of the winter semester went smoothly although a major snowfall did require the cancellation of classes for one day. The faculty and staff responded effectively to the typical challenges associated with the start of a new semester. Our facilities and grounds were in "good shape" for the opening with no major surprises in the physical plant operation. Student enrollment continues to be quite stable, almost identical to the 1991 winter semester. While a stable enrollment is viewed as a positive indicator, we continue to struggle with the challenge of providing adequate accessibility to classes for these near-record enrollments. The recent reductions in State appropriations have exacerbated this challenge.

I would briefly comment on the current fiscal projections of the State. It appears that actual State revenues continue significantly below budget projections. The shortfall has been estimated at between \$130 million and \$270 million by various state agencies. It is also predicted that Governor Engler will not advocate the lifting of the current State bonding cap for new capital projects. (As you know, higher education had requested the cap be lifted by \$500 million to address facility needs.) As for FY93, the Headlee issue is viewed as a major budget problem for the State. We should have a clearer read on the situation following Governor Engler's State of the State Address on January 21. He will supposedly present his FY93 budget on February 7, and his plan to reconcile the current budget is expected in late February. Certainly we will monitor these events closely and keep you informed as to the potential impact on the University.

As to the agenda for the Board meeting, your attention is called to several items. Perhaps most significant is the proposed revision of the 1991-92 budget plan. The revised budget incorporates the mid-year tuition increase passed by the Board in November as well as major reductions in current operations. The net effect of the reduction in State appropriations and the 4 percent increase in tuition is a \$400,000 reduction in the general fund budget. Major areas of general fund reductions include personnel costs, utilities cost, non-instructional equipment, continuing education, teaching excellence awards, and consortia participation. A detailed presentation of the revised budget will be given by George Johnston at the Finance Committee meeting. I would call your attention to two points: (1) Minimal reductions were made in the instruction delivery component of the University and (2) the student's portion of the total cost of his or her education (tuition and fees) was raised to 41.4 percent.

Lest it seem that Michigan public higher education is singularly suffering economic woes, I will distribute several recent media articles which describe similar, or even worse, conditions in other states. The

funding of public higher education, perhaps all public education, is a national crisis. Enrollments continue to grow in public higher education (though not as rapidly as Eastern has experienced), but funding has failed to keep pace.

One other item which will be of special interest is the Action Plan to Increase Racial and Ethnic Diversity of EMU Faculty presented by Provost Collins at the Educational Policies Committee. This is part of a larger initiative to address diversity campus-wide through the Access and Equity Task Force of the Learning University.

On non-agenda topics, disturbances at recent dances on campus have required that the University review current practices and procedures regarding student-sponsored activities. Vice President Smith and Assistant Vice President McAnuff have instituted a ban on campus dances until a thorough review has been completed. We will not tolerate disruptive behavior by anyone on our campus. While social activities are an appropriate segment of student development and campus life, the safety of our community and protection of our property will not be jeopardized. I am sanguine that a reasonable solution can be found, but also steadfast in my resolution that this type of behavior will not be tolerated. It is unfortunate that often the irresponsible actions of a few adversely impact the enjoyment of the majority.

Finally, I recently attended the annual convention of the NCAA. The focus of the convention was academic reform. Major legislation was passed imposing increased standards for initial and continuing eligibility. For the second consecutive year, presidential participation in the convention was extremely high. Although intercollegiate athletics continues to draw much public attention and criticism, I believe that the reform actions of the last two conventions are addressing many of the real and perceived problems in athletics.

Additional challenges and opportunities facing Eastern will provide a good forum for discussion at the upcoming Board retreat. I would be pleased to answer any questions.

Thank you.

.4469M CONSENT AGENDA ADOPTED

Regent Guastello moved and Regent Clifton seconded that the Consent Agenda be adopted.

Motion Carried.

.4470M CONSENT AGENDA RESCINDED

Regent DeMattia moved and Regent Sternbergh seconded that the motion to adopt the Consent Agenda be rescinded.

Motion Carried.

.4471M CONSENT AGENDA AMENDED

Regent DeMattia moved and Regent Sternbergh seconded that the consent agenda, with the exception of Section 7 Changes of Status, be accepted and placed on file.

Motion Carried.

.4472M TREASURER'S REPORT

Section 1

Regent Guastello moved and Regent Clifton seconded that the Treasurer's Report for the month of December, 1991, be received and placed on file.

Motion Carried.

.4473M ACCOUNTS RECEIVABLE REPORT

Section 2

Regent Guastello moved and Regent Clifton seconded that the Student Accounts Receivables Report, the Summary of Student Receivables Transferred to Collection Status, and the Collection Agency Recoveries and Expense Report for the six months ended December 31, 1991, be received and placed on file.

Motion Carried.

.4474M INTERNAL AUDIT REPORT

Section 3

Regent Guastello moved and Regent Clifton seconded that the Internal Auditor's activity report for the month of January, 1992, be received and placed on file.

Motion Carried.

.4475M CONSTRUCTION PROJECTS PROGRESS REPORT

Section 4

Regent Guastello moved and Regent Clifton seconded that the Board of Regents receive and place on file the Construction Projects Report for the month of January, 1992.

Motion Carried.

.4476M GRANTS/CONTRACTS REPORT

Section 5

Regent Guastello moved and Regent Clifton seconded that the 27 grants and contracts totalling \$854,856 for the months of October, November, and December be accepted.

Motion Carried.

DATE: January 28, 1992
 BOARD REPORT FOR: 1/28/92
 ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNVIERSITY
 CURRENT PERSONNEL MASTER FILE

Page: 1
 APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Nuneza, Lisa Ann	Intercollegiate Athletics	AC-11	Assistant Coach Softball	10/21/91	\$17,500	100	A	F	Appointment
McCord, S. Alan	University Computing	AP-14	Executive Director University Computing	11/18/91	\$75,000	100	W	M	Appointment
Howard, Jennie M.	LR&T	AP-13	Associate Dean, Learning Technologies	01/06/92	\$62,176	100	W	F	Appointment
Alsaffar, Falah	Learning Technologies	AP-10	Manager, Technical Services Learning Technologies	11/18/91	\$51,000	100	W	M	Appointment
Beaghan, John	Accounting	AP-10	Assistant Controller	12/09/91	\$44,640	100	W	M	Appointment
Lindke, Bernice	Financial Aid	AP-10	Associate Director	12/18/91	\$45,590	100	H	F	Appointment
Cloutier-Rudolph, Ramona	Employment/Affirmative Action	AP-09	Employment/AA Associate	11/11/91	\$40,351	100	W	F	Appointment
Holmes, Sheila	Employee Relations	AP-08	Manager, University Service & Training Program	11/01/91	\$34,448	100	B	F	Appointment
Hodde, Colleen C.	Public Safety	CP-01	Police Officer	10/07/91	\$20,163	100	W	F	Appointment
Motherwell, Mary	WEHU	PT-09	Coordinator, Development Public Information & Promotion	11/11/91	\$31,270	100	W	F	Appointment
Patterson, Bruce	Development	PT-09	Development Officer	11/20/91	\$40,351	100	W	M	Appointment
Johnson, Lorraine	Health Services	PT-08	Staff Pharmacist	09/30/91	\$28,176	75	W	F	Appointment
Marshall, Davis L.	University Computing	PT-08	Micro Computer Support Specialist	10/21/91	\$31,350	100	W	M	Appointment
Ortez, Alicia	Career Services	PT-08	Career Development Associate	08/01/91	\$28,907	100	H	F	Appointment
Randolph, Linda J.	Corporate Services	PT-08	Program Coordinator	10/21/91	\$32,868	100	W	F	Appointment
McKee, Winifred(Anne)	Athletics	PT-07	Coordinator, Athletic Academic Support Program	09/11/91	\$27,731	100	W	F	Appointment

-7-

.4477M
 Section 6
 APPOINTMENTS

Regent Guastello moved and Regent Clifton seconded that the Board of Regents approve 43 appointments for the months and dates shown.

DATE: January 28, 1992
 BOARD REPORT FOR: 1/28/92
 ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Bauer, Jill Anne	ISCF	PT-06	Coordinator Institute Projects	11/25/91	\$25,412	100	W	F	Appointment
Johnson, Joan	Children's Institute	PT-05	Head Teacher	10/03/91	\$19,900	100	W	F	Appointment
Miller, Natalie	University Apartments	PT-05	Manager	09/23/91	\$18,421	100	W	F	Appointment
Romano, Maria L.	University Apartments	PT-05	Manager	12/09/91	\$18,421	100	W	F	Appointment
Dupke, Christine	Children's Institute	PT-03	Assistant Teacher	09/16/91	\$15,236	100	W	F	Appointment
Castellese, Carlene R.	Parking & Paving	CS-04	Safety Dispatcher	09/03/91	\$14,674	100	W	F	Appointment
Gaskins, Nicole A.	Equity/MTI	CS-04	Secretary II	09/30/91	\$14,674	100	B	F	Appointment
Misko, Sally	World College	CS-04	Secretary II	01/02/92	\$14,674	100	H	F	Appointment
Perry, Barbara	Social Work	CS-04	Secretary II	12/03/91	\$14,674	100	B	F	Appointment
Samuelian, Vicki L.	Admissions	CS-04	Senior Account Clerk	11/25/91	\$14,674	100	W	F	Appointment
Scherwitz, Susan J.	LR&T Library	CS-04	Library Assistant II	10/07/91	\$14,674	100	W	F	Appointment
Dunklin, Kim E.	Registrar's Office	CS-03	Clerk	11/04/91	\$13,216	100	B	F	Appointment
Fritsch, Jenni	University Computing	CS-03	Clerk	10/28/91	\$13,216	100	W	F	Appointment
Grant, Ila L.	Cashier's Office	CS-03	Cashier	09/18/91	\$13,216	100	W	F	Appointment
Hobson, Belinda E.	University Health Services	CS-03	Account Clerk	10/16/91	\$13,216	100	B	F	Appointment
Koerber, Donna F.	Cashier	CS-03	Cashier	09/18/91	\$13,216	100	W	F	Appointment
Meek, Sandra	Campus Life	CS-03	Secretary	10/25/91	\$13,216	100	W	F	Appointment
Wester, Jada G.	Registrar's Office	CS-03	Clerk	11/04/91	\$13,216	100	W	F	Appointment
Price, David	Physical Plant	FM-22	Appliance & Refrigeration Specialist	10/15/91	\$22,687	100	W	M	Appointment

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

DATE: January 28, 1992
BOARD REPORT FOR: 1/28/92
ALPHABETICAL LISTING WITHIN RANK

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Jaworski, Edward M.	Physical Plant	FM-21	Plumber	10/21/91	\$21,957	100	W	M	Appointment
Coleman, Galen	Housing/Dining Services	FM-06	Custodian	10/14/91	\$12,982	100	B	M	Appointment
Lefler, Goldie	Custodial Services	FM-06	Floater Custodian	10/15/91	\$12,982	100	W	F	Appointment
Thomas, Kathy	Custodial Services	FM-06	Floater Custodian	09/23/91	\$12,982	50	W	F	Appointment
Wilkes, James	Custodial Services	FM-06	Floater Custodian	11/04/91	\$ 6,491	50	B	M	Appointment
Wynn, Benita	Custodial	FM-06	Floater Custodian	11/11/91	\$ 6,491	50	B	F	Appointment
Johnston, William M.	Dining Commons #1	FM-01	Pot/Pan/Baker/Helper	09/02/91	\$10,811	100	W	M	Appointment
Newlin, Foster G.	Dining Commons #1	FM-01	Pot/Pan/Baker/Helper	12/02/91	\$10,811	100	B	M	Appointment

Motion Carried.

.4478M CHANGES OF STATUS

Section 7

Regent DeMattia moved and Regent Guastello seconded that section 7, Changes of Status, be put on hold until President Shelton confirms that the actions requested are in keeping with Board procedures and that the increases and changes of status that are outside of the guidelines are for specific reasons and are acceptable to his office.

Motion Carried.

Regent Guastello moved and Regent Clifton seconded that the Board of Regents approve 63 leaves of absence for the months and dates shown.

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

DATE: January 28, 1992
BOARD REPORT FOR: 1/28/92
ALPHABETICAL LISTING WITHIN RANK

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>START DATE</u>	<u>END DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Bishop, Nadean	English	PROF	Professor	01/06/92	01/05/93	\$48,354	100	W	F	Personal Leave
Tynn, Marshall	English	PROF	Professor	08/28/91	04/26/92	\$47,847	100	W	M	Medical Leave
Clarke, Doris Lynn	Nursing Education	ASST	Assistant Professor	08/28/91	01/01/92	\$32,830	100	W	F	Medical Leave
England, Lizabeth	Foreign Language	ASST	Assistant Professor	01/01/92	04/30/92	\$32,663	100	W	F	Professional
Gomez, Pedro	Foreign Language	ASST	Assistant Professor	01/01/92	04/30/92	\$27,006	100	H	M	Professional
Marz, Mary Suzanne	Nursing Education	ASSC	Associate Professor	01/06/92	01/01/93	\$41,564	100	W	F	Professional
Woods, Ronald C.	Afro American Studies	AP-13	Department Head	01/02/92	06/29/92	\$65,712	100	B	M	Professional
Martin, Tony A.	Public Safety	PS-01	Public Safety Officer	09/15/91	10/01/91	\$30,937	100	B	M	Workers Compensation
Slagenwhite, James	Public Safety	PS-01	Sergeant	10/02/91	12/31/91	\$33,884	100	W	M	Workers Compensation
Buckson, Mathias A.	Public Safety	CP-01	Campus Police Officer	09/15/91	11/31/91	\$30,035	100	B	M	Workers Compensation
Greenway, John	Public Safety	CP-01	Campus Police Officer	09/15/91	10/15/91	\$23,818	100	W	M	Workers Compensation
Walker, Amy	Public Safety	CP-01	Campus Police Officer	09/14/91	10/31/91	\$28,366	100	W	F	Workers Compensation
Staff, Mary Ann	Development	PT-09	Development Officer	10/25/91	12/23/91	\$40,969	100	W	F	Maternity Leave
Good, Mary Beth	University Health Services	PT-08	Health Educator	11/22/91	02/22/92	\$15,570	50	W	F	Personal Leave
Anderson, Susan Ann	Equity Programs	PT-07	Supervisor Academic Support Programs	11/10/91	12/22/91	\$26,741	100	W	F	Maternity Leave
Johnsen, Lorraine	Athletics	PT-07	Assistant Trainer	11/20/91	01/15/92	\$31,728	100	W	F	Maternity Leave
Swatman, Donna	University Publications	PT-07	Publications Assistant	10/31/91	02/28/92	\$27,388	100	W	F	Child Care Leave
Walker, Ann N.	University Computing	PT-07	Programmer/ Analyst II	11/11/91	01/17/92	\$32,312	100	W	F	Extend Medical LOA

DATE: January 28, 1992
 BOARD REPORT FOR: 1/28/92
 ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

Page 2
 LEAVE OF ABSENCE

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>START DATE</u>	<u>END DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Glotfelty, Judith	University Health Services	PT-06	X-Ray Technician	10/11/91	01/01/92	\$29,091	100	W	F	Extend Medical Leave
Miller, Caron L.	CEC	PT-06	Accountant I	08/12/91	02/26/92	\$22,050	100	W	F	Medical Leave
Gardner, Susan Mary	McKenny Union/ University Conferences	PT-05	Catering Sales Representative	08/20/91	01/17/92	\$22,371	100	W	F	Medical Leave
Ray, JoAnn	Housing & Dining	PT-05	Custodial Foreperson	10/30/91	02/28/92	\$28,199	100	W	F	Medical Leave
Ulrich, Holly A.	Child Care Center	PT-05	Head Teacher	08/19/91	10/06/91	\$19,143	100	W	F	Maternity Leave
Decker, Glenna	Children's Center	PT-03	Assistant Teacher/ Primary Caregiver	11/02/91	02/02/92	\$15,258	100	W	F	Extension of LOA
Butkovich, Mary A.	Library	CS-05	Library Assist. III	11/07/91	11/30/91	\$22,813	100	W	F	Medical Leave
Campbell, Kathy	Accounts Payable	CS-05	Account Specialist	10/02/91	01/01/92	\$18,913	100	W	F	Extend Medical Leave
Hall, Priscilla	Social Work	CS-05	Senior Secretary	11/02/91	02/01/92	\$19,934	100	B	F	Extend Personal Leave
Smith, Salli A.	Nursing Education	CS-05	Senior Secretary	11/18/91	02/29/92	\$18,734	100	W	F	Medical Leave
Stocco, Linda K.	Employment/ Affirmative Action	CS-05	Senior Personnel Clerk	08/28/91	11/26/91	\$19,096	100	W	F	Extend Medical Leave
Taylor-Bishop, Norma	Reserve Sick	CS-05	Senior Secretary	09/19/91	11/06/91	\$20,654	100	B	F	Medical Leave
Witte, Florence S.	Library Cataloging	CS-05	Library Assistant III	11/13/91	12/09/91	\$20,542	100	W	F	Medical Leave
Allen, Lynette	English	CS-04	Secretary II	10/23/91	01/23/92	\$16,578	100	W	F	Personal Leave
Jain, Probhat	University Computing	CS-04	Data Entry Clerk II	10/14/91	11/25/91	\$19,670	100	W	F	Medical Leave
Karby-Archbold, Teresa L.	World College	CS-04	Secretary II	10/14/91	10/14/92	\$16,578	100	W	F	Personal Leave
Lay, Tammy K.	Economics	CS-04	Secretary II	10/07/91	01/01/92	\$10,284	50	W	F	Personal Leave

DATE: January 28, 1992
 BOARD REPORT FOR: 1/28/92
 ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

Page 3
 LEAVE OF ABSENCE

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>START DATE</u>	<u>END DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
McCafferty, Lesley	Office of the President	CS-04	Secretary II	11/14/91	02/13/92	\$ 8,288	50	W	F	Extend Personal Leave
Sojka, Donna	Teacher Education	CS-04	Secretary II	09/11/91	10/27/91	\$16,579	100	W	F	Personal Leave
Campbell, Jerry	University Stores	CS-03	Mail Clerk	11/12/91	12/31/91	\$14,932	100	B	M	Workers Compensation
Frisbie, Sheila	Registration	CS-03	Clerk	10/21/91	11/03/91	\$14,932	100	W	F	Child Care Leave
Post, Carol	Career Services Center	CS-03	Secretary	12/11/91	01/06/92	\$17,400	100	W	F	Medical Leave
Avis, John	Physical Plant	FM-21	Plumber	08/03/91	11/31/91	\$32,267	100	W	M	Extend Workers Compensation
Merritt, Howard	Physical Plant Plumbing	FM-21	Plumber	08/25/91	01/06/92	\$32,267	100	W	M	Extend Workers Compensation
Pittman, Clyde	Physical Plant	FM-21	Plumber	10/02/91	12/31/91	\$30,722	100	W	M	Workers Compensation
Thompson, William	Carpenter Shop	FM-21	Carpenter	09/08/91	10/21/91	\$32,267	100	B	M	Personal Leave for Medical Reasons
Novak, Laurie	Rec/IM	FM-15	Swimming Pool Attendant	11/07/91	11/25/91	\$24,377	100	W	F	Personal Leave
Johnson, Arlene M.	University Stores	FM-13	Driver/Warehouseperson	11/01/91	12/31/91	\$23,167	100	W	F	Extend Workers Compensation
Townsend, Marjorie	Custodial	FM-10	Special Project Crewperson	10/29/91	12/02/91	\$22,144	100	W	F	Personal Leave for Medical Reasons
Moomey, Suzanne	McKenny Union	FM-10	Special Projects	11/13/91	12/31/91	\$22,144	100	W	F	Workers Compensation
Bellers, Dale	Custodial	FM-06	Custodian	11/20/91	01/20/92	\$21,351	100	W	M	Personal Leave for Medical Reasons
Flores, Dana	Housing/Custodial	FM-06	Custodian	11/06/91	12/31/91	\$21,351	100	W	F	Workers Compensation
Gregg, Cheryl	Custodial	FM-06	Custodian	12/16/91	03/16/92	\$21,351	100	W	F	Personal Leave for Maternity Reasons
Hayes, Joy J.	Dining Services	FM-06	Cook	10/14/91	12/31/91	\$21,351	100	W	F	Workers Compensation

-12-

Motion Carried.

DATE: January 28, 1992
BOARD REPORT FOR: 1/28/92
ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

Page 4
LEAVE OF ABSENCE

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>START DATE</u>	<u>END DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Johnson, Ronald	Housing	FM-06	Custodian	06/03/91	06/21/91	\$20,329	100	B	M	Correct Dates/Personal LOA
Kavanaugh, Timothy	Dining Services	FM-06	Cook	09/13/91	12/13/91	\$21,351	100	W	M	Personal Leave for Medical Reasons
Lockwood, Michelle	Housing	FM-06	Custodian	10/16/91	11/27/91	\$21,351	100	W	F	Personal Leave for Maternity Reasons
Mathieu, Heather	Physical Plant	FM-06	Custodian	09/16/91	11/15/91	\$21,531	100	W	F	Workers Compensation
Moore, Sherri	Physical Plant	FM-06	Custodian	10/29/91	12/31/91	\$15,779	100	W	F	Workers Compensation
Moore, Jean W.	Custodial	FM-06	Custodian	07/18/91	11/01/91	\$21,351	100	W	F	Workers Compensation
Moore, Jean W.	Custodial	FM-06	Custodian	12/12/91	03/12/92	\$21,351	100	W	F	Personal Leave for Medical Reasons
Runyan, Ruth E.	Custodial	FM-06	Custodian	10/28/91	12/16/91	\$15,779	100	W	F	Personal Leave for Medical Reasons
Spalding, Diane	Housing	FM-06	Custodian	08/31/91	12/01/91	\$21,351	100	W	F	Personal Leave for Medical Reasons
Stinnette, Terellis	Custodial	FM-06	Custodian	12/10/91	12/15/91	\$15,779	100	B	M	Personal Leave for Medical Reasons
Woods, Lucy	Custodial	FM-06	Custodian	10/21/91	10/25/91	\$21,351	100	B	F	Personal Leave for Medical Reasons

Section 9

Page 1
SEPARATIONS/
RETIREMENTS

Regent Guastello moved and Regent Clifton seconded that the Board of Regents approve 32 separations and retirements for the months and dates shown. It is also recommended that the Board of Regents approve Emeritus Status for 12 retired or soon to retire faculty members.

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILEDATE: January 28, 1992
BOARD REPORT FOR: 1/28/92
ALPHABETICAL LISTING WITHIN RANK

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR SEPARATION</u>
Dellus, Marie	Teacher Education	PROF	Professor	01/03/92	\$51,251	100	W	F	Retiring (Emeritus Status) (23 Years)
Green, Mary	HPER&D	PROF	Professor	01/03/92	\$55,738	100	W	F	Retiring (Emeritus Status) (31 Years)
Kornbluth, Martin L.	English	PROF	Professor	04/30/92	\$59,691	100	W	M	Retiring (Emeritus Status) (26 Years)
Minzey, Jack	Leadership & Counseling	PROF	Professor	12/31/91	\$67,539	100	W	M	Retiring (Emeritus Status) (23 Years)
Morgan, Willie B.	CTA	PROF	Professor	01/06/92	\$47,197	100	W	M	Retiring (Emeritus Status) (24 Years)
Spitz, A. Edward	Marketing	PROF	Professor	01/06/92	\$64,025	100	W	M	Retiring (Emeritus Status) (22 Years)
Van Riper, Benjamin W.	Leadership & Counseling	PROF	Professor	12/31/91	\$53,403	100	W	M	Retiring (Emeritus Status) (23 Years)
Westerman, W. Scott	Teacher Education	PROF	Professor	01/03/92	\$74,819	100	W	M	Retiring (Emeritus Status) (21 Years)
Woronoff, Israel	Teacher Education	PROF	Professor	01/03/92	\$67,222	100	W	M	Retiring (Emeritus Status) (36 Years)
Mitchell, Charles Jr.	Leadership & Counseling	ASSC	Associate Professor	08/15/91	\$44,619	100	W	M	Another Position
Smith, Marguerite D.	Social Work	ASSC	Associate Professor	01/02/92	\$42,244	100	W	F	Retiring (Emeritus Status) (20 Years)

DATE: January 28, 1992
 BOARD REPORT FOR: 1/28/92
 ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

Page 2
 SEPARATIONS/
 RETIREMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR SEPARATION</u>
Delventhal, Norman	Interdisciplinary Technology	ASST	Assistant Professor	10/27/91	\$45,637	100	W	M	Deceased
Naomi, Leaura M.	Geography & Geology	ASST	Assistant Professor	12/31/91	\$32,400	100	W	F	Voluntary Resignation
Lick, Carole	Alumni Relations	PT-08	Assistant Director	01/02/92	\$36,825	100	W	F	Another Position
Charter, Caryn	University Apartments	PT-05	Manager, University Apartments	09/18/91	\$19,143	100	W	F	Leaving Area
D'Emilio, Dominic	University Computing	PT-07	Programmer/Analyst	11/10/18/91	\$26,046	100	W	M	Another Position
Vaughn, Mary	University Apartments	PT-05	Manager, University Apartments	08/23/91	\$18,421	100	W	F	Discharged
Yielding, Teresa	Chemistry	PT-06	Research Assistant	11/10/19/91	\$23,216	100	W	F	Another Position
Harwood-Fournier, Cindy	Accounting	CS-05	Account Specialist	08/31/91	\$20,542	100	W	F	Personal
Jahnke, Karen E.	Payroll	CS-06	Senior Account Specialist	10/23/91	\$22,786	100	W	F	Voluntary Resignation
Van Riper, Madelon F.	Academic Affairs	CC-06	Administrative Secretary	01/31/92	\$24,608	100	W	F	Retiring (7 Years)
Butler, Rosemary	Parking & Paving	CS-05	Account Specialist	10/04/91	\$20,441	100	W	F	Retiring
Hall, Sharon P.	Equity Programs	CS-05	Senior Secretary	09/07/91	\$18,734	100	B	F	Personal
Newcomb, Nancy B.	College of Business	CS-05	Senior Secretary	09/16/91	\$26,479	100	W	F	Retiring (21 Years)
Blan, Daleta K.	Admissions	CS-04	Senior Clerk	10/02/91	\$16,900	100	W	F	Another position
Driscoll, John	Physical Plant	FM-23	Stationary Engineer	11/03/91	\$33,792	100	W	M	Another Position
Kreklaue, James F.	Physical Plant	FM-21	Locksmith	12/31/91	\$32,267	100	W	M	Retiring (30 Years)
Van Raden, Donald	Grounds	FM-12	Groundsperson	11/07/90	\$21,769	100	W	M	Voluntary Resignation
Beaton, Sally	Housing & Dining	FM-06	Cook	08/26/91	\$20,329	100	W	F	Voluntary Resignation

-15-

Motion Carried.

DATE: January 28, 1992
BOARD REPORT FOR: 1/28/92
ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

Page 3
SEPARATIONS/
RETIREMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>APPT %</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR SEPARATION</u>
Jackson, Eric	Custodial	FM-06	Custodian	10/10/91	\$12,982	100	B	M	Discharged
Stewart, Bennie	Custodial	FM-06	Floater Custodian	10/17/91	\$12,982	100	B	M	Discharged
Brewer, Bessie	Housing & Dining	FM-06	Cook	09/27/91	\$21,351	100	W	F	Retiring (22 Years)
Hansen, B. Joy	HECR	INST	Instructor	07/01/90	\$34,877	100	W	F	Previously Retired Receiving Emeritus Status
Shankwiler, Beverly	Art	ASSC	Associate Professor	04/24/89	\$33,747	100	W	F	Previously Retired Receiving Emeritus Status

.4481M FINANCE COMMITTEE MONTHLY REPORT

Section 10

Regent Robb moved and Regent Clifton seconded that the Working Agenda for January 28, 1992, and the minutes for November 5, 1991, be received and placed on file.

Motion Carried.

.4482M 1991-92 GENERAL FUND BUDGET AMENDMENT

Section 11

Regent Robb moved and Regent Clifton seconded that the 1991-92 General Fund Operating Budget be amended to \$116,217,460.

Motion Carried.

.4483M EDUCATIONAL POLICIES COMMITTEE MONTHLY REPORT

Section 12

Regent DeMattia moved and Regent Clifton seconded that the Educational Policies Committee Agenda for January 28, 1992, and the Minutes of November 5, 1991, be received and placed on file.

Motion Carried.

.4484M DIVISION OF ACADEMIC AFFAIRS: ACTION PLAN FOR THE
RECRUITMENT OF MINORITY FACULTY, EMPHASIZING
AFRICAN AMERICAN FACULTY RECRUITMENT REPORT

Section 13

Regent DeMattia moved and Regent Robb seconded that the Academic Affairs Recruitment Plan be received and placed on file.

A discussion was held.

Regent DeMattia moved and Regent Robb seconded that the Academic Affairs Recruitment Plan as amended to include yearly goals and objectives be received and placed on file.

Motion Carried.

.4485M EMPLOYEE TERMINATION AND TURNOVER STATISTICS 1990 REPORT

Section 14

Regent DeMattia moved and Regent Clifton seconded that the Employee Termination and Turnover Statistics 1990 Report be received and placed on file.

Motion Carried.

.4486M PROPOSED NEW ACADEMIC PROGRAM: MASTER OF SOCIAL WORK DEGREE

Section 15

Regent DeMattia moved and Regent Clifton seconded that the Board of Regents approve the implementation of the Master of Social Work Degree program.

A discussion was held. Regent DeMattia requested that President Shelton ensure that the proposed new programs are within the budgetary constraints. Regent Guastello asked if additional new dollars were being expended for this program. Provost Collins responded that new programs are part of the reallocation process that is on-going and that it may very well be that this particular new program is needed more than a program that has been in existence for sometime.

Regent Guastello stated that with that explanation he would support the program as long as there is an administrative follow-up to ensure no new dollars are being expended.

Motion Carried.

.4487M PROPOSED NEW ACADEMIC PROGRAM: MASTER OF ARTS DEGREE
IN FOREIGN LANGUAGES

Section 16

Regent DeMattia moved and Regent Guastello seconded that the Board of Regents approve the implementation of the Master of Arts Degree in Foreign Languages program.

Motion Carried.

.4488M FACULTY AFFAIRS COMMITTEE MONTHLY REPORT

Section 17

Regent Sternbergh moved and Regent DeMattia seconded that the Faculty Affairs Committee Agenda for January 28, 1992, and the Minutes of November 5, 1991 be received and placed on file.

A discussion was held. Regent Sternbergh reported that several topics were discussed by the faculty including the level of funding for the library and the faculty freeze.

Motion Carried.

.4489M STUDENT AFFAIRS COMMITTEE MONTHLY REPORT

Section 18

Regent Thomas moved and Regent Sternbergh seconded that the Student Affairs Committee Agenda for January 28, 1992, and the minutes of November 5, 1991, be received and placed on file.

Regent Thomas updated the Board on items specifically discussed at the committee meeting.

Motion Carried.

.4490M ELECTION OF BOARD OFFICERS

Section 19

Chairperson Derezinski explained that in accordance with the by-laws, at the January meeting of each year, the Board elects a chairperson and a vice chairperson and appoints a secretary and treasurer.

Regent Robb moved and Regent Sternbergh seconded that Regent Derezinski be re-elected Chairperson, Regent Clifton, Vice Chairperson, and appoints Juanita Reid as Secretary to the Board, and Janet Pichette as Treasurer.

Motion Carried.

Chairperson Derezinski thanked the Board for their vote of confidence.

COMMUNICATIONS

Section B

Chairperson Derezinski announced that President Shelton requested time at the beginning of the Communication portion of the meeting. President Shelton made the following statement:

.4491M PRESIDENT SHELTON'S STATEMENT

As with any organization, especially organizations with mixed constituencies, any decision will prompt debate and often dissent within those constituencies. That is a critical part of the academic which we call "rational discourse." It is necessary. I have accepted all of the attacks on my recommendation regarding the logo, on my leadership, on my personal life, and even on my home life. I have never publicly criticized or responded to those who strongly disagree [with my recommendation] and I have never even responded to correct inaccuracies in their allegations. Today, I have chosen to speak publicly. I chose to be in the public sector because I believe in public higher education. I recognize that being in the public sector leaves one open to criticism. I have no difficulty with that. Over my 23 years in higher education administration, I assure you that I have received my share of criticism. Also, I respect the right of dissent. That's not the point of this statement today. But two events over the last few months have led me to make this public statement today.

First, early last fall an adult at a community event tried to get a member of my administration, a very capable and dedicated individual who is African American, to sign a petition to return the logo. When the administrator refused, the Huron supporter continued to push the issue

and finally, in an act of desperation, called the administrator a "lackey of the president." Let me tell all of you something. No one, neither African American, Native American, Hispanic American, nor Caucasian is a lackey at this institution. That individual has probably shown more concern and caring for people than any of us in this room. The person who said it knows it and there should be an apology for making such a statement.

Second, on December 21, 1991, Eastern Michigan University played the University of Nevada - Las Vegas at The Palace. It was a fun time for us as a University community, although the outcome wasn't what we wanted. Following the game my wife, who is in this room with me today, and I went by a social gathering with some members of the EMU community. My daughter-in-law, who was seven months pregnant at the time, and my son went out the same exit as we used coming into The Palace. There they were met by demonstrators. At that demonstration, my kids were called vulgar names. The fight is with me. If you think this is worth attacking children, you're wrong. This far exceeds what we call "rational discourse" in a civilized society. It is pathetic behavior which is unconscionable. The actions [of the demonstrators] only reinforce my belief that no group of people, either by force or by consent, should ever be logos, symbols, or mascots. No culture should be treated as a novelty.

You hold your sign, "Return Our Huron," so proudly. Let me tell you, we never owned the Hurons. Slavery ended in this country in 1865. People have not been chattered for a long time. I know you have announced on the radio that you are demanding my resignation today. As long as I serve here, Eastern will never, for any reason, encourage stereotypical representation of any racial or ethnic group.

Regent Derezinski thanked President Shelton for his remarks and recognized Regent Guastello for comments.

Regent Guastello shared a personal experience he had with demonstrators at a football game in Washington, D.C., and further moved that President Shelton's remarks be included verbatim in the record. Chairman Derezinski seconded the motion.

Motion Carried.

Chairperson Derezinski asked Secretary Reid if there were any requests to address the Board. Secretary Reid responded that there were nine. No motion was made to extend the Communications portion of the meeting.

Maurice and Leila Riley asked that their requests to address the Board be removed.

Mr. Frederic Berruti, representing himself, yielded his time to Mr. Frederic Champnella.

Mr. Jared Throneberry, representing the Huron Restoration, Inc., shared a letter to the Board requesting the Huron logo be returned.

Chairman Derezinski thanked Mr. Throneberry for his remarks.

Mr. Neil Duggins, representing the EMU Basketball Pep Band, distributed a letter to the Board requesting support for the return of the pep band.

Chairperson Derezinski thanked Mr. Duggins for his remarks.

Mr. Brett Boury, representing Blueprint 150 Learning University Assessment Task Force, asked that the Huron name and logo be restored.

Chairperson Derezinski thanked Mr. Boury for his remarks.

Mr. Frederick Champnella, representing Huron Restoration, Inc., presented the Board with a resolution of no confidence and signed petitions requesting the return of the Huron logo.

Chairperson Derezinski thanked Mr. Champnella for his remarks.

Mr. David Kasper, representing himself, addressed the Board on the various ways taxpayers' money is being spent and how much is being expended to promote the Eagle name and logo.

Chairperson Derezinski thanked Mr. Kasper for his remarks.

Mr. T. C. Cameron, representing himself, spoke on the regent retreat and the lack of alumni dollars since the logo was changed.

Chairperson Derezinski thanked Mr. Cameron for his remarks.

.4492M MEETING ADJOURNED

Regent Clifton moved and Regent Robb seconded that the meeting be adjourned at 2:35 p.m.

Motion Carried.

Respectively submitted.
