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2-23-88				
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UNIVERSITY POLICY STATEMENT:

Each member of the Board of Regents shall individually execute a statement articulating a code of ethics governing trustee standards and codes of behavior. Execution of this document shall occur upon the initial appointment to the Board and thereafter annually at the first meeting after the annual election of officers.

UNIVERSITY PRACTICE:

By consensus, members of the Board developed a Code of Ethics in January 1988, clarifying and attesting to obligations and responsibilities relative to the governance of Eastern Michigan University. By signing this document, each regent commits individually and collectively to the highest possible standards of conduct.

RESPONSIBILITY FOR IMPLEMENTATION:

It is the responsibility of the Secretary to the Board to make these statements available at the appointed time and to collect and keep them on file. It is the responsibility of each Board member by policy to execute a Code of Ethics document annually.

SCOPE OF POLICY COVERAGE:

This policy governs each member of the Board of Regents of Eastern Michigan University.

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We, the members of the Board of Regents of Eastern Michigan University, recognize the importance of articulating standards of how we exercise our trusteeships. By adopting this statement we acknowledge that trusteeship requires a code of behavior not usually expected of other citizens. By willingly and enthusiastically accepting the privilege of serving the public interest and this institution, we also accept the obligations and responsibilities that accompany our trusteeships.

This statement is intended to clarify our individual responsibilities which we acknowledge to be distinct from, but complementary to, those of the Board as a corporate entity. It shall serve to help individuals being considered for nomination to the Board to decide whether they wish to accept appointment, to remind new and incumbent members of their obligations, and to encourage periodic review of ourselves and our Board's performance.

We, therefore, the Regents of Eastern Michigan University, each pledge to:

1. Become familiar with and committed to the major responsibilities of a governing board:
 - a. To appoint the president
 - b. To support the president
 - c. To monitor the president's performance
 - d. To clarify the mission
 - e. To approve long-range plans
 - f. To approve the educational program
 - g. To ensure financial solvency
 - h. To preserve institutional independence
 - i. To enhance the public image
 - j. To interpret the community to the institution
 - k. To serve as a court of appeal
 - l. To assess its own performance

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2. Support the institution's fund-raising efforts through personal giving in accordance with one's means (to both annual funds and capital drives), and to be willing to share in the solicitation of others by implementing fund-raising strategies through personal influence with others.
3. Consistently and faithfully prepare for and participate in official Board meetings and functions, including committee meetings and appropriate campus events.
4. Devote time to learning and remaining knowledgeable institution's uniqueness, mission, purposes, goals, educational offerings, strengths, and needs.
5. Help interpret and explain to state policy makers and others how the unique nature of an academic enterprise makes it distinct from other public agencies, including its essential commitment to academic freedom and its delicate internal system of shared governance. In a similar vein, we pledge to protect the institution's integrity and independence from unreasonable outside interference.
6. Help interpret and explain to the administration and academic community the needs, interests and concerns of the larger community in the course of helping to set institutional purposes; priorities, and policies.
7. Accept and abide by the legal and fiscal responsibilities of the Board as specified by institutional charter, bylaws, and state statutes and regulations.
8. Vote according to one's individual conviction, and be willing to support the majority decision of the Board and work with fellow Board members in a spirit of cooperation.
9. Maintain the confidential nature of Board deliberations and to avoid acting as spokesperson for the entire Board unless specifically authorized to do so.
10. Understand the role of the Board as a policy-making body and to avoid participation in administration of policy.
11. Learn and consistently use designated institutional channels when conducting Board business (e.g., responding to faculty and student grievances, responding to inquiries concerning the status of a presidential search, etc.).
12. Comply with conflict-of-interest policies and disclosure forms developed by the Board and avoid even the appearance of a conflict-of-interest which might embarrass the Board, and to reveal those possible conflicts to the Board in a timely fashion for disposition by the Board as it may decide.
13. Refrain from actions and involvements that might prove embarrassing to the institution and to resign if such actions or involvements develop.
14. Make judgments always on the basis of what is best *for* the institution as a whole and for the advancement of higher education rather than to serve special interests.
15. Serve in leadership positions or undertake special willingly and enthusiastically when asked.

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16. Counsel the chief executive as appropriate to offer support in his or her often difficult relationships with groups or individuals on or off campus.
17. Suggest agenda items periodically for Board and committee meetings to ensure that significant policy-related matters are addressed.
18. Avoid asking for special favors of the administration, including requests *for* information without at least prior consultation with the Board or committee chairperson.
19. Avoid prejudiced judgments on the basis of information received from individuals on campus, and urge those with real or perceived grievances to follow established policies and procedures through their supervisors (all matters of potential significance should be called to the attention of the CEO and Board chairperson as appropriate).
20. Avoid placing or seeming to place pressure of any kind on individual students, faculty, staff or administration.
21. Support and defend when necessary the chief executive, administration, faculty and staff.
22. Remain knowledgeable about trends in higher education and other institutions in our community, state, region, and nation.
23. Encourage periodic review of the Board's performance as an example to other members of the academic community and to acknowledge that Board and presidential leadership are interdependent.

We, the Regents of Eastern Michigan University, thus commit ourselves individually and collectively to the highest possible standards of conduct. We acknowledge that each of us shares a profound obligation to exercise our best possible judgment as we face the often perplexing matters affecting the health and vitality of this institution which we hold in trust *for* future generations. At the same time we appreciate the fact that trusteeship, like the presidency, is a distinctly human enterprise and an imperfect device.

We respect the judgments of others concerning our performance because we recognize the need to see ourselves as others see us. As willing volunteers in perhaps the most noble of all forms of volunteerism in our participatory democracy, we individually pledge to help the Board to be all that it is capable of being.

 Regent
 Eastern Michigan University

 Date

Authority for Creation or Revision
Minutes of the Board of Regents, February 23, 1988; para. 3685M.