

REQUESTS TO ADDRESS THE BOARD OF REGENTS

January 17, 2006

Edward David, II – former Student Body President – to present a check for the Children's Institute from proceeds of the EMU wristbands

Howard Bunsis – representing the AAUP – speaking about classroom buildings, State funding and safety

Sue Ellen Eisenberg – attorney – speaking about the President's reorganization and restructuring of the Univ. Relations Division and job posting.

Robert Murkowski – representing Student Government – speaking about Student Government/Student Affairs Committee.

Greg Varnum – member of Student Leader Group – reading a position paper on Gender Identity and policy inclusion

Bruce Patterson – Michigan Senator – speaking against the reorganization of Govt. Relations Dept.

Albert Robinson – representing the NAACP – speaking against the closing of Govt. Relations Dept.

Karen Busch – director, Faculty Development Center – Faculty development at EMU

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on _____
(Date of Meeting)

NAME Edward Davis II
ADDRESS _____ PHONE _____
CITY _____ STATE _____ ZIP _____

I would like to speak about (subject - please be specific) I would like to present the check in the amt. of \$10,725.00 to be given to the Children's Institute for the GO EAGLES, EMU wristbands.

I represent the following organization (if any) I was once the Student Body President last year (2004-2005) and it started with me being the head of Student Government that year.

I am the official spokesperson for the above organization. Yes _____ No ☒

Signature _____

Date _____

Please return to: **Dana Aymond**
Secretary to the Board of Regents
Eastern Michigan University
201-B Welch Hall
Ypsilanti, MI 48197

Phone: (734) 487-2410
Fax: (734) 484-9704

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on Tuesday, January 17, 2006
(Date of Meeting)

NAME Howard Bunsis

ADDRESS _____ HOME _____

CITY _____ STATE _____ ZIP _____

I would like to speak about (subject - please be specific) _____

Classroom Buildings

State Funding

Safety

I represent the following organization (if any) EMU-AAUP


I am the official spokesperson for the above organization. Yes X No _____

Signature _____

1-10-06
Date _____

Please return to: Dana Aymond
Secretary to the Board of Regents
Eastern Michigan University
201-B Welch Hall
Ypsilanti, MI 48197

Phone: (734) 487-2410
Fax: (734) 484-9704

Effective Date	Date of Revision	 <h1>Procedures Manual</h1>		
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REQUEST TO ADDRESS THE BOARD OF REGENTS				

VIA FACSIMILE & US MAIL

Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on January 17, 2006
(Date of Meeting)

NAME Sue Ellen EisenbergADDRESS 33 Bloomfield Hills Pkwy, #145 PHONE (248) 258-6080CITY Bloomfield Hills STATE MI ZIP 48304

I would like to speak about (subject) the President's recent reorganization and restructure of the University Relations Division and the posting of a Chief Government Relations Officer job on January 8, 2006.

I represent the following organization (if any) The Law Firm of Eisenberg & Bogas, P.C.

I am the official spokesperson for the above organization. Yes ☒ No ☐

Signature _____

January 10, 2006

Date _____

Please return to: Office of the Board of Regents
Eastern Michigan University
602 Walsh Hall

Fax Transmission**EISENBERG & BOGAS, P.C.**

To: Dana Aymond, Secretary
Board of Regents
Eastern Michigan University

Date: January 10, 2006

Fax #: (734) 484-9704

Pages 2
(w/cover):


From: Sue Ellen Eisenberg

Re: Request to Address the Board of Regents

Comments:

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VIA FACSIMILE & US MAIL

Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on January 17, 2006
(Date of Meeting)

NAME Sue Ellen Eisenberg
ADDRESS _____ PHONE _____
CITY _____ STATE MI ZIP _____

I would like to speak about (subject) the President's recent reorganization and restructure of the University Relations Division and the posting of a Chief Government Relations Officer job on January 8, 2006.

I represent the following organization (if any) The Law Firm of Eisenberg & Bogas, P.C.

I am the official spokesperson for the above organization. Yes X No _____

Signature _____

Date _____

Please return to: Office of the Board of Regents
Eastern Michigan University
202 Welch Hall

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on 1.17.05
(Date of Meeting)

NAME Robert Murkowski
ADDRESS _____ PHONE 7-1470
CITY _____ STATE _____ ZIP _____

I would like to speak about (subject - please be specific)
Student Government / Student Affairs Committee

I represent the following organization (if any) Student Government

I am the official spokesperson for the above organization. Yes ☒ No ☐

Signature _____
1.17.05
Date _____

Please return to: **Dana Aymond**
Secretary to the Board of Regents
Eastern Michigan University
201-B Welch Hall
Ypsilanti, MI 48197

Phone: (734) 487-2410
Fax: (734) ~~484-9704~~
487-9100

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on January 17, 2006
(Date of Meeting)

NAME Glen Varnum

ADDRESS _____ PHONE _____

CITY _____ STATE _____ ZIP _____

I would like to speak about (subject - please be specific)
position paper on Gender Identity and
Expression - Policy Inclusion

I represent the following organization (if any) Student Leader Group


I am the official spokesperson for the above organization Yes ☒ No ☐

Signature _____

Date _____

Please return to: **Dana Aymond**
Secretary to the Board of Regents
Eastern Michigan University
201-B Welch Hall
Ypsilanti, MI 48197

Phone: (734) 487-2410
Fax: (734) 484-9704

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Request to Address the Board of Regents


I would like to speak to the Eastern Michigan University Board of Regents at their meeting on January 17, 2006
(Date of Meeting)

NAME Senator Bruce Patterson - Michigan Senate
 ADDRESS P.O. Box 30036 PHONE (517) 373-7350
 CITY Lansing STATE MI ZIP 48909-7536

I would like to speak about (subject) UNIVERSITY RE-ORGANIZATION
UNDER THE TOPIC - COMMUNICATIONS; IMPACT
ON FORMER STAFFER KATHY TINNEY.

I represent the following organization (if any) NONE

I am the official spokesperson for the above organization. Yes ☐ NO ☒

Senator 
 Bruce Patterson
 42479 Redfern Dr.
 Canton, MI 48187

Signature 

JAN 13 2006

Date

Please return to: Office of the Board of Regents
 Eastern Michigan University
 202 Welch Hall
 Ypsilanti, MI 48197

**EASTERN MICHIGAN UNIVERSITY
Board of Regents****Request to Address the Board of Regents**

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on JANUARY 17, 2006
(Date of Meeting)

NAME BERT A ROBINSON
ADDRESS _____ PHONE _____
CITY _____ STATE _____ ZIP _____

I would like to speak about (subject - please be specific) NATION OF JUANITA REID
JUANITA REID

I represent the following organization (if any) NAACP -
ITIVE COMMITTEE PUBLICITY & PRESS CHAIR

I am the official spokesperson for the above organization. Yes ☒ No ☐

Signature _____

Date _____

Please return to: **Dana Aymond**
Secretary to the Board of Regents
Eastern Michigan University
201-B Welch Hall
Ypsilanti, MI 48197

Phone: (734) 487-2410

Fax: (734) 484-9984

487-9100

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on 1/17/06
(Date of Meeting)

NAME Karen Busch
ADDRESS _____ PHONE _____
CITY _____ STATE MI ZIP 48197

I would like to speak about (subject - please be specific) Faculty Development at EMU

I represent the following organization (if any) Bruce K. Nelson
Faculty Development Center

I am the official spokesperson for the above organization. Yes ☒ No

Signature _____

Date _____

Please return to: Dana Aymond
Secretary to the Board of Regents
Eastern Michigan University
201-B Welch Hall
Ypsilanti, MI 48197

Phone: (734) 487-2410
Fax: (734) 484-9704

Fax Transmission**EISENBERG & BOGAS, P.C.**

To: Dana Aymond
Secretary to the Board
Eastern Michigan University
Fax #: 734-484-9704
734-487-9100

Date: January 16, 2006

Pages 2
(w/cover):


From: Karen Batchelor

Re: Juanita Reid/Kathleen Tinney

Comments: Request to Speak at the January 17, 2006
meeting of the Board of Regents

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Request to Address the Board of Regents

I would like to speak to the Eastern Michigan University Board of Regents at their meeting on January 17, 2006
(Date of Meeting)

NAME Karen Batchelor Eisenberg & Bogas, P.C.
ADDRESS _____ PHONE _____
CITY _____ STATE _____ ZIP _____

I would like to speak about (subject) Juanita Reid and Kathleen Tinney
and the University's at will termination of their positions.

I represent the following organization (if any) Eisenberg & Bogas, P.C.

I am the official spokesperson for the above organization. Yes XX No _____

Signature _____

January 16, 2006
Date

Please return to: Office of the Board of Regents
Eastern Michigan University
202 Welch Hall
Ypsilanti, MI 48197

January 16, 2005

To whom it may concern:

My name is Kim Callison (formerly Kwasniak) and my daughter Piper is a student at the Children's Institute at Eastern Michigan University. In the winter of 2003 I made the difficult and exciting decision to return to college to complete my teaching degree in hopes of ensuring a better life for my daughter and myself. Being a single mother, I was faced with decisions regarding the type of school schedule and time limits that I was willing to commit to in order to finish my degree in a timely manner. Should I go to school part-time and work part-time? No, I decided that I would never have any time to spend with Piper. I needed to make sure that her life would never be negatively affected because of my choices. After a lot of thought and consideration, I realized that though it may be a huge financial burden, returning to school full-time would be best.

I began taking anywhere between 15-21 credits per semester and went to school continuously throughout the entire school year including Spring/Summer and I even took advantage of the Winter Break courses. Piper was placed in the best hands possible at the Children's Institute and was scheduled to be there Monday-Friday from 7:30-5:30. This allowed me attend classes, study and work a part-time job in the Physics and Astronomy department that though did not pay much, it helped to buy the groceries.

I chose to bite the bullet and accept all of the financial aid that was offered to me but even then, money was always an issue. As you know, financial aid is for fall and winter semesters and I needed assistance throughout the year if I was ever going to earn my degree in a timely manner. Mrs. Chris Aris helped me many times by informing of the types of assistance that I might be eligible for.

I received the Strategic Initiative Scholarship and it may have been one of the most wonderful things that happened to me while attending EMU. I remember being frantic that I was out of money and in order to pay for school and to keep Piper in day care, I would have to quit taking classes because I would need to work full-time to pay for the childcare and one class worth of tuition. My plan was to take 5 classes during the Spring/Summer 2004 term and I found myself in a bind. With my tuition bills piling up and Childcare tuition due, I went to Chris and told her that I would need to remove Piper from the Children's Institute. This meant that I would not be graduating according to schedule, and to me that was going to mess up everything.

With the help of the Strategic Initiative Scholarship, I was able to continue taking my full load of classes and Piper was also be able to stay

enrolled at the Children's Institute where I felt that she was thriving. I was overwhelmed that I was granted this scholarship and made a vow that I would work harder than ever to succeed in my studies and complete my education as planned by the end of the Fall 2005 term. I am proud to say that every semester I completed at Eastern Michigan, I also received a Dean's List Certificate. Because of the exceptional care given to my daughter, and the financial assistance that I received through EMU, I was able to relax and focus on all that was important. I worked on my studies all day during the week and was home at night and on the weekends with my daughter. On December 18th, 2005, I graduated from Eastern Michigan University with a Bachelor's Degree in Education and I truly believe that without the scholarships, I may have either given up or at least still been taking classes at this time.

On behalf of many students' that are parents as well, I would like to say that I will forever be thankful for the scholarships that were awarded to me. In the future, I know that many parents will benefit greatly as I did and will be able to earn degrees that they may have not been able to without the scholarship(s). I know that it made a huge difference for me and I hope that as much money as possible will be used to assist hard working parents/students like myself to ensure their success in their educational goals.

Thank You Again,

Kimberly Callison and Piper Kwasniak

**PRESENTATION TO THE
BOARD OF REGENTS**

January 17, 2006

HOWARD BUNNIS

PRESIDENT, AAUP:

- **Fixing Our Classrooms**
 - **Safety on Campus**
 - **Capital Appropriations**
 - **Operating Appropriations**
- **Celebration of Diversity**

Fixing our Classrooms

Every day, for at least the last 10 years, every Regent, every President, and every Vice President of Eastern Michigan University should have come to work and asked themselves the same question: ‘What will I do today to ensure that our main classroom buildings will be fixed?’ This should have been, and still should be, the number one priority of the administration and the Board. Sadly, it has not been.

Take last week for example. We noticed:

- Classrooms that were well in the 80-degree range. Try teaching and learning in this environment. Just because we have a warmer than normal January, we should accept 80-degree classrooms? Do each of you, members of the Board, believe that we should accept this? I hope not.
- Elevators that did not work properly. Why do some elevators in PH not stop on some floors? Is this status quo? Would you accept this for your businesses? I think not.

- Darkened hallways due to burned out bulbs that took days to repair, and a process for repairing problems that still is not as seamless as it can be.

We need to do better. Our students deserve it.

We are fearful that the focus that is necessary to make the crucial changes on our campus is withering. Let me first discuss the situation of safety on our campus.

There have been several incidents of violence and sexual assault on our campus recently, and the condition of our classroom buildings is not unrelated to these incidents. In response to these events, the University's first reaction was to parse words about the nature of the most recent incident, downplaying its severity. Then, pushed by the AAUP, the University changed its wording of the incident, and has pledged to make some changes to security. We have recommended security cameras, card access, single point access to buildings, as well as increased security personnel. While some of these measures have been

accepted, the first response of several administrators was to tell us why these changes could NOT be made. We tried to stress why these changes HAD to be made. All of the measures described above have not yet been fully implemented. I hope that the Board will be vigilant in pushing the Administration to ensure a safe learning environment for our faculty and students. There can be no more excuses.

The Administration will respond that there is now a commitment to build new classrooms. But this commitment has been hard to follow, in terms of funding and priorities. The State is not going to give EMU any capital appropriation based on the 2005 requests. We understand that this decision was made in March of 2005. However, it is unclear if there will be a capital appropriation bill in 2006. The Administration claims this will happen, and that there can even be earmarks from the federal government.

Well, it is time to get real. Back in October, there was no "Plan B", though the Administration claimed it was going to get millions and

millions from the State. This is simply not going to happen. The best case is that the State will give us \$10 million in 2006. So let us plan based on the State giving us close to zero. Let's decide:

- How much we are going to borrow, and do it now. Interest rates are not going down. This has taken too long, and should have been solidified months ago.

- Which projects are going to be fixed, given the amount of bond proceeds and a minor contribution from the State?

Please include faculty and student input in these decisions.

We do not believe that this input has been solicited. We care deeply about EMU, and we want to work with the

Administration to make this a better place.

Operating Appropriation:

Just because the State has given us nothing in capital appropriations, it does not mean we get nothing in operating subsidies.

In the 2004-05 academic year, the State gave EMU just over \$79 million. This represents 29% of operating expenses, up from 28% in

2003-04. Therefore, we are heading upwards, and hopefully not towards the 18% some have predicted. However, it is likely we will not be at the 36% level of the year 2000-01. The State will likely give us around \$80 in both the 2005-06 and 2006-07 academic years.

And the appropriation situation will not dissuade the AAUP from its main recommendation concerning the financial situation of EMU: To ensure the long term financial health of our institution, we repeat our call for a 10% reduction in the number of upper-level administrators. We have noticed a number of recent appointments that seem to be moving in the old direction of hiring new administrators, and giving large raises and other perks to existing ones. Let's keep an eye on this situation.

Overall, we want to do better, in order to ensure that the tuition level is affordable for our students. Therefore, we pledge to work with President Fallon to lobby the State and report to them what a great university we have, with dedicated, faculty, students, and staff. We will go to Lansing with you; we will make presentations, phone calls, poster boards, or anything else you ask of us. The faculty is totally committed to the success of this university.

Martin Luther King Day

To demonstrate this success, we witnessed one of the most special days of the year at EMU yesterday; the celebration of the life and vision of Dr. Martin Luther King. The number of events surrounding this celebration was incredible, including students, staff, administrators, and the community. The highlight was the keynote speech of Judge Alan Page, who reminded us to look inward, and to do everything we can to improve the lives of others. He truly was inspiring.

His speech reminded us that we are on a campus that celebrates diversity, and recognizes the talents of every single person here at EMU. Dr King dedicated his life to racial fairness and diversity. Eastern Michigan University is a place where we strive to uphold that legacy, in our commitment to a diverse student body, a diverse faculty and staff, and most importantly, in the manner in which people of different races, backgrounds, sexual orientation, and cultures have true respect for each other. We always can do better, and we will always strive to be as inclusive and understanding as possible. Still, yesterday was a special one for our university, and it demonstrated what can be accomplished when we all work together.

Thank you.

OFFICIAL TESTIMONY PROVIDED BY
STATE SENATOR BRUCE PATTERSON,
7TH SENATE DISTRICT
AS OFFERED TO THE
EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS
AT IT'S MEETING:
Tuesday January 17, 2006 at 12:45 PM
Welch Hall, Regents' Board Room
City of Ypsilanti

Ladies and Gentlemen... Chairperson Valvo, Regents of
Eastern Michigan University: Vice – Chair Sidlik, Regents
Antonini, Brandon, Clack, Incarnati, Rothwell, and Wilbanks, Mr.
President Fallon, all persons in attendance interested in the well –
being of the University, Thank You for this opportunity. I am
honored to stand before you. But I am perplexed.

As some of you might know, and others might **choose** to
remember, at one time I was privileged to occupy an office in this
building. For approximately three years, from Nov. 1991 – Nov.
1994, I expended my professional efforts on behalf of this
Institution. It was a wonderful, fulfilling experience. I met

thousands of people from across a broad spectrum; **and, I made many friends.**

Yes, I made many friends as a result of my years of affiliation with Eastern Michigan University. I consider several EMU Regents to be friends.

So, while I stand here tempted by certain, specific things that have occurred to be strident, I will make ever effort to offer a perspective; a **constructive, useful perspective**. One that you may choose to consider; or, one that you may decide to ignore.

With my prepared remarks and with my answers to any specific questions you may pose, I hope to encourage you and help prepare you to remedy a **WRONG**. THE WRONG to which I allude has mobilized an assortment of good people from across a wide and diverse spectrum. I have no doubt that you have received calls and letters from some of these individuals. The calls and letters sent by these good people, and of which I am aware, have expressed **OUTRAGE, EVEN LOATHING, THAT WILL BEGET RETRIBUTION.**

As I glance around the room, I see an assortment of true leaders – community, business, civic – leaders, possessing enormous talent, commitment to Eastern Michigan University, and a capacity for intellectual discernment.

I know this for a fact because I have been ‘kicking around these parts’ for FIVE DECADES! I have worked with and for some of you; and, I have watched as you have made your MARK.

You understand that life is about building relationships. And, for a relationship to have value and relevance, it must be built on trust and credibility. Once achieved, that relationship becomes the cornerstone of ‘networking.’

Over the past decade, while I have served in the House of Representatives and the Senate, and because of our respective relationships, certain of you have asked me to help with things pending before the State Legislature. Certain of you have sought and received my assistance in securing a position on this very Board of Regents.

Yes, each of us knows and appreciates the importance of Education. This is a primary commitment of our State Constitution. We know we will depend ever more and more on an increasingly well-educated, nimble, *creative* workforce. All industries are in rapid change; adaptability to technological change will be key for all our citizens.

The global market place won't allow us to "rest on our laurels", -- the fact that Michigan of old *was* the hub of the auto industry, IS NOW of less and less comfort. (As Red Skelton used to say, "He who rests on his laurels is wearing them in the wrong place.") We have to fight for our place in the future economy. It won't just fall into our laps like Newton's apple.

In a global economy, excuses and explanations won't cut it –
ONLY PERFORMANCE MATTERS!

The same is true on a college campus, such as EMU's. Are students being presented with balanced views, or indoctrinated? We all (Regents, Administrators, Students, parents, faculty, taxpayers, and Legislators) must ask the tough questions, in light

of recent headlines about hefty increases in tuition rates. The economic pressure tells us we don't have **tuition or tax money** to waste on nonsense.

Some have declared that Michigan is in CRISIS. But did you know that the old **CHINESE** character for 'crisis' is composed of TWO SYMBOLS? The two symbols are 'danger' and 'opportunity.' As an optimist, I submit we should learn from that concept and assert real, dynamic leadership.

In this instance, I am here to suggest that letters from the likes of Dr. & Mrs. Thomas Mich, Geneva Titsworth, Dr. Joseph Rankin, Barbara DelPrado, Donald Christie, Diane Broome, M.D., and Dr. Cheryl Getz are all indicative of the negative result that has arisen from what could be thought of as a fiscally defensible, but in reality is an improvident decision. A decision that has serious, long term ramifications and has shaken the very pillars of EMU as a reputable institution, and the intra – personal relationships upon which it survives as a viable entity.

The position of President of Eastern Michigan University is an important position. Over the last decade this Institution has seen individuals come and go. Presidents, Regents, Provosts, Vice – Presidents, faculty, staff and students have come and gone. Anyone who lasted a mere decade received some type of acknowledgement. An individual who remained a member of the Eastern Michigan University family for say fifteen or twenty years was part of a special category of **loyalist**. Those few who made the commitment to labor on behalf of this venerable Institution for more than THIRTY YEARS have been relatively few in number. And, I venture to say, they have made their mark and will be remembered. Kathy Tinney is one such person.

Kathy Tinney is a friend of mine! She has been a friend of mine for over THIRTY YEARS. I knew Kathy Tinney as an EMU employee TO WHOM I REPORTED! Kathy Tinney BLEEDS the GREEN & WHITE of Eastern Michigan University! Kathy Tinney made a career at Eastern Michigan University, no she made

a life CENTERED around Eastern Michigan University – and recently she was **unceremoniously** DISMISSED.

Kathy Tinney has been cast aside like yesterday's trash.

Kathy Tinney is a wonderful person. Kathy Tinney is not only gifted and loyal, she sacrificed to advance the cause which is Eastern Michigan University.

Kathy Tinney is a proven problem solver. Consider her resume' and you need collect no further proof. Her case is made 'beyond a reasonable doubt.'

Does the President of an organization have the power and authority to make critical decisions? Obviously, this is true. Sound decisions made in a timely fashion when addressing critical questions are the very essence of leadership. Such decisions must factor in essential component parts, like fiscal realities. However, they are poor decisions, indeed, if they ignore relationships that give rise to unforeseen opportunity, or worse, retribution due to manifest outrage.

At this point in the history of Eastern Michigan University does the Board of Regents need to CAREFULLY reflect on the decision to terminate the employer – employee relationship that existed for nearly four decades (38 years) by and between Eastern Michigan University and Kathy Tinney?

Respectfully, I say: Yes!

A failure to recognize and correct THE WRONG perpetrated will not serve Eastern Michigan University well.

January 17, 2006

~~Bruce Patterson~~

Student Affairs Committee of the Board of Regents
January 17, 2006

Position Paper: Gender Identity and Expression Policy Inclusion

Presented by Greg Varnum, LGBT Representative

The Student Leader Group calls on the Board of Regents to amend Eastern Michigan University's nondiscrimination policy and EEO statement to include gender identity and expression.

In EMU's Mission Statement we make reference to maximizing "educational opportunities and personal and professional growth for students from diverse backgrounds" as well as providing "a student-focused learning environment that positively affects the lives of students and the community." If we are truly committed to these statements, then we must back them with our willingness to protect people with diverse backgrounds and do our best to stop negative affects on the lives of our students. If a person is called to express themselves in an honest manner and if that expression represents a variation on the societal norms of gender, then here at EMU they are not being protected and they are taking a risk. We are currently forcing members of our community to choose between being themselves or lying about who they are. By just about anyone's standards, that creates a load of stress unfair to put upon anyone paying us to be here.

People have argued that our inclusion of sex in our nondiscrimination policies should be good enough. While we appreciate that thinking, the courts disagree, and as long as they continue to rule on how our policies will be interpreted in lawsuits and other legal matters, we will choose to side with them on that argument being false. The top attorneys in the country are warning that categories like "sex" and "gender" will prove inadequate over time. The trend and the best practice is inclusion of the air-tight language "gender identity or expression."

Others have said that EMU should wait until the issue of gender identity and expression cools down. This argument is both illogical and irresponsible. What good can come from offering protections after they are no longer essential? If we are serious about protecting our faculty, staff and students we will do what we can when they are most in need of policy protections. And that time is not after an issue has cooled down. With a recent FBI report showing that Michigan ranks third in the nation in hate crimes and another recent report from the National Coalition of Anti-Violence Programs showing an increase in hate crimes in Michigan against individuals based on gender identity and expression, there seems to be no better time than the present.

We trust that this Board of Regents does not share the sentiment of some people who think that EMU should wait and see what other universities do first. What kind of climate would be created if this Board of Regents told the students attending EMU that it was best to sit down and see what everyone else was doing? As I'm sure you are aware, that kind of climate does not produce leaders, it produces lemmings, and we are confident that our tuition dollars are not being wasted on learning how to become educated lemmings.

Even if someone feels that EMU should assess what others are doing, we can take an encouraging assessment of that now. Over 100 of the leading corporations in the United States have expanded their nondiscrimination policies to offer protection based on gender identity or expression. Those corporations include Sears, which now operates in the same holding group as Regent Antonini's former employer Kmart. Another such corporation is Regent Sidlik's current employer, DaimlerChrysler. There are also several universities and colleges in our area doing the same, including Kalamazoo College, University of Illinois and Ohio State University. The fact that over

50% of these major corporations and universities began offering these protections in either 2004 or 2005 shows that this is a national trend on the rise. Even governing bodies here in Michigan have this language, such as the cities of Ann Arbor, East Lansing, Grand Rapids, Huntington Woods and our very own Ypsilanti thanks in large part to the activism of EMU students.

The Student Leader Group will work to introduce at the March meeting of the Board of Regents revisions to the Equal Employment Opportunity and Nondiscrimination policies to include "gender identity or expression". We ask for the Board of Regents to support these revisions. Thank you.