

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 4

DATE:
December 8, 2022

RECOMMENDATION

EMERITUS STAFF RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to one (1) staff member:

- Robert Kenneth Heighes, Jr., Chief of Police & Executive Director of Public Safety, retired 09/30/2021.

STAFF SUMMARY

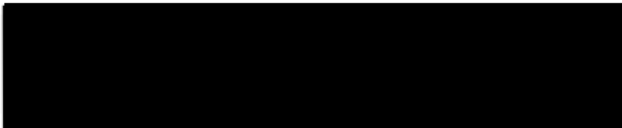
According to University policy, retiring Administration Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Food Service, Custodial & Maintenance (FM), Professional Technical (PT), or Clerical Secretarial (CS) staff members who have served the University for at least fifteen (15) years, may be granted Emeritus Staff status. Such status is conferred based on the recommendation of the President and approval of the Board of Regents.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.


University Executive Officer

December 8, 2022
Date



EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Campus Police recommends the awarding of **Emeritus Staff Status** for the following retiring/retired staff member:

Name of staff member: Robert Kenneth Heighes Jr.

Title upon retirement: Chief of Police / Executive Director of Public Safety

Date of hire at EMU: 4/1/1984

Retirement date: 9/30/2021

Number of years at EMU: 37 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address: [REDACTED]

Home telephone: [REDACTED]

E-mail address: rheighes@emich.edu

Name of spouse:

Degree(s)/institutions/year: Baccalaureate: BS Public Administration 1995

Masters:

Doctoral:

Please attach 2 letters of support to this application

SHANA THOMPSON 9-10-22
 Recommended by Date

THOMAS KASPER 9-10-22
 Recommended by Date

[REDACTED] 9/12/22
 Department Head and/or Supervisor Date

[REDACTED] 11/8/22
 Executive Council Member Date

[REDACTED] 11/9/22
 President Date

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

16131 Ryland
Redford, MI 48240

Sept 1, 2022

Board of Regents
Eastern Michigan University
207 Welch Hall
Ypsilanti, MI 48197

Chair Jeffries, Vice Chair Hawks, and Esteemed Board Members:

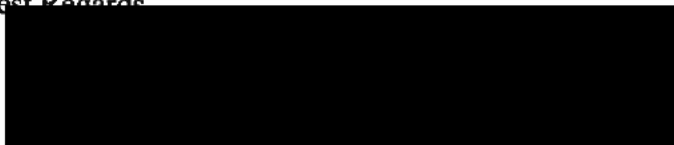
Please accept my recommendation to award retired Chief of Police and Eastern Michigan University Alumni Robert Heighes with Emeritus Staff Status. Chief Heighes was hired by Eastern Michigan University in 1984 and served with distinction as a police officer until retiring as the Chief of Police in 2021.

I first met (then) Lieutenant Heighes when I was hired by the Eastern Michigan University Police Department in 2007. I fondly remember the uncomfortable car ride in near silence when he took me to be fitted for my new uniforms and gear. Within weeks of being hired, I had misspelled his last name on a document and my penitence was to fill a 3x5 card with his correctly spelled name. As the years went on, I was able to call Chief Heighes my friend. He always had an open door policy, which I took full advantage of, but I never knew if I would hear show tunes, Taylor Swift, or the Tiger's game on his radio in the background.

Chief Heighes bleeds green and white; he is TruEMU through and through. I was always astounded to see how he knew everyone on campus and treated them like family and with respect. Somehow all those people had his personal cell phone number, which never stopped ringing. Once, I sat in on an EC meeting with Chief Heighes and, in a testament to the respect his colleagues have for him, one member said, "If Bob recommends this, then we should do this."

I could not be happier or more honored to recommend Chief Heighes be awarded with Emeritus Staff Status.

Best Regards



Shana Thompson
Sergeant

Thomas A. Kasper

September 1, 2022

Board of Regents
Eastern Michigan University
Ypsilanti, MI 48178

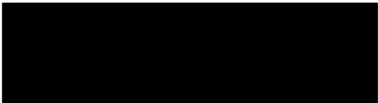
Dear Members of the Board of Regents:

I am honored to write this letter of support for the granting of Emeritus Staff status to Chief Robert K. Heighes (ret.). I have known and worked with Bob as a member of the EMU Community for over 20 years and I can think of no other person worthy of this distinction. I go no further than Eastern Michigan University's motto to characterize Bob's esteemed career: Equity, Exemplar, Excellence.

- **Equity:** Chief Heighes has always approached his role as a law enforcement officer with the utmost sense of equity. He treats people fairly, equally and with empathy and respect. Whether handling delicate situations, providing visibility at campus events, university committees or any other of the countless tasks, he is a pillar of Equity.
- **Exemplar:** Bob is the exemplar of dedicated public service. Everything he does as an officer of the public trust is above reproach.
- **Excellence:** To thoughtfully reflect upon Bob's career is to embark upon a journey in excellence. From his days as an officer to his time as Chief and Executive Director of Public Safety; Bob has always set his minimum standard of service as excellence in everything he does.

Members of the Board of Regents, please accept this letter in support of granting Emeritus Staff status to Chief Robert K. Heighes (ret.). If you have any questions, please do not hesitate to contact me.

Sincerely yours,


Thomas A. Kasper
EMU BA '02, MA '13
Part Time Lecturer
Dept. of Physics & Astronomy



EASTERN MICHIGAN UNIVERSITY

Emeritus Staff

December 8, 2022

Bob Heighes



Chief of Police

&

Executive Director of Public Safety

37+ years of service