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## 01/17/1991 - Stanczak report

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FOR IMMEDIATE RELEASE:

PRESS RELEASE ON STANCZAK REPORT

CHARLESTON, IL. -- The Board of Governors considered Thursday a confidential report prepared by David Stanczak regarding his investigation of allegations of nepotism in hiring and promotion in the Administration and Finance area at Eastern Illinois University. The Board considered the report in executive session.

The Faculty Senate at Eastern submitted a list of 23 persons whose appointments or promotions it considered suspect and wished to have investigated to President Stan Rives. Rives called for an external investigation of the charges and Stanczak, a Bloomington attorney, was appointed to complete that investigation.

The report submitted to the Board of Governors deals with nepotism allegations related to the Vice President for Administration and Finance (Verna Armstrong), other nepotism allegations in the Administration and Finance area, and concerns expressed about appointments or promotions of other employees. The

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Stanczak Report

report contains findings of fact by Stanczak regarding these allegations.

"I do not consider it appropriate," said President Rives, "to discuss these findings in public since this is a confidential personnel report which the Board is still in the process of discussing. It is appropriate to indicate, however, that the findings suggest that three of the 23 appointments listed by the Faculty Senate are recommended for further review and appropriate action. The report was made to the Board and any decision about making its contents regarding individuals public should be made by the Board."

"Aside from personnel recommendations," said Rives, "Stanczak's report also makes some general recommendations for strengthening personnel practices in the University, particularly in the area of strengthening present policy to avoid the appearance of conflict of interest or favoritism based on family relationships. We must and will take this recommendation quite seriously. As a first step, I believe it would be appropriate the Chancellor's staff to develop a nepotism policy for the universities under the Board. We have a nepotism policy, but the report suggests it may not be completely adequate."

The report also contains several recommendations for strengthening the civil service recruitment and appointment process on the campus. Rives indicated that these recommendations will be

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referred to the Office of Human Resources for implementation.  
Recommendations regarding strengthening affirmative action,  
particularly establishment of separate goals for women and for  
minorities, will be referred to the Affirmative Action Office,  
according to President Rives.

The Stanczak report also contains some preliminary observations on unmet needs and these recommendations, said Rives "will be referred to the appropriate administrative office after further discussion with Chancellor Tom Layzell, David Stanczak, and the Board."

Some other issues arose during the course of Stanczak's investigation. A charge of improper disposition of University property has been referred to the University Police for further investigation. An as yet unsubstantiated allegation of money exchanged for jobs is currently being investigated by the Illinois State Police. An allegation of improper use of local funds will be investigated by Eastern's Internal Auditor. The University will be making a report to the Board at its February 19 meeting regarding administrative oversight, improved communication with employees, and adherence to University and Board policy on nepotism and Affirmative Action.

"I am pleased," said Rives, "that we have had a comprehensive investigation of the allegations made by the Faculty Senate. The report clears a number of individuals, raises some concerns with regard to a few individuals, and makes some recommendations for

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strengthening personnel policy. I plan to consult with the Stanczak Report  
Chancellor, the Board, and the administration of the University to  
take appropriate action on the recommendations contained in the  
report."