The meeting was called to order at 9:10 a.m. by President Irvin D. Reid in the Alumni Lounge. Secretary McClain called the roll, and the following Board members were present:

Governors Anthony, Atchison, Dunaskiss, Miller, and Scribner; and President Reid

Absent: Governors Hardy, Jackson, and Lewis,

Also Present: Vice Presidents Davis, Edelstein, Markus, Nelson, and Walz; Interim Vice Presidents Ritzenhein and Stoltman, Interim General Counsel Lessem, Chief-of-Staff Nys, and Secretary McClain

A quorum was not present when the meeting began, and the Board discussed agenda items that did not require action.

WSU COMMERCIALS

Vice President Stoltman showed a video of two commercials about WSU, one produced in cooperation with WDIV Channel 4 and the other produced by the University Television division, led by Pat Gossman and Laura Ryder. The ads were shown during coverage of the Olympic games on CBC Channel 9 in Windsor and also during the Michigan State-Eastern Michigan game.

The ads are one of several stages that have been developed to increase the visibility of the University. They emphasize the range of cultural, entertainment, and scientific opportunities in an urban setting, and differentiates WSU from other educational institutions in the area. Vice President Stoltman said the second phase of visibility will begin late in March and will use radio heavily.
REPORT OF BOARD ACTIONS, OCTOBER 31 & DECEMBER 12, 1997; JANUARY 31, 1998

The Board received for informational purposes the actions taken at the following meetings: October 31 and December 12, 1997 and January 30, 1998.

(Secretary's Note: There was a backlog of proceedings of Board meetings that had not been written. A list of Board actions for each meeting will be provided to the Board of Governors and to others on the mailing list. The proceedings will be brought to the Board for action as they are prepared and will be distributed as usual.)

PRESIDENT'S REPORT

President Reid made the following report:

I just want to tell the campus community that I continue with the number of meetings with school faculties that help me to better understand Wayne. I have had an excellent discourse with members of the community through these school and college meetings, including one that follows immediately today in the College of Engineering, and also in Education, Pharmacy, as well as Medicine, Liberal Arts, and others to follow. We have had an excellent Board retreat which explored a number of issues related to the operation of meetings and the Board's evaluation of itself, and I look forward to the next retreat to discuss broader issues about the University from a policy point of view and strategies.

Similarly this past week, we held a retreat of the President's Cabinet, consisting of the Vice Presidents, and similarly identified a number of actions which we need to pursue jointly related to the 10 Challenges, and I think you will be hearing more about those as we proceed forward.
As you heard at the Committee meetings on Wednesday, there were excellent alumni meetings in Florida, two of those held as well as individual meetings with distinguished alums of this institution who still share a great deal of close identification with the University and want to be better informed, as well as more involved with the University in the future.

I would also like to say that I'm looking forward with a great deal of anticipation to our upcoming Student Summit which VP Markus is organizing with Michael Socha, the President of our Student Council, and that will be held within a week or so.

ACHIEVEMENTS REPORT

Vice President Edelstein presented the report shown below:

Jackie Tilles, Associate Professor, Teacher Education, College of Education, was selected as the recipient of the 1998 Adult Educator Award by the Michigan Reading Association.

Lori Rothenberg, Assistant Professor, Theoretical and Behavioral Foundations, College of Education, was elected as the 1998 president of the Detroit Chapter of the American Statistical Association.

Sally Roberts, Assistant Professor, Teacher Education, College of Education, was appointed co-editor for the Early Childhood Corner in the journal titled "Teaching Children Mathematics."

Richard Gibson, Assistant Professor, Teacher Education, College of Education, was appointed as the 1998 Michigan Team coordinator for the National Board for Professional Teaching Standards.
Chin Kuo, Dean, College of Engineering, was elected as President of the Detroit Chinese Engineers Association (DCEA) this year and also was elected as a member of the Board of Directors for a three-year term.

Gongkang Fu, Associate Professor, Civil and Environmental Engineering, College of Engineering, was appointed Associate Editor of the *Journal of Bridge Engineering* of the American Society of Civil Engineers, and was also appointed a panel member for Project 12-49, "Comprehensive Specification for the Seismic Design of Bridges," for the National Cooperative Highway Research Program of TRB, National Research Council, Academy of Sciences, Academy of Engineering-National Institute of Medicine.

Kenneth Kline, Professor and Chairman, Mechanical Engineering, College of Engineering, was presented with a Dedicated Service Award by the American Society of Mechanical Engineers at the ASME Congress in Dallas, Texas.

Mukasa Ssemakula, Associate Professor, Engineering Technology, College of Engineering, was appointed to the editorial board of the *International Journal of Advanced Manufacturing Systems*.

Denis Hunter, Lecturer, Criminal Justice, College of Liberal Arts, is Vice Chairperson of the Political Science Section of the Michigan Academy of Science and has been named the newsletter editor for the Detroit Chapter of the American Society of Industrial Security.

Lesley Brill, Professor, English, College of Liberal Arts, is a judge for the National Endowment for the Humanities Summer Stipend Awards in Film and Theatre, 1997.

William Harris, Associate Professor, English, College of Liberal Arts, won the 1997 Silver Medal in the Drama Special category of the International Radio
Programming Festival for a radio adaptation of "Robert Johnson: Trick the Devil," a drama with music that aired on public radio stations.

Gyula Acsadi, M.D., Instructor, Pediatrics, School of Medicine, received one of three Outstanding Resident/Junior Member Awards from the Child Neurology Society, for the second year in a row.

Hassan Amirikia, M.D., Assistant Professor, Family Medicine, School of Medicine, has been elected president of the medical staff at the Detroit Medical Center.

Agustin Arbulu, M.D., Professor, Surgery, School of Medicine, was elected secretary-treasurer of the Detroit Medical Center medical staff.

Richard Balon, M.D., Professor, Psychiatry and Behavioral Neurosciences, School of Medicine, received the silver medal of the third medical faculty of Charles University, Prague, Czech Republic, for his outstanding contributions to international collaboration in medical education.

Edwin Demeritte, M.D., Resident, Pediatric Neurology, School of Medicine, received one of three Outstanding Resident/Junior Member Awards from the Child Neurology Society.

John Flack, M.D., Associate Chair, Internal Medicine and Professor, Community Medicine, School of Medicine, was appointed Chief of Medicine for the Detroit Medical Center's central region.

Evan Kass, M.D., Clinical Associate Professor, Pediatrics, School of Medicine, was appointed chair of the American Academy of Pediatrics, Section of Urology, for 1997-98. He will coordinate the academy's annual meeting in San Francisco.

Myron LaBan, M.D., Professor, Physical Medicine and Rehabilitation, School of
Medicine, received the Frank H. Krusen Award, the highest honor bestowed by the American Academy of Physical Medicine and Rehabilitation.

Arthur Porter, M.D., Professor and Chair, Radiation Oncology, School of Medicine, was appointed associate dean and DMC senior vice president for health care initiatives.

Julia Barthold, Associate Professor and Ricardo Gonzalez, Professor, Urology, School of Medicine, were among several individuals who won second prize for clinical research at the American Academy of Pediatrics Section on Urology's annual meeting.

Darlene Mood, Professor, College of Nursing, was invited to serve as a member of the Nursing Research Study Section, Center for Scientific Review, through June 30, 2000. This is part of the Department of Health and Human Services.

Laurel Northouse, Associate Professor, Family, Community & Mental Health, College of Nursing, was appointed to the Editorial Board of Research in Nursing and Health.

Susan Szczesny, Instructor, Family, Community & Mental Health, College of Nursing, was elected Chairperson to the Program Committee for the Board of Directors, Southwest Detroit Community Mental Health Services, Inc.

Robert Holley, Director, Library and Information Science Program, University Libraries, was appointed chair of the American Library Association's American Publishers/ALCTS (Association for Library Collections and Technical Services) Joint Committee.

Gordon B. Neavill, Associate Professor, Library and Information Science Program, University Libraries, was elected First Vice-President of the Book Club of Detroit.
Shiffman Medical Library, University Libraries, received an award presented by ACRL (Association for College and Research Libraries) to the Shiffman Medical Library Information Tools 2000 team for an Innovation in Instruction Award. Members include Nancy Adams, Librarian I, Lead Instructor; Lothar Spang, Librarian III, Coordinator; Nanieta Blackwell, Library Clerk Sr., Work Supervisor; Juliet Mullenmeister, part-time Librarian, Instructor, and LaVentra Ellis, Graduate Student, Library and Information Science Program in January.

GIFTS, GRANTS AND CONTRACTS REPORT

Vice President Walz reviewed the receipts from gifts, grants, and contracts for the October 1, 1997 through September 30, 1998 reporting period. He noted that there is an approximate $9 million difference in receipts at the end of the January reporting cycle compared to the same time last year. Although the volume of applications submitted has increased this year, the variance is because last year at this time, there were two major award notices that were multi-year in length, and the full amount was reported in last year’s reporting cycle. The money will be spent this year.

GOVERNMENTAL AND COMMUNITY AFFAIRS REPORT

Some of the highlights from Vice President Nelson’s report are shown below:

- Appropriations activities in Lansing are moving swiftly; the Senate Subcommittee for Higher Education, chaired by Senator Joe Schwarz, held three committee hearings. The subcommittee’s preliminary recommendation is an overall increase of 3.5%. The recommendation exceeds the Governor’s budget by $36 million.
• The $1 million appropriation for the Karmanos Cancer Institute for outreach programs has been maintained.

• The Governor recommended that there be a 5% reduction in the FY 99 Graduate Medical Education program; however, it appears that the Subcommittee has agreed in principle to restore full funding.

• The Office of Governmental and Community Affairs continues to accelerate activities to bring legislators to campus and some of the recent visits were from Senators Alma Wheeler Smith and Joe Young; and Congresswoman Caroline Cheeks Kilpatrick and Congressman Joe Knollenberg.

• There were 264 people in attendance at the February 20 gay, lesbian and bisexual issues conference, held in the Community Arts Auditorium.

STUDENTS AFFAIRS DIVISION REPORT

Vice President Markus presented the Board with an informational report on the activities of the Judicial Officer in the implementation of the Student Due Process Policy for the period September 1996 through August 1997. The report was received as submitted without comment.

The second report was on the status of enrollment for winter 1998. An additional document was distributed at the meeting showing that the official headcount for Winter 1998 was 29,399, an increase of 139 students compared to winter of a year ago. The increase is 0.48% when compared to Winter 1997 and is the first such increase since the fall of 1992. Total undergraduate headcount is 16,884, which is an increase of 123 students. The total graduate headcount of 9,916 is an increase of 34
students. The report also showed the enrollment increase and decrease by schools and colleges and the status of credit hours.

Governor Atchison commented that the enrollment report was especially significant in view of the normal trend that when unemployment is high, enrollment usually increases and when unemployment is low, enrollment goes down. Enrollment is going against the normal trend considering the current unemployment figures. Vice President Markus said there is still a lot of work to be done in terms of enrollment and retention. He and Vice President Stoltman are working with the President to consider ways and means to improve the admissions, enrollment, and retention picture. President Reid agreed and said the administration needs to focus particular attention on retention. It is quite costly to attract a student, and then to lose that student doubles the cost. It will be necessary to spend as much effort in creating an environment to retain students as in attracting new students.

Governor Scribner asked whether there is a correlation between the administration's increased marketing effort and the increase in students. Vice President Markus said enrollment for the current semester was not a result of the new marketing effort because Vice President Stoltman had just begun to develop the marketing program. He said there is a need for an aggressive program; otherwise, enrollment will be in trouble.

Governor Anthony said the enrollment report shows that the greater increases are in the Graduate School and in the College of Lifelong Learning which speaks directly to a new market. Wayne State University could be attractive to working adults who want to improve themselves, especially as the business perspective for Detroit and southeast Michigan improves.

Governor Miller said the students at Wayne tend to be a little older and some have children. There seems to be a child care problem on campus and perhaps it
would be possible to tie in with the schools and colleges that address the needs of children such as Education, Nursing and Medicine. Vice President Markus reported that the newest child-care facility is in University Towers and can accommodate between 30 and 50 children. He said there are lab school opportunities with some units, and a child-care operation in DeRoy Apartments. He will provide a report on child care in the near future.

BOARD OF GOVERNORS EXPENSES

Board of Governors expenses for the 1997 calendar year total $12,109.42.

A quorum was present, and the Board considered agenda items which required a vote.

BOARD COMMITTEE REPORTS

The Board's standing committees met on Wednesday, March 11, 1998, and reports and recommendations from those meetings are shown below.

Development and Public Affairs Committee  (Reported by Governor Miller)

The Development and Public Affairs Committee received recommendations for the establishment of several endowment funds for various purposes. The Board is very grateful to the donors.

The Committee has been meeting every other month, and its agendas consist primarily of recommendations to establish endowment funds. Those are not items that really require discussions by a committee. Therefore, it was agreed that those
recommendations will go directly to the Board at its regular meetings. The Development and Public Affairs Committee will meet two or three times a year when there are more substantive matters to discuss. It will convene more frequently if the Board or the President have pressing matters that require the attention of the Committee.

**ACTION** — Upon motion by Governor Miller and seconded by Governor Anthony, the Board of Governors established the endowment funds, as recommended. The motion was adopted with a vote of 5-0.

Actions approving the recommendations are shown below:

**Cal Dilworth Endowed Scholarship Fund**

**ACTION** — Upon motion by Governor Miller and seconded by Governor Anthony, the Board of Governors established the Cal Dilworth Endowed Scholarship Fund to recognize scholastic and athletic achievements, to encourage continued progress, and to provide financial assistance to students participating in the sport of basketball at Wayne State University. The motion was adopted with a vote of 5-0.

**Garrett T. Heberlein Excellence in Teaching Award for Graduate Students**

**ACTION** — Upon motion by Governor Miller and seconded by Governor Anthony, the Board of Governors established the Garrett T. Heberlein Excellence in Teaching Award for Graduate Students to recognize achievement, to encourage continued progress, and to provide assistance to graduate students in financing their education at Wayne State University. The motion was adopted with a vote of 5-0.
Kamran S. Moghissi, M.D. Endowed Chair in Obstetrics and Gynecology for Reproductive Endocrinology and Infertility

ACTION — Upon motion by Governor Miller and seconded by Governor Anthony, the Board of Governors established the Kamran S. Moghissi, M.D. Endowed Chair in Obstetrics and Gynecology for Reproductive Endocrinology and Infertility to recognize Dr. Moghissi's vision, leadership and outstanding contributions to medicine, research, patient care and education at the Wayne State University School of Medicine and the Detroit Medical Center. The motion was adopted with a vote of 5-0.

Planetarium Endowment Fund

ACTION — Upon motion by Governor Miller and seconded by Governor Anthony, the Board of Governors established the Planetarium Endowment Fund to support the efforts of Wayne State University's Department of Physics and Astronomy in maintaining and assisting educational programs related to the Planetarium. The motion was adopted with a vote of 5-0.

Dorothy and Charles A. Pokriefka, Sr. Endowed Scholarship

ACTION — Upon motion by Governor Miller and seconded by Governor Anthony, the Board of Governors established the Dorothy and Charles A. Pokriefka, Sr. Endowed Scholarship Fund to encourage continued academic progress through financial assistance to third- or fourth-year medical students at the Wayne State University School of Medicine, with preference given to students of Polish descent or students intending to specialize in oncology. The motion was adopted with a vote of 5-0.
**Beryl Zlatkin Winkelman Endowed Scholarship Fund**

**ACTION** — Upon motion by Governor Miller and seconded by Governor Anthony, the Board of Governors established the Beryl Zlatkin Winkelman Endowed Scholarship Fund to encourage continued progress, and to provide assistance to graduate students in financing their education at Wayne State University School of Social Work. The motion was adopted with a vote of 5-0.

The Committee also received a report on development and alumni affairs from Vice President Ritzenhein and a report on marketing and communications from Vice President Stoltman.

The report from the Development and Public Affairs Committee was concluded.

**Budget and Finance Committee** (Reported by Governor Atchison)

**Student Center Building Chiller Replacement**

The Budget and Finance Committee received a recommendation to replace the air conditioning chiller in the Student Center Building. The main chiller has been operating since the building opened 29 years ago. The equipment is not in good condition, and the administration recommended replacement before it becomes completely inoperable.

**ACTION** — Upon motion by Governor Atchison and seconded by Governor Scribner, the Board of Governors authorized the President or his designee to award contracts not to exceed $690,000 to replace the main air conditioning chiller in the Student Center Building; and further, the Board authorized the use of up to $690,000 from the University's cash pool to fund the project. The cash
pool will be reimbursed by the Student Center Building Auxiliary Fund, at the rate of $138,000 per year, plus interest, beginning September 30, 1998. The interest rate charged will be equal to the rate earned by the University's cash pool. The motion was adopted with a vote of 5-0.

Contingency Reserve

The Committee approved the transfer of $140,000 from the Contingency Reserve to conduct searches for the following positions: Vice President for Marketing and Communications, Vice President for Development and Alumni Affairs, Dean of the Graduate School, and Chief of Staff. Details of the transfer are as follows:

<table>
<thead>
<tr>
<th>FY 1998 Allocation</th>
<th>$1,351,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>September transfer</td>
<td>(140,000)</td>
</tr>
<tr>
<td>October transfer</td>
<td>(65,000)</td>
</tr>
<tr>
<td>January transfer</td>
<td>(105,000)</td>
</tr>
</tbody>
</table>

FY 1998 Balance available before March 11 transfer: $1,041,000

Transfer approved by Budget and Finance Committee March 11, 1998:

1. Interim Chief of Staff (140,000)

FY 1998 Balance available $901,000

PURCHASING EXCEPTIONS

The Board of Governors received a quarterly report on purchases made over $7,500 without competitive bids. Such reports are required by Board statute.

The report of the Budget and Finance Committee was concluded.
DELEGATION OF AUTHORITY

The President requested authority to appoint a dean of the College of Nursing, and a Vice President and General Counsel. Both searches are likely to be concluded before the next Board meeting. There will be consultation with members of the Board, and the President reassured the Board that the delegation of authority would apply only to the two named searches.

ACTION — Upon motion by Governor Scribner and seconded by Governor Miller, the Board of Governors authorized the President to appoint a Dean of the College of Nursing, and a Vice President and General Counsel. The motion was adopted with a vote of 5-0.

PUBLIC COMMENTS

The Board of Governors received comments from two individuals as shown below.

Graduate Teaching Assistants Election

Mr. Robert Gordon made the following statement:

First I would like to thank President Reid and the Board for allowing me to say a few words today. My name is Robert Gordon; I'm a graduate student in the History Department. I've been a graduate student there since 1991 and I am currently working on my dissertation and hopefully will graduate sometime before the turn of the millennium.

What I would like to talk about briefly today is the upcoming union election for graduate teaching assistants. We have already heard some disturbing stories from several departments where graduate assistants are
being pressured and threatened to vote against the GEOC. On more than one occasion, graduate assistants have been told in no uncertain terms that if they vote in favor of having a union, they will not be renewed as teaching assistants next year. Not only does this violate Michigan labor law, but it seems to me unethical for an employer to threaten an employee for doing something that's perfectly legal.

While this form of intimidation is blatantly wrong, other more subtle forms of persuasion are no less disserving. Being a graduate student, trying to survive on an income below the poverty level, and not knowing whether you will find funding for the next year, or whether your advisor will go out of his or her way to help you find a decent job is a precarious enough existence without the University or individual faculty members manipulating people's fears in order to get them to vote the way they want them to.

What it comes down to is this: 2/3 of all the GRAs and GTAs have already spoken, and they said they want to have a union, and they want that union to be the GEOC. Now the University has already refused to allow graduate research assistants from even participating in the election. The very least the administration can do is recognize the graduate teaching assistants on this campus are smart enough to figure out what it is they want without pressure from administrators, department chairs, or individual faculty members. With that in mind, we ask the Board and the administration to agree to remain neutral in the upcoming GTA election and allow graduate assistants to make up their own minds.

Governor Atchison said he was disturbed to hear allegations that students are being pressured, and he asked whether anyone was willing to testify before the Board
about those who are responsible for the pressures. Mr. Gordon said people were already fearful and do not want to talk about it because the position of graduate students is very precarious and dependent upon the approval of advisors.

Governor Scribner said the Board has had an opportunity to discuss the election at length along with all of the sidebar kinds of events, but had not heard of any specific incidents like those described by Mr. Gordon. He said it was not a time for temerity and it is not a time for people to be afraid. The graduate students must come forward to report unjust behavior. Governor Scribner said the Board of Governors can take direct aim on any kind of injustice that is being perpetrated by anyone in the University; it makes no difference that it happens to be a case covered in this instance by law. He said if it were a case of discrimination in any department, it would come directly to the Board of Governors for discussion and action would be taken. However, the Board cannot take action on innuendo and allegations that are not concrete.

President Reid asked whether any allegation had been directed to the attention of the administration, and Mr. Gordon responded that people are reluctant to file a complaint because of the relationship with their advisors. However, he would be willing to talk with the President and the Board if the opportunity presented itself. President Reid said there is a mechanism for confidentiality so that such threats can be spoken about. He stated that graduate students are valued at Wayne State University, and one does not mistreat valued students and employees by threatening them and certainly not graduate students. The University administration does not condone threats.

Governor Miller asked whether the fears of those in various departments would be calmed if the Board took a stand on neutrality. Mr. Gordon said a neutrality stand would send a message throughout the University that the Board wants everyone—faculty, department chairs, and other administrators to remain neutral. His
understanding of a neutrality agreement is that the administration and faculty members agree to remain neutral and not persuade people to vote one way or the other; they would let the graduate teaching assistants make up their own minds. Governor Miller asked whether being neutral would deny students the opportunity to hear both sides. Mr. Gordon said students would be able to talk among themselves; those students who are not in favor of a union would be able to talk to other students. Students are not being pressured to vote a certain way, and they should be able to conduct open discussions among themselves.

Governor Scribner stated that the Board had ample opportunity to discuss at length the entire matter of neutrality, and there are some troublesome aspects on both sides of the issue. He said if there should be an argument, it would fall down on the side of the University's openness and inherent fairness. Sometimes there are emotional sides whenever anything is said about organizing a union, because someone immediately gets an attitude. He stated that up until approximately a year ago there was not an attempt to organize but there was a reality check when someone, through an executive order, decided to take health coverage from the students and their families. The students decided that if someone can take away something as important as health coverage, with an executive order or a wave of a hand, then obviously there were other aspects of the employment relationship that were instantly in jeopardy. Governor Scribner said he believes the graduate students are making an honest attempt to do something that is occurring in several institutions across the country. They are represented by one of the more responsible unions and in this case isolated and focused directly into our area of expertise, which is education. The track record of the Michigan Federation of Teachers should be evident to everyone who is proactive toward the entire scope of education.

Governor Scribner stated that the problem in trying to represent the issues is nothing other than a fair treatment of a group within the University that is so important
and will continue to be important. He emphasized that two-thirds of the group signed cards of their own free will to get some representation. Through negotiation, almost half if not more had to give up their cards and were told that certain graduate students could not participate. Governor Scribner said he wanted to remind the Board that there will be a recurring problem within the unit. One cannot wave a hand or through negotiation take away the real thoughts and fears of two-thirds of a group. The feelings will not go away, and the students will be back next year.

Governor Scribner asked the Board to seriously consider a neutrality posture; to do so will bring great integrity to the institution because Wayne State University is an open institution. He said we reside in what he considers the premier union town in the country. The great students who attend Wayne come from union families. The imaging of Wayne State University would obviously be in a much more positive mode by allowing graduate students to have a full and free choice.

Governor Scribner said that during the last discussion there was mention that the list of students given to the GEOG might not be accurate or complete, and he believed that was not through the fault of anyone. Since that time a letter was sent in an effort to correct the list. Governor Scribner said it was a good faith showing by the administration, and he gave credit to General Counsel Lessem for acknowledging the issue.

President Reid said General Counsel Lessem's written offer was that if there were errors on the part of the University in compiling the list, not only would the administration authorize the organization's representative to demonstrate those errors, but the administration would find it incumbent to go back and look at the list because it would suggest that the methodology was wrong. That offer still stands. General Counsel Lessem said the letter was sent to the GEOC attorney yesterday which said that if they were able to find a dozen errors on the list, or if they found a block of errors
in a single department showing that the department was not applying the test properly, the administration would go back and look at the whole list in the case of a large number of errors, or the offending department in the case of a block of errors. He added that the University had offered to delay the election a week or two if the GEOC wished to do so, but the GEOC had declined.

Governor Miller asked whether new members can join the union once it is established. General Counsel Lessem said what will ultimately govern who is a member of the union will not be who votes. It will be according to definition and how the definition applies in a collective bargaining agreement to the body of graduate teaching assistants who work for the University at that time.

Governor Miller read into the record the following definition of neutrality:

The employer agrees that it will remain neutral in this election. It will not support or oppose the union, will not encourage or discourage support for the union, will not engage in any communication to employees that tends to encourage or discourage the employees' support for the union. The employer will not hold any meetings in which the subject of the election is raised, will not provide employees with information regarding the impact, positive or negative, of joining a union, will not speculate on or attempt to project about the consequences of approving collective bargaining.

Union Recognition for Graduate Research Assistants

Mr. Charles Smith spoke about the above subject.

Good morning, President Reid, good morning Governors. Governor Miller, if I could offer just a quick bit of information. I have researched the topic
of child care quite extensively on campus because I do have two young children. My guess is under 200 slots between Monteith, between the new Tower, between Merrill-Palmer. At least in Merrill-Palmer and Monteith, most of those kids are not children of students or faculty here. So there are quite limited opportunities, and also while I have the pulpit, we should really take a look at the playground behind DeRoy; it's in pretty decrepit condition; it could use a facelift not only for the safety of the kids, but for their fun and pleasure, too. Our successful organization may in the future want to be a partner in such endeavors for providing child care and playground opportunities and that sort of thing. So I offer our services in advance.

Now getting back to the matter at hand. My name is Charles Smith, as you know. I'm a graduate research assistant in the College of Urban, Labor, and Metro Affairs, and in the course of this present term I am finishing my course work and my comprehensive exams in Political Science, where I was a teaching assistant for the past three years. I have, as I said, two children and a spouse covered by University health care. President Reid, just to divert for a second, I would like to welcome you to the University on behalf of our collective membership of the graduate employees university-wide. It's kind of ironic that we meet in what may be a conflictual circumstance, by some people's perception. I think there's an important baseline of shared interest, though. One of the things that was most satisfying in our effort to talk to all the RAs and TAs, or just about all the RAs and TAs of the last semester, was to see the shared commitment, energy, interest, excitement that we bring to our jobs every day, regardless of whether they're teaching assistants and carrying out a role as a steward of undergraduate education, or whether it's a very highly skilled research labor force for the RAs. People really like their jobs, they work hard, they want to continue working hard, and this is a baseline of interest between ....
you know, we may not agree on all issues, but this is a baseline of interest and commitment that I think our discussions should really move from.

I represent the GEOC today, but especially the research assistants like myself who have not been allowed to join in the election that's upcoming in April. We're fairly dismayed about that fact, so I would like to talk about why the University might want to recognize us, to allow us to join this unit and to be part of an eventual collective bargaining agreement when they win the election. What I would like to do quickly, I'm going to end by asking two specific questions, so if the discussion gets too dramatic, I'm not trying to put anybody on the spot or make a set of issues that nobody can respond to. There will be two specific questions to finish this off.

But first I would like to build a context, a perspective, a framework, to let you know why research assistants think that union recognition for themselves is an important issue. As we know, two sides to a discussion can often look at the very same object and see an entirely different animal. This is our way of beginning an ongoing discussion with you about the research assistants, just to let you know why we think it's an important thing to do, to put our perspective out there, and I think it will help in the give-and-take of this discussion as it continues. It's an important enough issue to our research assistants that it probably will not go away for us anytime in the near future.

The first overwhelming, and these are a series of arguments, but as academics we have to make arguments, it's the only way I can communicate — there are a series of arguments about recognition for RAs but I think it also, as I say, builds a perspective. The first and overwhelming fact is that several hundred GRAs signed cards expressing desire and intent to be members of the organization, and the University has suggested it's not possible for them to do
that; they will not be included in the upcoming election and they cannot join in any eventual collective bargaining unit that will form here as a result of a successful election. I come from Political Science, and a 2/3 majority is a fat majority in just about anybody's book. We would hope that that would carry a little moral force with the University, just the expressed desire of this number of people, as Governor Scribner has already mentioned so eloquently.

The second point, health care — still a primary issue. It's been with us since September, it's been with us really for two years, and still when we talk, when we canvas the opinions of research assistants and TAs, but here we're talking about research assistants across the campus. The issue of health care is still the primary issue of concern in the forefront of their minds.

Now, President Reid, I know that you weren't here for the previous negotiations along these lines, but I can explain why the issue of health care and union recognition are so intimately connected in the minds of the research assistants. First of all, it became clear over the last couple of years that it was possible for just a couple of faculty, and chiefly in one department, to bring a suggestion to, I believe it was the Graduate Council, to change the structure of health care quality and coverage for graduate student employees university-wide, and that this suggestion, coming as I said from a very narrow and small group of people in one department, could snowball and eventually take on the proportion of University policy, where they were ready to implement this set of changes. Now the message that it sent to us was, when such a suggestion occurs, there is no group who has decisional authority standing up for us on campus, neither the faculty nor the administration. Now there may have been certain select few who disagreed with this opinion, but nobody effectively enough to stop it. So it built the insight that probably one of the good things we could do for ourselves was to organize and try to bargain over this particular
issue. There was confusion. The University had promised that people who
were existing, who were already employees, would be grandfathered into the
agreement. The big concern was for spouses and children that were already
covered, that they wouldn't be thrown off their health care. Well, then we get our
contracts in September and there's a clause that says the University reserves
the right to change health care at any time, so there's some confusion about
exactly what the University's intent is. The University eventually turns its
position around, but after we start showing up at meetings in fairly large
numbers, so there's a certain logic to the idea that our organization, our
mobilization, is a good way to turn this around. It influences the way RAs think
about this issue.

Finally, there was a problem of representation. The labor coalition here
on campus suggested that we could get together and talk about the
restructuring of health care in such a way as to save the University money and
continue to provide the same coverage, the same quality of coverage, for all
employees; especially, including the graduate employees. The problem was
that we were not invited to the table as any kind of corporate body for those
discussions. So now again, Research Assistants think, geez, there's an
important discussion going on that specifically pointed at us, and we're not
being invited to come and talk about it. And obviously, we had no election, we
had no officially sanctioned organizational entity at that point, but we had talked
to a large number of the people on campus who could bring their views. So
there was a representational issue, again, speaking to the reason why a
concern over health care leads to this logic of union organization for RAs.

The third dimension of research assistant reality that we see is this
argument about are we employees or not. This merits sort of a tragi-comic
response, when I speak to research assistants across the campus and ask them
if they think they're actually an employee, aside from the paycheck, the stub that's usually right there in their pocket. We are painfully familiar with the Michigan labor law that draws distinction. It's ambiguous, it's a gray area, the distinction between employees and students. We're ready to argue that case on its merits. The labor law may prohibit the use of... rather, the decision may prohibit the use of labor law, but it is still a perfect possibility that the administration or the Board could recognize us, the RAs, and allow us to join in the union, in the election, with the teaching assistants. It's been suggested by a couple of people in the sciences that I've talked to, and mind you these are people who are not complaining about their working hours; they are people who, as I said, are interested and committed and want to do all the work they are currently doing. Maybe they could do the first 20 hours that they work each week, give that to us, and we'll call it employee time; and take the additional 15 or 20 or often even 30 hours that they're working in addition each week, and we'll give that to the University and call that the student part, and then we could both be happy on this issue.

We would like to conclude with a couple of questions. Before that, though, moving on the union town theme, if the people in the community in Detroit, the organized labor knowledge that is here in great amount, if one insight can be drawn about union-organizing in America, it's that, and this is from the pre-CIO days, if you fragment a unit across job classifications, you create a situation of insecurity and instability, both for the survival of that unit, and for the institution itself. Because insecurity and instability for the organizations that are left, and also it invites a set of incentives for divide-and-conquer kind of tactics, which are morally questionable. We are not suggesting intent, but it invites this kind of behavior which we are really concerned about. It would be best for all of us if all graduate employees were one unit together.
Two questions which we would like to address and as I said, I don't offer these other arguments to put anybody on the spot or not, they have to be systematically addressed in any way. At this point, we would like to know why the University, an explanation a justification of why, and I will direct these questions to you, President Reid, because you're kind of a new factor to us; we would like to get to know you and to develop our discussions a little bit further. What is the University's explanation or justification for excluding the research assistants? Now there was a response in the paper that's the way they did it at U-M; well, the U-M's standard is always kind of questionable here at Wayne; we like to think we're an independent outfit. And I would like to know what specific justification or explanation the University gives.

And then secondly, on the part of the administration, what would be the response to the over 300 research assistants who have signed cards and who desire to be represented and been told that they can't. So an explanation and a response. Thank you for your time.

President Reid thanked Mr. Smith for his remarks.

Governor Miller commented that the graduate research assistants contribute greatly to the research in the Medical School, and she would like to see them included in the GEOC because they should be recognized by the University for the amount of money they help bring in through research. They should have the same kinds of opportunities as the graduate teaching assistants.

Governor Scribner said Mr. Smith's presentation was excellent, but it is a troublesome item. Governor Scribner has been involved in labor for many years and understands that a settlement is a settlement, and he is not going to second-guess it.
There were certain pressures and priorities that were present when choices had to be made in order to get an election in a timely fashion. Those were done and there should be no looking back. Yet, in the debris of those decisions stand at least 400 research assistants who signed cards and want to be represented. Governor Scribner said there is a question directed to President Reid from Mr. Smith. He said it is not a win or lose situation, and the feelings of the group are not going to go away. There will be an organizing effort, notwithstanding the current settlement.

General Counsel Lessem addressed the question about graduate research assistants. He said the law is that graduate research assistants are not typically regarded as employees in Michigan. Their services are very important, but the law distinguishes between those who are primarily engaged in services that further their pursuit of obtaining their own advanced educational degree and those whose work primarily benefits the University. GRAs would not be doing what they are doing if it were not linked to their educational pursuit. He explained further that there are other job classifications, such as "professional technician", who work in laboratories in the School of Medicine to support faculty in their research endeavors. Graduate research assistants are a different category than that altogether because what they are doing is pursuing their advanced degree in immunology or surgery or whatever field it may be. That is the essence of the law and the essence of the rationale for the underlying law. General Counsel Lessem emphasized that no one questions the fact that the graduate research assistant makes a valuable contribution to the University, but the law has recognized that at the heart of those contributions is their own educational endeavor. That is why they have not been regarded as employees.

General Counsel Lessem explained further that there was a consent election, and the GEOC had the opportunity to disagree. The GEOC chose not to argue the position that graduate research assistants should not be employees. The consent agreement was signed by the GEOC and its attorney and the MERC elections officer.
The agreement was very carefully negotiated over a period of several meetings, and it was not imposed upon anyone.

**ADJOURNMENT**

The meeting adjourned at 10:36 a.m.

Respectfully submitted,

Climetene McClain
Secretary to the Board of Governors