

1991

Board of Regents Meeting Materials, January 30, 1991

Eastern Michigan University

Follow this and additional works at: <http://commons.emich.edu/regentsminutes>

Recommended Citation

Eastern Michigan University, "Board of Regents Meeting Materials, January 30, 1991" (1991). *Board of Regents Meeting Materials*. 216. <http://commons.emich.edu/regentsminutes/216>

This Article is brought to you for free and open access by the University Archives at DigitalCommons@EMU. It has been accepted for inclusion in Board of Regents Meeting Materials by an authorized administrator of DigitalCommons@EMU. For more information, please contact lib-ir@emich.edu.

-
EASTERN MICHIGAN UNIVERSITY
Board of Regents

Index of Board of Regents Meeting of January 30, 1991

| | <u>Page #</u> |
|---|---------------|
| .4315M Accounts Receivable Report..... | 10 |
| .4316M Appointments..... | 11 |
| .4326M Board Conflict of Interest/Code of Ethics..... | 16 |
| .4318M Changes of Status..... | 13 |
| .4314M Construction Project Progress Report..... | 10 |
| .4322M Educational Policies Committee Monthly Report..... | 15 |
| .4327M Election of Officers..... | 16 |
| .4321M EMU-UAW Local 1976 Collective Bargaining Agreement. | 15 |
| .4325M Faculty Affairs Committee Monthly Report.. | 16 |
| .4320M Finance Committee Monthly Report..... | 15 |
| .4313M Grants/Contracts Report..... | 10 |
| .4328M Huron Logo..... | 16 |
| .4312M Internal Audit Report..... | 10 |
| .4319M Leaves of Absence..... | 14 |
| .4303M Preliminary Minutes..... | 1 |
| .4304M Preliminary Minutes..... | 2 |
| .4305M Resolution..... | 2 |
| .4306M Resolution..... | 3 |
| .4307M Resolution..... | 4 |
| .4308M Resolution..... | 5 |
| .4309M Resolution..... | 6 |
| .4310M Resolution..... | 7 |
| .4323M Sabbatical Leaves..... | 15 |
| .4317M Separations..... | 12 |
| .4324M Student Affairs Committee Monthly Report..... | 15 |
| .4311M Treasurer's Report..... | 10 |

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Official minutes of January 30, 1991.

The Board meeting was called to order by Chairman Burton at 11:02 a.m.

Chairman Burton introduced Dr. Gayle P. Thomas, of Dearborn, Michigan, a new member of the Eastern Michigan University Board of Regents. Regent Thomas expressed her pleasure at being named to the position and her desire to work with the various constituents of the University.

Chairman Burton asked Secretary Reid for an attendance roll call.

The Board members present were:

Chairman John Burton
Regent James Clifton
Regent Anthony Derezinski
Regent Thomas Guastello
Regent Richard Robb
Regent Gayle Thomas

The Board members absent were:

Regent Robert DeMattia
Regent Robin Sternbergh

Administration present were:

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

.4303M PRELIMINARY MINUTES

Section A

Regent Robb moved and Regent Derezinski seconded that the minutes of the Regular Meeting of the Board on October 24, 1990, be approved.

Motion Carried.

.4304M PRELIMINARY MINUTES

Section B

Regent Robb moved and Regent Derezinski seconded that the minutes of the Special Meeting of the Board on December 14, 1990, be approved.

Motion Carried.

COMMUNICATIONS

Section C

Secretary Reid noted that there were two requests to speak before the Board under the Communications portion of the meeting.

John Lindo and Mark Oppegard from the Campus Book & Supply Store addressed the Board of Regents on the University policy regarding the distribution of textbook requisitions and its effect on Eastern Michigan University students.

Chairman Burton thanked Messrs. Lindo and Oppegard for their remarks.

Deisha Olszewski then addressed the Board of Regents on the Huron Logo.

Chairman Burton thanked Ms. Olszewski for her remarks.

.4305M RESOLUTION

Regent Clifton moved and Regent Derezinski seconded that the following resolution be approved.

WHEREAS, the history of African Americans has influenced substantially the course of United States and World history; and

WHEREAS, African Americans have made significant contributions to the quality of life in the World, the United States and Eastern Michigan University; and

WHEREAS, an annual recognition of the contributions of African Americans was first proposed by Dr. Carter G. Woodson, "The Father of Negro History," nearly seven decades ago; and

WHEREAS, this recognition was designated in 1926 as Negro History Week; and

WHEREAS, Negro History Week was later expanded and subsequently renamed Black History Month; and

WHEREAS, Eastern Michigan University is committed, as part of its educational mission, to provide an exceptional and diverse environment for all campus citizens which includes a thorough understanding of achievements and culture of African Americans, and

WHEREAS, Eastern Michigan University sponsors programs that demonstrate achievements of African Americans and the importance of the African American experience to our world; and

WHEREAS, Eastern Michigan University has recognized the significance of the study of African Americans by its recent establishment of the African-American Studies Department; and

WHEREAS, the University's Equity Programs serve as a national model for enhancing opportunities for minority populations and are a critical component of the University's diversity agenda;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents urges all Eastern Michigan University students, faculty, and staff to join the President of the United States and the Governor of the State of Michigan in observing February as **BLACK HISTORY MONTH**, in recognizing the many contributions of African Americans in our state and nation, and to participate in the Black History Month celebration festivities.

Motion Carried.

.4306M RESOLUTION

Regent Robb moved and Regent Clifton seconded that the following resolution be approved.

WHEREAS, Eastern Michigan University has established a reputation as an excellent teaching university whose faculty conduct research and are active in creative endeavors and in scholarly pursuits; and

WHEREAS, Eastern Michigan University supports faculty, staff and student research and scholarly studies through the Office for Research Development, the Collegium for Advanced Studies, the Center for Research Support and the Sabbatical Leave, Faculty Research Fellowships, Graduate School Research and Spring-Summer Research programs, to name a few; and

WHEREAS, the Michigan Academy of Arts and Letters' annual conference and the Collegium for Advanced Studies' Research Fair will be held during the week of March 11-15, 1991;

NOW, THEREFORE BE IT RESOLVED, that the Eastern Michigan University Board of Regents declares that March 11-15, 1991, be declared the **WEEK OF RESEARCH EXCELLENCE** at Eastern Michigan University in recognition of the on-going academic work of the faculty, students and staff.

Motion Carried.

.4307M RESOLUTION

Regent Robb moved and Regent Clifton seconded that the following resolution be approved.

WHEREAS, the Center for Substance Abuse Education and Training was established in 1988 by Eastern Michigan University and the Catherine McAuley Health Systems; and

WHEREAS, the goal of the Center is to create awareness and disseminate accurate knowledge and information about substance use and abuse to target populations; and

WHEREAS, the Center coordinates and conducts workshops throughout the State of Michigan for parents, students, educators, coaches and athletes, employees, employers and counselors; and

WHEREAS, through a collaborative effort between Eastern Michigan University and the Catherine McAuley health Systems, the Center for Substance Abuse Education and Training has amassed a thirty-one member substance abuse training center faculty representing a broad range of related agencies and organizations; and

WHEREAS, the Center has received widespread recognition for its work with business and industry which led to an invitation to present at the first national exposition on drug-free workplace issues in Washington, D.C., October 5-6, 1990; and

WHEREAS, the Center has applied for and received a prevention license and credential from the Office of Substance Abuse Services in Lansing, thus, legitimatizing its training programs for substance abuse prevention within the State of Michigan; and

WHEREAS, the Center has applied for and received a \$129,000 training grant for middle school personnel from the U.S. Department of Education, Drug Free Schools and Communities Act; and

WHEREAS, the Center is attempting to provide much needed education and training in a caring, innovative format to address a growing problem in the State and, indeed, the country

NOW, THEREFORE BE IT RESOLVED, that the Eastern Michigan University Board of Regents does hereby congratulate and commend Center Directors Joan Sheard and Tommie Volkmann, the Executive Committee, the Faculty and the Support Staff of the Center for Substance Abuse Education and Training for their outstanding accomplishments and achievements and for the recognition and honor which they have brought to themselves, Catherine McAuley Health Systems, and to Eastern Michigan University.

Motion Carried.

.4308M RESOLUTION

Regent Derezhinski moved and Regent Robb seconded that the following resolution be approved.

WHEREAS, the Center for Community Education was created in 1969 in the present Department of Leadership and Counseling at Eastern Michigan University, the home institution of Frank Manley, originator of the concept of community education; and

WHEREAS, Eastern Michigan University established the first Community Training program in the country and in 1956 graduated the first Master's Degree students in community education; and

WHEREAS, Eastern Michigan University was one of seven institutions involved in the national Center for Community education in Flint and established one of eight Regional centers in community education; and

WHEREAS, the Center for Community Education held the first institutional membership in the national Community Education Association with past and present staff members serving on the Association's Board as Executive Secretary, National Presidents and Board Members; and

WHEREAS, the Center for Community Education directed the National Center for Community Education from 1974 to 1979 and administered its short-term training program; and

WHEREAS, the Eastern Michigan University Center for Community Education enjoys an enviable reputation listing among its accomplishments: the most complete program in the country, the most classes offered, and the most students completing the program of all community education training programs, as evidenced by the fact that as of 1975, 75 percent of all people in community education in the United States were trained at Eastern Michigan University; and

WHEREAS, the Center for Community Education has assisted in developing community education in over 250 school districts in the State of Michigan and over 100 outside the state; and

WHEREAS, the Center for Community Education, in recognition for its outstanding work was awarded on October 17, 1990, the Michigan Association of Community and Adult Education Distinguished Services to Community Education Award;

NOW, THEREFORE BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates and commends the administration, faculty and staff of the College of Education, the Department of Leadership and Counseling and the Center for Community Education for their outstanding accomplishments and achievements and for the recognition and honor which they have brought to themselves and to Eastern Michigan University.

Motion Carried.

.4309M RESOLUTION

Regent Derezinski moved and Regent Robb seconded that the following resolution be approved.

WHEREAS, Eastern Michigan University has a long established commitment to the internationalization of curriculum; and

WHEREAS, the Department of Foreign Languages and Bilingual Studies in collaboration with the College of Business, initiated the Bachelor of Arts and the Master of Arts programs in Language and International Trade in 1979 with a goal of fulfilling the University's commitment; and

WHEREAS, the Language and International Trade program upholds rigorous academic standards in all aspects of the program which include a high level of proficiency in a foreign language with specialized courses on business usage, extensive coursework in both business and economics including special courses with an international focus and an intensive internship in business or industry; and

WHEREAS, the Language and International Trade program has served over 300 students at the undergraduate and graduate levels by providing the opportunity for internships in Spain, France, Germany, Belgium, Venezuela, Mexico, Republic of China, Peoples' Republic of China, Hong Kong, Malaysia, and Thailand; and

WHEREAS, the Language and International Trade undergraduate program has received recognition as a premier interdisciplinary program in the United States and has served as the model for programs at other institutions, such as Clemson University, Southern Illinois University, Auburn University and the University of Tennessee at Knoxville; and

WHEREAS, the Master of Arts program in Language and International Trade has received recognition in the June 1990 issue of North American International Business magazine as one of the "Top 20 Graduate Schools for International Business;"

NOW, THEREFORE BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates and commends the College of Arts and Sciences and the administration, faculty and staff of the Department of Foreign Languages and Bilingual Studies, the College of Business and the World College for the recognition and honor they have brought to Eastern Michigan University.

Motion Carried.

.4310M RESOLUTION

Regent Guastello moved and Regent Robb seconded that the following resolution be approved.

WHEREAS, Jack R. Moffett is an Assistant Director of Recreation Intramurals; and

WHEREAS, Jack R. Moffett is Red Cross certified in Cardiopulmonary Resuscitation and is an instructor of CPR in the Recreation Intramurals Department; and

WHEREAS, Jack R. Moffett was in attendance at a pick-up basketball game on Saturday, January 5, 1991; and

WHEREAS, a student playing in the game suffered an epileptic seizure, stumbled, fell and stopped breathing; and

WHEREAS, Jack R. Moffett moved quickly to administer CPR to the student and restore his breathing before emergency medical help arrived;

NOW, THEREFORE BE IT RESOLVED, that the Eastern Michigan University Board of Regents does hereby recognize Jack R. Moffett for his quick response and professionalism in saving said student's life, and congratulates him on his commitment to Red Cross procedures and the students of Eastern Michigan University.

Motion Carried.

PRESIDENT'S REPORT

Mr. Chairman and members of the Board, on behalf of the faculty, staff, and students I am pleased to extend an official welcome to the three new Regents of Eastern Michigan University. Welcome Dr. Thomas. We look forward to working with you during the years to come. I have visited with Mr. Robert DeMattia on the telephone and, due to business commitments, he is unable to attend today's meeting. Ms. Robin Sternbergh is out of town and also is unable to be here. We are planning a campus-wide reception for our new Regents in the near future. Again, welcome to Eastern Michigan University.

The winter semester is well underway at the university. The opening term enrollment is 24,079 students, an increase of approximately four percent over last winter. We continue to experience escalating enrollments, a challenge which must be addressed. Eastern provides higher education for almost ten percent of all students in Michigan public universities, yet receives only five percent of the State's appropriation for higher education. Other than the usual semester start-up challenges, the beginning of the semester was smooth. However, numerous other challenges have surfaced in recent weeks.

Our nation's participation in the Persian Gulf war has been the focus of student demonstrations on many campuses including Eastern. As you know, there have been expressions of both opposition and support for America's involvement. For the most part, our students have exercised the necessary control while openly advocating their positions during these unsettling times. A university must be a safe place to exercise the freedom of expression, a freedom essential to a strong democracy. There must also be a recognized and respected distinction between dissent and disruption in the academy. I am pleased to report that, thus far, the distinction has been acknowledged.

Another challenge facing the university relates to the current budgetary crisis in the state. The \$1 billion imbalance in the state budget has necessitated major adjustments in many state agencies. Governor Engler and his staff have continued to shelter education as much as possible from the reductions. The public universities experienced a one percent reduction in the current appropriations. For Eastern, this means a loss of \$630,000 in revenue. Funding for several grant projects, totaling more than \$200,000, has been eliminated. Perhaps most critically, for the second year state funds for deferred maintenance and renovation have been greatly reduced. Last year, Eastern's portion was \$942,000, of which only \$278,000 was received. In the current year, Eastern's estimated portion of the fund is \$715,000, but it appears that we will receive only \$220,000. The Board is aware of the national issue of decaying facilities for public education. Regrettably, it appears that the trend may continue for some time.

Due to the current fiscal exigencies, I have informed the vice presidents that a hiring freeze will be instituted effective February 1. Any exceptions (and there are some critical areas of the university) to the freeze will require the approval of the president. To give an idea of the implications of this action, we have 1,877 authorized positions at the University. On January 18, there were 102 vacancies representing 5.43 percent of the authorized positions. Roughly, the salaries of the vacant positions amount to \$600,000. The freeze, combined with even closer management of our budget and revenue generated through increased enrollments, should sufficiently respond to the recent state actions. These measures may be effective for the current budget year, but it should be noted that they are only short-term solutions. If the economic health of our state continues to deteriorate, next year will be a difficult and painful time for all public agencies in Michigan.

In a related matter, you have read that the state is now under a Credit Watch due to budgetary imbalance. As are most public institutions in Michigan, Eastern has been included in the Credit Watch. We do not anticipate the Watch to have much direct effect on us although there may be a slight increase in the interest rates on borrowed money.

Lest it appear that all the news today is moribund, I will conclude by highlighting a few of the exciting things happening at Eastern. On Monday, January 21, more than 600 people gathered at the President's Luncheon on Martin Luther King Day. The luncheon was just one of many events scheduled to honor and reflect on the contributions of Dr. King at Eastern. The President's Commission on the Learning University is fully functioning as are several of the related task forces and learning assemblies. The Eastern Michigan University Foundation has formally organized and is beginning to develop an action plan. More than 150 members of the corporate community gathered on campus last Friday to review the programs and activities of the department of Human, Environmental, and Consumer Resources. Eastern hosted the 1991 National Collegiate Drug Awareness Week Training Conference which ended yesterday. The conference was attended by 300 university staff and students from across the nation. Eastern's Ellen Gold was the chair of the national conference. Members of the Music Department presented a faculty recital on campus last Sunday as part of the Beaux Arts Festival. And, the Eastern Michigan University men's basketball team is in first place in the Mid-American Conference with a perfect 7-0 league record.

These are only a few of the many quality activities happening at Eastern. We invite our Regents to participate in campus life as your schedules permit. I would be glad to answer any questions.

Thank you.

CONSENT AGENDA

.4311M TREASURER'S REPORT

Section 1

Regent Guastello moved and Regent Robb seconded that the Treasurer's Report for the month of December, 1990, be received and placed on file.

Motion Carried.

.4312M INTERNAL AUDIT REPORT

Section 2

Regent Guastello moved and Regent Robb seconded that the Internal Auditor's activity report for the month of January, 1991, be received and placed on file.

Motion Carried.

.4313M GRANTS/CONTRACTS REPORT

Section 3

Regent Guastello moved and Regent Robb seconded that the 42 Grants and Contracts totaling \$1,287,529 and the Financial Aid Grants totaling \$2,531,527 for January, 1991, be accepted.

Motion Carried.

.4314M CONSTRUCTION PROJECT PROGRESS REPORT

Section 4

Regent Guastello moved and Regent Robb seconded that the Board of Regents receive and place on file the Construction Projects Progress Report for the month of January, 1991.

Motion Carried.

.4315M ACCOUNTS RECEIVABLE REPORT

Section 5

Regent Guastello moved and Regent Robb seconded that the Board of Regents receive and place on file the Student Accounts Receivable Report for Spring 1991 and Summer 1990 which have been transferred to "Collection Status"; the Report of Recoveries of Student Receivables and related Collection Agency expense; and the report of Recoveries of University Short Terms Loans and related Collection Agency Expense.

Motion Carried.

.4316M

APPOINTMENTS

Section 6

Regent Guastello moved and Regent Robb seconded that the Board of Regents approve 7 appointments.

APPOINTMENTS

DATE: January 14, 1991
BOARD REPORT FOR: 1/14/91
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>%</u> | <u>RACE</u> | <u>SEX</u> | <u>REASON FOR CHANGE</u> |
|---------------------|-------------------|------------------------|--------------------------|---------------------------|---------------------|----------|-------------|------------|------------------------------|
| Sarch, Paula | Political Science | CS05 | Sr Secretary | 1/2/91 | 17,715 | 100 | H | F | Appointment |
| Vielingardi, Denise | Admissions | CS03 | Clerk | 1/3/91 | 14,120 | 100 | W | F | Appointment |
| Greer, Orville | Public Safety | CP01 | Campus Police Officer | 12/11/90 | 20,163 | 100 | W | M | Appointment |
| Anderson, Robert | Housing | FH06 | Custodian | 12/12/90 | 12,356 | 100 | W | M | Appointment |
| Jones, Leah | Housing | FH06 | Custodian | 12/12/90 | 12,356 | 100 | B | F | Appointment |
| Moore, Sherri | Custodial | FH06 | Custodian | 12/21/90 | 12,356 | 100 | W | F | Appointment |
| Quinn, Donna | Custodial | FH06 | Custodian | 12/21/90 | 12,356 | 100 | W | F | Appointment |

Motion Carried.

.4317M SEPARATIONS

Section 7

Regent Guastello moved and Regent Robb seconded that the Board of Regents approve 5 separations.

SEPARATIONS

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

DATE: January 14, 1991
BOARD REPORT FOR: 1/14/91
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>%</u> | <u>RACE</u> | <u>SEX</u> | <u>REASON FOR SEPARATION</u> |
|---------------------|--------------------|-------------------------|----------------------|---------------------------|---------------------|----------|-------------|------------|----------------------------------|
| Harrington, Patrick | CEC | AP10 | Manager CEC Facility | 10/16/90 | 38,045 | 100 | W | M | Layoff |
| McNish, Deborah | Housing | AP10 | Assoc Dir Housing | 10/22/90 | 38,588 | 100 | B | F | Quit Without Notice |
| Young, Deborah | Corporate Services | PI07 | Computer Coordinator | 1/3/91 | 27,313 | 100 | W | F | Layoff |
| Hammond, Harold | Physical Plant | FM21 | Locksmith | 12/31/90 | 28,134 | 100 | W | M | Retirement 20 yrs of service |
| McCoy, Derious | Physical Plant | FM21 | Painter | 12/31/90 | 28,134 | 100 | B | M | Retirement 14 yrs of service |

Motion Carried.

.4318M

CHANGES OF STATUS

Section 8

Regent Guastello moved and Regent Robb seconded that the Board of Regents approve 23 changes of status.

STATUS CHANGES

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

DATE: January 14, 1991
BOARD REPORT FOR: 1/14/91
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>%</u> | <u>RACE</u> | <u>SEX</u> | <u>REASON FOR CHANGE</u> |
|-------------------|------------------------|------------------------|---------------------------|---------------------------|---------------------|----------|-------------|------------|---------------------------------|
| Fitzgerald, Brian | Housing | AP09 | Mgr Residence Halls | 1/3/91 | 33,400 | 100 | W | M | Promotion |
| Hassan, Jeanette | Comp/Benefits | AP11 | Dir Benefits Program | 10/15/90 | 42,723 | 100 | W | F | Acting Appointment |
| Nesmith, Jeffrey | Parking & Paving | AP09 | Lieutenant | 12/30/90 | 40,000 | 100 | W | M | Acting Appointment |
| Reidma, Craig | Comp/Benefits | AP11 | Dir Compensation Programs | 10/15/90 | 43,663 | 100 | W | M | Acting Appointment |
| Simpkins, Karen | Career Services | AP10 | Asst Director Career Svc | 9/4/90 | 35,200 | 100 | W | F | Promotion |
| Vengloff, Linda | University Health Svcs | AP11 | Associate Director | 1/2/91 | 45,122 | 100 | W | F | Reclassification |
| Vick, James | Housing/Food Services | AP13 | Dir Housing/Food Svc | 12/22/90 | 62,614 | 100 | W | M | Extension of Acting Appointment |
| Woods, Ronald | Afro/American Studies | AP13 | Academic Department Head | 12/17/90 | 61,365 | 100 | B | M | Promotion |
| Krienke, John | Counseling Services | P109 | Mental Health Counselor | 7/1/90 | 39,824 | 100 | W | M | Reclassification |
| Burke, Janet | ICARD | CS05 | Sr Secretary | 1/2/91 | 17,715 | 100 | W | F | Promotion |
| Council, Michelle | Student Accounting | CS05 | Acct Specialist | 1/2/91 | 17,715 | 100 | W | F | Working out of Class |
| Downs, Marsha | Arts & Sciences | CS05 | Sr Secretary | 10/03/90 | 17,882 | 100 | W | F | Reclassification |
| Foss, Claudia | IDI | CS05 | Sr Secretary | 1/21/91 | 18,720 | 100 | W | F | Lateral Transfer |
| Griffin, Betty | Student Loans | CS05 | Acct Specialist | 12/19/90 | 19,330 | 100 | W | F | Lateral Transfer |
| Lamb, Corinne | Univ Health Services | CS05 | Acct Specialist | 7/1/90 | 19,425 | 100 | B | F | Reclassification |
| Metty, Elaine | Library/LR&I | CS04 | Library Asst II | 1/14/91 | 15,667 | 100 | W | F | Promotion |
| Short, Patricia | Student Accounting | CS04 | Sr Account Clerk | 1/2/91 | 15,667 | 100 | W | F | Working out of Class |

Motion Carried.

.4319M

LEAVES OF ABSENCE

Section 9

Regent Guastello moved and Regent Robb seconded that the Board of Regents approve 8 leaves of absence.

LEAVE OF ABSENCE

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

DATE: January 14, 1991
BOARD REPORT FOR: 1/14/91
ALPHABETICAL LISTING WITHIN BANK

| NAME | DEPARTMENT | RANK / CLASS | JOB TITLE | START DATE | END DATE | PAY RATE | % | RACE | SEX | REASON FOR CHANGE |
|-------------------------|-------------------------|--------------|-------------------------|------------|----------|----------|-----|------|-----|-----------------------------|
| Loycock, Angelina | Career Services | AP10 | Assistant Dir Placement | 1/28/91 | 4/28/91 | 42,750 | 100 | W | F | Extension of Personal Leave |
| Ray, Jo Ann | Housing | P105 | Custodial Foreperson | 11/30/90 | 2/4/91 | 25,505 | 100 | W | F | Medical Leave |
| Campbell, Kathy | Accounts Payable | CS05 | Acct Specialist | 12/4/90 | 1/15/91 | 17,885 | 100 | W | F | Extension of Medical Leave |
| Captain, Sally | Leadership & Counseling | CS04 | Secretary II | 1/3/91 | 4/2/91 | 7,683 | 050 | W | F | Extension of Personal Leave |
| Harwood-Fournter, Cindy | Accounting | CS05 | Acct Specialist | 12/1/90 | 2/28/91 | 19,425 | 100 | W | F | Extension of Personal Leave |
| Hunt, Charlene | Strategic Planning | CS05 | Sr Secretary | 12/4/90 | 12/3/91 | 23,813 | 100 | W | F | Personal Leave |
| Williams, Esther | Graduate School | CS06 | Admin Secretary | 1/2/91 | 12/20/91 | 23,222 | 100 | B | F | Extension of Union Leave |
| Davie, Gary | Physical Plant | FM21 | Electrician | 12/4/90 | 12/10/90 | 30,722 | 100 | W | M | Extension of Medical Leave |

Motion Carried.

.4320M FINANCE COMMITTEE MONTHLY REPORT

Section 10

Regent Robb moved and Regent Derezinski seconded that the Working Agenda for January 30, 1991, and the Minutes of the October 24, 1990, and the Minutes of the September 25, 1990, be received and placed on file.

Motion Carried.

.4321M EMU-UAW LOCAL 1976 COLLECTIVE BARGAINING AGREEMENT

Section 11

Regent Robb moved and Regent Derezinski seconded that the Collective Bargaining Agreement between Eastern Michigan University and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Technical, Office and Professional (UAW) 1976 be approved 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.

.4322M EDUCATIONAL POLICIES COMMITTEE MONTHLY REPORT

Section 12

Regent Robb moved and Regent Derezinski seconded that the Educational Policies Committee Agenda for January 29, 1991, and the Minutes of the October 23, 1990, Educational Policies Committee meeting be received and placed on file.

Motion Carried.

.4323M SABBATICAL LEAVES

Section 13

Regent Robb moved and Regent Guastello seconded that the individuals applying for sabbatical leave be approved for 1991-92.

Motion Carried.

.4324M STUDENT AFFAIRS COMMITTEE MONTHLY REPORT

Section 14

Regent Clifton moved and Regent Robb seconded that the Student Affairs Committee minutes of October 23, 1990, and the Agenda for January 29, 1991, be received and placed on file.

Motion Carried.

.4325M FACULTY AFFAIRS COMMITTEE MONTHLY REPORT

Section 15

Regent Derezinski moved and Regents Clifton and Robb seconded that the Faculty Affairs Committee Agenda for January 30, 1991, and the October 24, 1990, minutes be received and placed on file.

Motion Carried.

.4326M BOARD CONFLICT OF INTEREST/CODE OF ETHICS

Section 16

Regent Derezinski moved and Regents Clifton and Robb seconded that in accordance with the Board's annual schedule for compliance with the Conflict of Interest and Code of Ethics requirements, each member of the Board of Regents execute a Conflict of Interest Disclosure statement and a Code of Ethics statement for calendar year 1991.

Motion Carried.

.4327M ELECTION OF OFFICERS

Section 17

Chairman Burton thanked the Board of Regents for giving him the opportunity to serve as Chairman for the past two years and turned the meeting over to Secretary Reid for election of new officers.

Secretary Reid opened the floor for nominations of officers. Regent Burton nominated Regent Derezinski for Chairperson and Regent Clifton for Vice Chairperson. Regent Robb seconded the motion. There were no other nominations. Regent Robb moved that a unanimous vote be cast for those named.

Motion Carried.

Regent Derezinski moved that Juanita Reid be named Secretary and Janet Pichette be named Treasurer of the Board of Regents. There were no other nominations.

Motion Carried.

.4328M HURON LOGO

Section 18

Chairman Derezinski asked the President for his suggestion on the use of the Huron name and logo. The President made the following remarks and recommendation.

Several months ago, when the Board of Regents charged me with the responsibility to make a recommendation regarding the future use of the Huron name and logo, I knew a formidable and complex task awaited. I recognized then that the path would be difficult to traverse because it is filled with passionate advocates and valued constituencies who represent opposing and incompatible viewpoints. Their disparate perspectives and strong allegiances have historic roots which cannot and should not be denied or ignored. And the difficulties are further confounded by profound cultural differences among many of the advocates which strain to the limit their ability to communicate and understand each other. What is a source of pride to some is a source of degradation and pain to others. What is a source of enjoyment and commitment to some is a source of discouragement and humiliation to others.

The Huron logo and name are only symbols. That is, of course, the basis of their power and significance as well as the roots of our dilemma. The logo has no reality beyond the thoughts and feelings it inspires. And these thoughts and feelings include very different and personal meanings for our various constituencies. If these were symbols which carried similar meaning for all of us, there would be no controversy. But the Huron logo and name invite a range of social and cultural connotations and, therefore, are particularly subject to changing social values, sensibilities, and awareness.

I accept that any recommendation, or indeed NO recommendation, will alienate and affront some individuals in our community. There has been no shortage of advice and direction offered to me during the last few months! I reviewed the proceedings of the Logo Review Committee, explored relevant resources, talked with individuals representing a full range of views and expertise on these issues, and spent a great amount of time in contemplation. What should be the basis of my recommendation? Should it simply reflect the most popular position? Should it be based on economic considerations? To what degree should it be influenced by past practices and traditions? Should the deliberations of other institutions using Native American symbols determine Eastern's decision? While I gave some thoughts to these and other questions, there was really only one dominant issue which steadfastly drew my attention. What is the responsibility of an institution of higher learning? Is there a higher obligation entrusted to the academic community in a democratic society? Allan Bloom, in the CLOSING OF THE AMERICAN MIND, wrote, "In a nation founded on reason, the university was the temple of the regime, dedicated to the purest use of reason and evoking the kind of reverence appropriate to an association of free and equal human beings."

Having given this issue thorough consideration, I recommend that Eastern change the Huron logo and name to symbols more compatible with our own institutional values and goals, now and in the future. Symbols promote and perpetuate values, defining those who use them, creating their future as well as reflecting their past. As an educational institution, Eastern Michigan University cannot justify the continued use of symbols which we now know offend and denigrate, however unintentionally, members of our community.

This recommendation in no way implies that the university and supporters of the Huron logo and name ever intended disrespect or dishonor toward Native Americans. The evidence suggests quite the contrary: the Huron logo and name were intended to honor Native Americans, and the Huron image was a source of school pride to many members of the Eastern family. Nonetheless, the reality of their impact, despite the good intentions, is all too often negative in both overt and subtle ways.

Numerous advocacy groups for Native Americans and human rights have long opposed the continued use of Indian symbols for sports teams, contending they are injurious and humiliating. In good conscience, we cannot dismiss these pleas without defying our own institutional values to promote respect, equity, and cultural diversity and sensitivity. To do so, I believe, would compromise our integrity.

One of the lessons of multicultural awareness is that we cannot assume that what offends us, offends others or that what DOES NOT offend us, DOES NOT offend others. Our views of the world are often culture bound. True respect for others is based on acknowledging the legitimacy of world views and perspectives other than our own, even when we do not share them. We cannot decide for other people what is offensive to them. Nor can we mandate that they accept our good intentions, overlooking and denying their feelings and needs. Social justice demands more of us than that. This is not an issue which can be justly decided by a simple majority vote. By definition, the voice and needs of the minority would be forever silenced because they are fewer in numbers and have neither institutional tradition nor power to protect them.

Derek Bok, the recently retired president of Harvard, wrote that, "an educational institution cannot proceed in violation of its basic commitments." Eastern's commitment to diversity and the respect for all is well documented. Ernest Boyer, in *CAMPUS LIFE*, defined the vision of a "just" university community: "A just community is a place where the dignity of all individuals is affirmed Affirming justice is one of the most urgent obligations higher education must confront."

In our new statement of Mission, we have affirmed our commitment "to continually interpret and respond to a changing world." We have said that we "seek to demonstrate through all our programs and activities appreciation of human diversity and to maintain an atmosphere of tolerance and mutual respect that will nourish human liberty." And, we have affirmed that we "seek to provide an environment that serves . . . and empowers a pluralistic community."

These are not meant to be empty words, rhetorical promises with no application or relevance to the way we conduct ourselves. The issue of the logo is a testing ground, a bellwether, of our good intentions. For all the pain and consternation this issue has caused, it has also given us an opportunity to stand behind our words and support them with actions and policies that will breathe life into them, giving them meaning and reality.

Eleanor Holmes Norton declared that an institution of higher education should "be committed to ideals and standards that transcend the realities of daily life . . . it must always respond to 'the pull of basic values.'"

That "pull of basic values" is the basis of my recommendation, providing the framework in which I have interpreted the extensive testimony, documentation, historical materials, reports, and recommendations previously compiled. I believe that any proposed solution which does not include the removal of the Huron logo and name is insufficient.

Change is difficult, even painful for some. But we can minimize the challenges of change by actively involving our community in selecting and inaugurating a new symbol, one consistent with our hopes for our future. We can also smooth the transition by affirming what has been most positive and respectful in the Huron image.

Thomas Bender wrote that "a university worth affirming must have an ethos, a sense of its own integrity." This change will give us cause to celebrate as we affirm our institutional integrity. It is my hope that those who most love the Huron logo and name do so because of their abiding pride in and commitment to our university and its values. If indeed that is the basis for their affection, I firmly believe they will continue their support, recognizing that this change is an honest effort to live up to those values.

The heritage of this great university is not attributed to a graphic symbol, logo, or mascot.

The strength of this great university has not emanated from a caricature.

The quality of this great university is not so shallow as to require artificial or extraneous representations.

No, Eastern Michigan University has a proud heritage, great strength, and exceptional quality because of the thousands of individuals who have contributed to the 140 year history of this institution as students, teachers, staff members, alumni, governing boards, and friends. I am confident that Eastern's future will reflect similar contributions.

A few weeks ago, I joined with some 5,000 other individuals in Bowen Fieldhouse to watch a basketball game. In the excitement of both the women's and men's contests, there was an emotional fervor I had not seen here during the last two years. The teams played splendidly and both emerged victorious. The pep band and cheerleaders continually rallied the fans. And the students, faculty, staff, and friends responded with thunderous support. During those few hours, there was a common bond which transcended individual differences. My attention was drawn to this welding of spirit and emotion. It did not occur because of a logo or name; it did not occur because all participants and spectators came from similar racial, ethnic, cultural, and socio-economic backgrounds; it did not occur because some had to be denigrated at the expense of others. It happened because the measure of this institution is its

people. It happened because of the just and caring spirit of our community. The pride of Eastern Michigan University is its people. I am honored to be associated with those people.

Regent Guastello moved that the Board accept the observations and recommendation of the President and Regent Clifton seconded the motion. A roll call vote was taken and the motion was carried unanimously.

Motion Carried.

The meeting was adjourned at 12:08 p.m.

Respectfully submitted,

Secretary to the Board of Regents