

1996

# Board of Regents Meeting Materials, September 17, 1996

Eastern Michigan University

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**BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY**

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# **EASTERN MICHIGAN UNIVERSITY**

## **Board of Regents**

Official minutes of the September 17, 1996, Board of Regents meeting.

The regular meeting of the Eastern Michigan University Board of Regents was called to order by Chair Incarnati at 12:11 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

Chair Incarnati asked Secretary Aymond for an attendance roll call.

The Board members present were:

- Chairman Philip A. Incarnati
- Regent James Clifton
- Regent Robert A. DeMattia
- Regent Mara Letica
- Regent Carl D. Pursell
- Regent William J. Stephens
- Regent Gayle Thomas

The Board member absent was:

- Regent Anthony A. Derezinski

Members of the Administration present were:

- President William Shelton
- Vice President Ronald Collins
- Vice President Patrick Doyle
- Vice President Courtney McAnuff
- Vice President Laurence Smith
- Vice President Juanita Reid

### **COMMUNICATIONS**

Secretary Aymond announced there were two requests to address the Board and, abiding by the Board guidelines, fifteen minutes would be allowed for each speaker.

Joan Kennedy-Hughes, representing herself, expressed her concern about the administration's choice for high level positions.

Dr. John Novak, representing the EMU Faculty Council, welcomed the Regents and presented them with copies of the "Red Book" which contains the AAUP policy statements regarding shared governance.

The Communications portion of the agenda concluded at 12:15 p.m.

Regent Pursell moved and Regent Thomas seconded the motion that the Board convene into Executive Session for the purpose of discussing contract negotiations. A roll call vote was taken. The motion passed unanimously. The Executive Session was convened at 12:20 p.m. by Chair Incarnati.

The regular meeting of the Eastern Michigan University Board of Regents was reconvened at 1:33 p.m. by Chairman Incarnati.

Chairman Incarnati requested a motion to add Section 19 and Section 20 to the Board agenda as a result of the Executive Session.

**.5123M      MOTION TO AMEND AGENDA TO ADD:**

**Section 19 - Collective Bargaining agreement between EMU and the  
AAUP**

**Section 20 - President's Annual Salary Compensation**

Regent Pursell moved and Regent Thomas seconded to add Sections 19 and 20 to the Board agenda.

Motion carried.

Chairman Incarnati introduced Col William J. Stephens and welcomed him as the latest Eastern Michigan University Regent .

**WHEREAS**, the Eastern Michigan University Children's Institute has been awarded, for the eighth year, an early childhood development grant from the Michigan Department of Education to design and implement a program to improve the readiness and subsequent achievement of four-year-old children at risk of becoming educationally disadvantaged and who may have extraordinary need of special assistance; and

**WHEREAS**, the Eastern Michigan University Children's Institute has served as a model program for state agencies, universities, public schools and community child care centers; and

**WHEREAS**, the Eastern Michigan University Children's Institute voluntarily underwent a comprehensive process of internal self-study, invited external professional review to verify compliance with the National Academy of Early Childhood Programs' criteria for high quality early childhood programs, and was found to be in substantial compliance with the criteria; and

**WHEREAS**, the Eastern Michigan University Children's Institute received national accreditation by the National Academy of Early Childhood Programs, a division of the National Association for the Education of Young Children, the nation's largest organization of early childhood educators; and

**WHEREAS**, the Eastern Michigan University Children's Institute is the only accredited child care center in Ypsilanti, Michigan;

**NOW, THEREFORE, BE IT RESOLVED**, that the Eastern Michigan University Board of Regents congratulates and commends the EMU Children's Institute and its outstanding staff for the honor and distinction it has brought to Eastern Michigan University.

Motion carried.

.5125M

**CULTURAL HERITAGE MONTHS RESOLUTION**

**WHEREAS**, Eastern Michigan University has been recognized as a leader in acknowledging the achievements and contributions to the State of Michigan and these United States of America by the various peoples of color; and

**WHEREAS**, African Americans, Hispanic Americans and Native Americans have individually and collectively distinguished themselves and have had significant roles in the history of the State of Michigan and have contributed to the diversity and strength of the state; and

**WHEREAS**, Eastern Michigan University, in accordance with its educational mission, continues to provide an exceptional and diverse environment for its campus citizens and to promote understanding of the contributions made by Hispanic Americans, African Americans and Native Americans; and

**WHEREAS**, the President of the United States has established a White House Initiative on Educational Excellence for Hispanic Americans and has declared September 15 to October 16, 1995 as Hispanic Heritage Month; and

**WHEREAS**, the month of November has been designated as Native American Heritage Month in special recognition of the contributions of Native Americans; and

**WHEREAS**, the month of February has historically been designated as Black History Month by the President of the United States and the University has chosen to extend the celebration and begin it January 15, 1997 to coincide with the birthday of Dr. Martin Luther King, Jr.;

**NOW, THEREFORE, BE IT RESOLVED**, that the Eastern Michigan University Board of Regents urges all Eastern Michigan University students, faculty and staff to join the President of the United States and the Governor of the State of Michigan in their recognition of the many contributions made by African American, Hispanic American and Native Americans to our state and to our nation by participating in the celebration of activities forthcoming during these months.

Motion carried.

**.5126M        MINUTES OF THE JUNE 18, 1996, REGULAR BOARD MEETING**

Regent Letica moved and Regent Clifton seconded that the minutes of the June 18, 1996, regular meeting of the Board of Regents be approved.

Motion carried.

**.5127M        MINUTES OF THE AUGUST 9, 1996, SPECIAL MEETING OF  
                 THE BOARD OF REGENTS**

Regent Letica moved and Regent Clifton seconded that the minutes of the August 9, 1996, Special Meeting of the Board of Regents be approved.

Motion carried.

**PRESIDENT'S REPORT**

The President called upon members of his staff to make some timely oral reports. Vice President McAnuff presented an oral report on the 1996 fall semester enrollment. Glenna Frank Miller, Director of Campus Life, presented an oral report on the new student orientation. Tim Weiser, the Athletic Director, brought the Board up to date on the search for a new head basketball coach. Vice President Ron Collins gave an update on the WCC-EMU Transfer Center which will be inaugurated on October 22, 1996.

**INSTITUTE FOR COMMUNITY AND REGIONAL  
DEVELOPMENT (ICARD) REPORT**

An explanatory report was given by Dr. Charles Monsma, the Director of the Institute for Community and Regional Development.

**.5128M        TREASURER'S REPORT**

Section 1

Regent Letica moved and Regent Clifton seconded that the Treasurer's Report for the month of July 1996, be received and placed on file.

Motion carried.

**.5129M        INTERNAL AUDIT REPORT**

Section 2

Regent Letica moved and Regent Clifton seconded that the Internal Auditor's Activity Report for May through August 1996, be received and placed on file.

Motion carried.

**.5130M        GRANTS/CONTRACTS REPORT**

Section 3

Regent Letica moved and Regent Clifton seconded that the 72 Grants and Contracts totaling \$3,128,877 for the period May 1, 1996, through August 21, 1996, be accepted.

Motion carried.

**.5131M        CONSTRUCTION PROJECTS PROGRESS**

Section 4

Regent Letica moved and Regent Clifton seconded that the Board of Regents receive and place on file the Construction Projects Report for the period ending August 26, 1996.

Motion carried.

**.5132M        ACCOUNTS RECEIVABLE**

Section 5

Regent Letica moved and Regent Clifton seconded that the Board of Regents receive and place on file the Student Accounts Receivables Ratio Analysis, the Student Accounts Receivables Report, and the Collection Agency Inventory as of August 31, 1996 and June 30, 1996 be received and placed on file.

Motion carried.



STAFF APPOINTMENTS

Section 6

Regent Letica moved and Regent Clifton seconded that the Board of Regents approve 38 staff appointments for the months and dates shown on the attached listing.

EASTERN MICHIGAN UNIVERSITY  
CURRENT PERSONNEL MASTER FILE

DATE: September 17, 1996  
BOARD REPORT FOR: 09/17/96  
ALPHABETICAL LISTING WITHIN  
CLASSIFICATION LEVEL WITHIN  
EMPLOYEE GROUP

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Ayemad, Dana	Board of Regents	AP-09	Secretary to the Board of Regents	6/17/96	\$ 42,534	100	M	F	New Hire
Hiltner, Christine	College of Health and Human Services	AP-09	Program Administrator	6/05/96	\$ 19,625	50	M	F	New Hire
Kramer, Kerne	Internal Audit	AP-07	Associate Internal Auditor	5/28/96	\$ 30,000	100	M	F	New Hire
Harbach, Sean	Intercollegiate Athletics	AC-11	Assistant Coach Softball	6/25/96	\$ 21,000	100	M	F	New Hire
Joubert, Dana	Intercollegiate Athletics	AC-11	Assistant Coach	5/15/96	\$ 22,209	100	B	F	New Hire
Moely, Lorraine	Intercollegiate Athletics	AC-11	Assistant Coach Men's Basketball	5/01/96	\$ 16,204	100	B	M	New Hire
Eddy, Scott	Learning Resources & Technology	PT-08	User Consultant Senior	5/20/96	\$ 33,067	100	M	M	New Hire

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 ALPHABETICAL LISTING WITHIN  
 CLASSIFICATION LEVEL WITHIN  
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Elliott, Kim	Continuing Education	PT-08	Coordinator, Cr. & Non-Cr. Program	7/01/96	\$ 33,241	100	M	F	New Hire
Jones, Nilus	University Computing	PT-08	Senior Programmer/ Analyst	5/28/96	\$ 36,300	100	B	M	New Hire
Kendrek, Anthony	University Computing	PT-08	Senior Programmer/ Analyst	6/03/96	\$ 34,500	100	W	M	New Hire
Marquardt, Catherine	Continuing Education	PT-08	Study Abroad Advisor	7/01/96	\$ 33,241	100	W	F	New Hire
Stokloss, Kari	Continuing Education	PT-08	Manager, Travel Study Abroad	7/01/96	\$ 33,241	100	W	M	New Hire
Ameel, Margaret	Admissions Office	PT-07	Admissions Officer	8/15/96	\$ 13,180	50	W	F	New Hire
Bachand, Peggy	Equity Programs	PT-07	Assistant Coordinator Equity Programs	5/06/96	\$ 29,000	100	W	F	New Hire

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 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Balowski, Janet	Intercollegiate Athletics	PT-07	Assistant Athletic Trainer	7/29/96	\$ 29,000	100	W	F	New Hire
Stephenson, Colleen	Academic Advising	PT-07	Academic Advisor	8/26/96	\$ 28,200	100	W	F	New Hire
Allison, Laura	Continuing Education	PT-06	Coordinator, Marketing & Events	7/01/96	\$ 25,000	100	W	F	New Hire
Darnell, Steve	Continuing Education	PT-06	Graphic Arts Specialist	7/01/96	\$ 26,500	100	W	M	New Hire
Grinvalds, Harry	Continuing Education	PT-06	Accountant I	7/01/96	\$ 26,000	100	W	M	New Hire
Kivanc, Korhan	Housing	PT-06	Area Complex Director	8/05/96	\$ 22,923	100	W	M	New Hire
Phillips-Orban, Jill Ann	Housing	PT-06	Area Complex Director	8/01/96	\$ 22,923	100	W	F	New Hire

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EASTERN MICHIGAN UNIVERSITY  
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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Rader, Darlene	Accounting	PT-06	Accountant I	7/29/96	\$ 22,923	100	W	F	New Hire
Reeve, Donovan	University Publications	PT-06	Graphic Arts Specialist	6/17/96	\$ 22,923	100	W	M	New Hire
Wright, Andrew	Housing	PT-06	Area Complex Director	8/01/96	\$ 22,923	100	W	M	New Hire
Kilpatrick, Robert	University Publications	PT-05	Supervisor Bindery	5/28/96	\$ 23,000	100	W	M	New Hire
Foster III, Sherman	Public Safety	CP-01	Officer Campus Police	5/20/96	\$ 26,542	100	W	M	New Hire
Jagat, Edward	Public Safety	CP-01	Officer Campus Police	6/10/96	\$ 26,542	100	W	M	New Hire
Cebina, Jody	Student Accounting	CS-04	Customer Service Representative	5/06/96	\$ 18,434	100	W	M	New Hire

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 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
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Gannon, Carol	Foreign Languages & Bilingual Studies	CS-04	Secretary II	6/24/96	\$ 9,217	50	W	F	New Hire
Gilliam, Staci	Student Accounting	CS-04	Customer Service Representative	5/20/96	\$ 18,434	100	B	F	New Hire
Olieman, Mary	Equity Programs	CS-04	Secretary II	6/17/96	\$ 18,434	100	W	F	New Hire
Ostrowski, Ginger	Admissions	CS-04	Data Entry Clerk II	7/22/96	\$ 18,803	100	W	F	New Hire
Fonte, Amelia	University Health Service	CS-03	Account Clerk	7/15/96	\$ 16,936	100	B	F	New Hire
Hernandez, Luis	Parking & Paving	CS-03	Parking Control Clerk	6/03/96	\$ 16,604	100	H	M	New Hire
Taylor, Darin	Parking & Paving	CS-03	Parking Control Clerk	8/19/96	\$ 16,936	100	B	M	New Hire

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Grube, Donald	Physical Plant	FM-12	Groundsperson	7/08/96	\$ 7,890	50	W	M	New Hire
Bishop, Donald	Physical Plant	FM-06	Custodian	5/28/96	\$ 7,232	50	B	M	New Hire
Vanheren, Jeff	Physical Plant	FM-06	Custodian	5/06/96	\$ 14,464	100	W	M	New Hire

Motion carried.

SEPARATIONS/RETIREMENTS

Section 7

Regent Letica moved and Regent Clifton seconded that the Board of Regents approve the 72 separations and retirements for the months and dates shown.

EASTERN MICHIGAN UNIVERSITY  
CURRENT PERSONNEL MASTER FILE

DATE: September 17, 1996  
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EMPLOYEE GROUP

NAME	DEPARTMENT	CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Croll, Stuart	Paint & Coating Operations	PROF	Professor	1/04/96	6/12/96	\$ 55,000	100	U	M	Other Job
Flanagan, Brenda	English Language & Literature	PROF	Professor	6/31/80	8/31/96	\$ 47,115	100	B	F	Other Job
Hogan, Lois	Nursing Education	PROF	Professor	12/29/78	6/30/96	\$ 54,670	100	U	F	Retiring
Salomo, Tyrone	Leadership & Counseling	PROF	Professor	8/30/95	8/16/96	\$ 34,500	100	B	M	Other Job
Johnson, James Donald	Political Science	PROF	Professor	9/01/68	8/31/96	\$ 64,971	100	U	M	Retiring
Murray, Thomas	Communications & Theatre Arts	PROF	Professor	9/15/63	6/30/96	\$ 61,782	100	U	M	Retiring
Beck, Barnabas	Political Science	PROF	Professor	9/01/68	6/30/96	\$ 64,626	100	U	M	Retiring

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Yamouchi, Masanobu	Chemistry	PROF	Professor	9/15/65	9/01/96	\$ 64,313	100	A	M	Retiring
Yost, Mary Ida	Music	PROF	Professor	9/01/68	9/10/96	\$ 57,021	100	W	F	Retiring
Barnes, James	Business & Technology Education	ASSC	Associate Professor	9/02/87	6/30/96	\$ 44,677	100	W	M	Other Job
Goodman, Jane	Leadership & Counseling	ASSC	Associate Professor	8/28/91	8/16/96	\$ 41,571	100	W	F	Other Job
Jones, Michael	Health, Physical Education, Recreation & Dance	ASSC	Associate Professor	9/01/67	6/01/96	\$ 51,435	100	W	M	Retiring
Nink, George	Social Work	ASSC	Associate Professor	9/01/81	6/30/96	\$ 44,595	100	W	M	Retiring
Skore, Marvin	Special Education	ASSC	Associate Professor	9/01/68	9/01/96	\$ 53,802	100	W	M	Retiring
Waffle, Elizabeth	Biology	ASSC	Associate Professor	9/15/68	6/30/96	\$ 54,391	100	W	F	Retiring

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Beckett, Theresa	Nursing Education	ASST	Assistant Professor	8/25/93	8/23/96	\$ 34,638	100	W	F	Other Job
Cordeni, John	Business & Technology Education	ASST	Assistant Professor	8/28/91	6/21/96	\$ 41,284	100	W	M	Other Job
Gordon, Paul	Health, Physical Education, Recreation & Dance	ASST	Assistant Professor	8/31/94	8/31/96	\$ 38,110	100	W	M	Other Job
Grovogul, Siba	Political Science	ASST	Assistant Professor	8/25/93	5/07/96	\$ 35,010	100	B	M	Other Job
Hackmann, Donald	Leadership & Counseling	ASST	Assistant Professor	8/25/93	8/19/96	\$ 37,662	100	W	M	Other Job
Multasuo, Eija	Economics	ASST	Assistant Professor	9/26/89	7/28/96	\$ 44,482	100	W	F	Did Not Return from Leave
Wolk, Gregory	Health, Physical Education, Recreation & Dance	ASST	Assistant Professor	8/31/94	5/31/96	\$ 36,135	100	W	M	Other Job
Wright, Russell	Development Office	AP-14	Associate Executive Vice President	7/09/84	6/27/96	\$ 88,845	100	W	M	At Will Termination

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Riley, James	Teacher Education	AP-13	Academic Department Head	7/01/92	8/01/96	\$ 73,782	100	W	M	Other Job
White, Bette	Dean of Students	AP-12	Dean of Students	8/01/70	7/31/96	\$ 63,601	100	W	F	Retiring
Beaudette, George	Alumni Relations Office	AP-11	Director Alumni Relations	9/10/90	6/30/96	\$ 60,711	100	W	M	Retiring
Vengroff, Linda	University Health Service	AP-11	Associate Director University Health Services	8/06/90	6/30/96	\$ 55,316	100	W	F	At Will Termination
Sairley, Susan	Public Information	AP-10	Director Public Information	9/06/83	7/01/96	\$ 48,796	100	W	F	Resigned
Delaney, Muanita	Continuing Education NC Special Program	AP-10	Director Continuing Education Mktg Spec Prog	1/04/93	6/30/96	\$ 54,079	100	W	F	Other Job
Merrick, Susan	Controllers Office	AP-10	Director Treasury & Tax Business Affairs	5/22/89	4/30/96	\$ 73,200	100	W	F	At Will Termination
Ragan, Stephen	Development Office	AP-10	Campaign Director	2/03/92	6/23/96	\$ 48,526	100	W	M	Other Job

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EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Chirio, Michael	Academic Budget Office	AP-09	Budget Analyst	8/01/77	6/30/96	\$ 47,929	100	W	M	Retiring
Holmes, Sheila	Human Resources Development	AP-09	Manager Staff Training & Development	11/11/91	7/24/96	\$ 41,952	100	B	F	Other Job
Olsen, James	Rec/IM-Office Operations	AP-09	Associate Director Recreation/Intramural	9/01/67	6/21/96	\$ 42,798	100	W	M	Retiring
Albright, Billie	Gift Accounting & Records	AP-08	Manager Gift Processing	7/24/95	6/30/96	\$ 34,000	100	W	F	Position Eliminated
Barkoff, Larry	Compensation/ Benefit	AP-08	Compensation/Employment Service Representative	9/06/94	7/05/96	\$ 31,050	100	W	M	Other Job
Paffenroth, Lorraine	Child Care Center	AP-08	Coordinator Service Children's Institute	9/02/87	4/30/96	\$ 35,169	100	W	F	At Will Termination
Kehrer, Carol	Internal Audit	AP-07	Associate Internal Auditor	5/06/96	5/09/96	\$ 30,000	100	W	F	Personal
Ranson, Telene	Director Risk Management Procurement	AP-07	Worker & Unemployment Compensation Specialist	10/23/89	6/12/96	\$ 32,343	100	B	F	At Will Termination

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NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Isaac, Maureen	Intercollegiate Athletics Women's Swimming	AC-15	Head Coach	7/02/90	6/01/96	\$ 31,700	100	W	F	Personal
Rose, Michelle	Intercollegiate Athletics Women's Softball	AC-11	Assistant Coach	9/11/95	6/14/96	\$ 21,000	100	W	F	Personal
Jones, Gordon	Chrysler Tech 94	PT-08	Program Coordinator	9/07/93	5/29/96	\$ 30,550	100	W	M	Leaving Area
McCabe, Chica	UAM/Ford: Ypai Sep	PT-08	Program Coordinator	10/17/94	9/14/96	\$ 32,890	100	W	F	Other Job
McKee, Anne	Office of the Registrar	PT-08	Coordinator Athletic Admissions Program	3/29/90	7/19/96	\$ 32,419	100	W	F	Other Job
Cowan, Ralph	Admissions Office	PT-07	Admissions Officer	8/01/67	5/01/96	\$ 20,839	50	W	M	Retiring
Howell, Jerome	University Computing	PT-07	Programmer/Analyst II	8/29/94	5/31/96	\$ 26,360	100	W	M	Other Job
Johnson, Joan	Child Care Center	PT-07	Lead Teacher	10/03/91	6/24/96	\$ 26,360	100	W	F	Personal

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 ALPHABETICAL LISTING WITHIN  
 CLASSIFICATION LEVEL WITHIN  
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Locey, Mary	Centers Corporate Training	PT-07	Accountant II	9/13/93	7/25/96	\$ 29,935	100	W	F	Other Job
Miller, Marisa	Intercollegiate Athletics Insurance Training	PT-07	Assistant Athletic Trainer	9/21/92	7/19/96	\$ 29,096	100	W	F	Leaving Area
Solano, Helena	Equity Programs	PT-07	Assistant Coordinator Equity Programs	2/13/95	5/24/96	\$ 28,741	100	M	F	Did Not Return from Leave
Allison, Laura	Continuing Education	PT-06	Coordinator Marketing & Events	7/01/96	8/30/96	\$ 25,000	100	W	F	Other Job
Coleman, Amy	University Computing	PT-06	User Support Assistant II	6/01/95	8/23/96	\$ 24,187	100	W	F	Other Job
Nester, Sandra	Residence Halls	PT-06	Area Complex Director	8/20/93	7/26/96	\$ 22,923	100	W	F	Other Job
Monkemeyer, Johnna	Hoyt Lodging Center	PT-06	Area Complex Director	8/25/94	5/10/96	\$ 22,923	100	W	F	Personal
Rodriguez, Cynthia	Residence Halls	PT-06	Area Complex Director	8/02/93	7/23/96	\$ 22,923	100	W	F	Personal

DATE: September 17, 1996  
 BOARD REPORT FOR: 09/17/96  
 ALPHABETICAL LISTING WITHIN  
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 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Wessling, Jane	University Computing	PT-06	Senior Computer Operator	6/24/93	5/16/96	\$ 22,923	100	W	M	Other Job
Wittle, Amy	MDWH: Alzheimers Research	PT-06	Research Assistant II	4/02/93	4/12/96	\$ 23,381	100	W	F	Other Job
Miller, Natalie	Brown Munson Apartments	PT-05	Apartment Manager/ Leasing Coordinator	9/23/91	6/07/96	\$ 20,333	100	W	F	Other Job
Jagst, Edward	Public Safety Office	CP-01	Officer Campus Police	6/10/96	6/18/96	\$ 26,542	100	W	M	Discharged
Finlin, Cleo	Computer Science	CS-05	Senior Secretary	2/12/75	6/01/96	\$ 27,764	100	W	F	Retiring
Kendrick, Kimberly	Biology	CS-05	Senior Secretary	4/26/93	7/01/96	\$ 10,518	50	B	F	Did Not Return From Leave
King, Cynthia	Communications & Theatre Arts	CS-05	Senior Secretary	3/30/87	6/17/96	\$ 16,208	75	W	F	Did Not Return From Leave
Brown, Sherry	Corporate Service- Publication	CS-04	Secretary II	8/28/95	6/14/96	\$ 18,434	100	W	F	Other Job

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EASTERN MICHIGAN UNIVERSITY  
 CURRENT PERSONNEL MASTER FILE

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
Christensen, Primavera	Academic Service Center	CS-04	Secretary II	3/12/90	5/01/96	\$ 18,073	100	W	F	Did Not Return from Leave
Dunklin, Kim	Parking & Paving	CS-04	Customer Service Representative	11/04/91	7/01/96	\$ 18,798	100	B	F	Did Not Return from Leave
Florance, Patrick	Financial Aid Office	CS-04	Date Entry Clerk II	9/25/95	6/21/96	\$ 18,434	100	W	M	Other Job
Lucas, Constance	Learning Resources & Technologies	CS-04	Secretary II	8/12/80	8/16/96	\$ 11,674	50	W	F	Retiring
Williams, Crystal	Accounting Student	CS-04	Customer Service Representative	7/12/95	6/01/96	\$ 18,434	100	B	F	Did Not Return from Leave
Rodriguez, George	Athletic Maintenance	FM-12	Athletic Facilities Attendant	10/19/90	5/15/96	\$ 25,463	100	H	M	Personal
Phillips, Ralph	Hoyt Catering	FM-10	Cook/Stockkeeper	2/01/84	6/30/96	\$ 24,211	100	W	M	Did Not Return from Leave
Garland, Joan	Physical Plant	FM-06	Custodian	10/25/76	5/31/96	\$ 23,772	100	W	F	Retiring

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EASTERN MICHIGAN UNIVERSITY  
CURRENT PERSONNEL MASTER FILE

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RETIREMENTS/  
SEPARATIONS

	DEPARTMENT	RANK/ CLASS	JOB TITLE	HIRE DATE	SEPARATION DATE	BASE SALARY	APPT %	RACE	SEX	REASON FOR CHANGE
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
inick, David	Physical Plant	FM-06	Custodian	11/07/88	5/18/96	\$ 23,772	100	W	M	Other Job

Motion carried.



**.5135M NEW FACULTY APPOINTMENTS**

**Section 8**

Regent Letica moved and Regent Clifton seconded that the Board of Regents approve the eleven new tenure-track faculty appointments at the ranks, salaries, and effective dates as shown on the list.

<u>Name</u>	<u>Race</u>	<u>Sex</u>
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<u>Bellamy, Alphonso</u>	B	M
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Associate Professor, Department of Interdisciplinary Technology, effective August 28, 1996 at an academic year base salary of \$44,677.

Education

Ph.D.	Purdue University, 1976
M.S.	Purdue University, 1975
B.A.	Case Western Reserve University, 1972

Experience

1994-present	Eastern Michigan University, Ypsilanti, MI
1985-1996	Wayne State University, Detroit, MI
1981-1996	Central Michigan University, Troy, MI
1981-present	Organizational Concepts, Owner
1990-1991	American Society for Training and Development, Alexandria, VA
1989-90	Blue Cross and Blue Shield of Michigan, Detroit, MI
1977-82	Oakland University, Rochester, MI
1976-1977	University of Wisconsin, Oshkosh, WI

<u>Bogle, Phillip</u>	W	M
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Assistant Professor, Department of Health, Physical Education, Recreation and Dance, effective January 2, 1997 at an academic year base salary of \$35,000.

Education

Ph.D.	Indiana University, 1996
M.A.	Ball State University, 1988
B.S.	East Carolina University, 1986

Experience

1990-present	Indiana University, Bloomington, IN
1986-1990	Ball State University, Muncie, IN

**FACULTY APPOINTMENTS  
1996**

<u>Name</u>	<u>Race</u>	<u>Sex</u>
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<u>Bombyk, Marcia</u>	W	F
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Full Professor, Department of Social Work, effective August 28, 1996 at an academic year base salary of \$53,000.

Education

Ph.D.	University of Michigan, 1983
M.S.W.	University of Michigan, 1976
A.B.	University of Michigan, 1974

Experience

1995-1996	University of Michigan, Ann Arbor, MI
1983-1996	Fordham University, New York, NY

<u>Brown-Chappell, Betty</u>	B	F
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Associate Professor, Department of Social Work, effective August 28, 1996 at an academic year base salary of \$45,000.

Education

Ph.D.	University of Chicago, 1991
M.S.W.	University of Michigan, 1971
B.A.	University of Michigan, 1969

Experience

1992-1996	University of Michigan, Ann Arbor, MI
1990-1992	Illinois State University, Normal, IL
1984-1989	University of Chicago, Chicago, IL
1989	DePaul University, Chicago, IL
1980-1984	Northeastern Illinois University, Chicago, IL
1979-1980	University of Illinois at Chicago Circle, Chicago, IL

**FACULTY APPOINTMENTS  
1996**

<u>Name</u>	<u>Race</u>	<u>Sex</u>
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<u>Burgess, Brigitte</u>	W	F
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Assistant Professor, Department of Human, Environmental, and Consumer Resources, effective August 28, 1996 at an academic year base salary of \$34,000.

Education

Ph.D.	University of Tennessee, 1996
M.S.	University of Tennessee, 1992
B.S.	University of Southern Mississippi, 1989

Experience

1994-1996	University of Tennessee, Knoxville, TN
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<u>Dirette, Diane</u>	W	F
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Instructor, Department of Associated Health Professions, effective August 28, 1996 at an academic year base salary of \$40,000.\*

Education

Ph.D. Candidate	New York University
M.A.	New York University, 1993
B.S.	Eastern Michigan University, 1985

Experience

1986-1996	Kessler Institute for Rehabilitation, East Orange, NJ
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\*Assumes completion of doctorate. Salary \$2500 lower without doctorate.

**FACULTY APPOINTMENTS  
1996**

<u>Name</u>	<u>Race</u>	<u>Sex</u>
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<u>logaratnam, Giri</u>	A	M
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Assistant Professor, Department of Human, Environmental and Consumer Resources, effective August 28, 1996, at an academic year base salary of \$37,132.

Education

Ph.D.	Virginia Polytechnic Institute and State University, 1996
M.B.A.	Virginia Polytechnic Institute and State University, 1988
B.S.	Virginia Polytechnic Institute and State University, 1986

Experience

1993-present	Eastern Michigan University, Ypsilanti, MI
1991-1993	Radford University, Radford, VA
1990-1991	Virginia Polytechnic Institute and State University, Blacksburg, VA

<u>Kennedy, Vance</u>	W	M
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Assistant Professor, Department of Chemistry, effective August 28, 1996, at an academic year base salary of \$36,500.

Education

Ph.D.	Case Western Reserve University, 1993
M.S.	Case Western Reserve University, 1989
B.S.	Kent State University, 1987

Experience

1995-1996	Lander University, Greenwood, SC
1993-1995	Northwestern University, Evanston, IL
1988-1993	Case Western Reserve University, Cleveland, OH

**FACULTY APPOINTMENTS  
1996**

<u>Name</u>	<u>Race</u>	<u>Sex</u>
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<u>Ruiter-Feenstra, Pamela</u>	W	F
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Associate Professor, Department of Music, effective August 28, 1996, at an academic year base salary of \$35,000.

Education

D.M.A.	University of Iowa, 1989
M.F.A.	University of Iowa, 1986
B.A.	Dordt College, 1983

Experience

1989-1996	Bethany College, Lindsborg, KS
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<u>Schorn, Brian</u>	W	M
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Assistant Professor, Department of Art, effective August 28, 1996, at an academic year base salary of \$29,000.

Education

M.F.A.	Cranbrook Academy of Art, 1994
M.F.A.	Brown University, 1991
M.F.A.	University of Michigan, 1987
B.F.A.	Center for Creative Studies, 1985

Experience

1995-1996	Eastern Michigan University, Ypsilanti, MI
1994-1995	VSA Partners, Chicago, IL
1993-1994	<u>Surreal</u> Magazine, Detroit, MI
1993	<u>Reverb</u> Publication, Los Angeles, CA
1992-1994	Cranbrook Academy of Art, Bloomfield Hills, MI
1989-1992	Brown University, Providence, RI
1991	Rhode Island School of Design, Providence, RI
1987-1988	Millersville University, Millersville, PA

**FACULTY APPOINTMENTS  
1996**

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Severt, Denver</u>	W	M

Assistant Professor, Department of Human, Environmental and Consumer Resources, effective August 28, 1996, at an academic year base salary of \$42,000.

Education

Ph.D.	Virginia Polytechnic Institute and State University, 1996
M.B.A.	University of Oregon, 1991
B.B.A.	Appalachian State University, 1988

Experience

1994-1996	Virginia Polytechnic Institute and State University, Blacksburg, VA
1992	Wilkes Community College, Jefferson, NC
1991-1992	Brinker International, Charlotte, NC
1990-1991	Emerald Valley Resort, Eugene, OR
1988-1989	The Cato Corporation, Charlotte, NC
1979-1995	Mountain Air Seafood and Steak House, Jefferson, NC

Motion carried.

**.5136M            EMERITUS FACULTY STATUS**

**Section 9**

Regent Letica moved and Regent Clifton seconded that the Board of regents grant emeritus status to the nine former faculty members listed.

**LARRY BADII**

Professor, Mathematics from 1965-1996 (31 years)

Ph.D.            Oregon State University  
M.A.            San Jose State University  
B.A.            San Jose State University  
B.S.            Tehran University

**LEOLA HOGAN**

Professor, Nursing from 1978-1996 (17.5 years)

Ph.D.            University of Michigan  
M.S.            Catholic University of America  
B.S.N.          Northwestern State College

**JAMES D. JOHNSON**

Professor, Political Science from 1968-1996 (28 years)

Ph.D.            University of Michigan  
M.A.            University of Michigan  
M.A.            University of North Dakota  
B.A.            Jamestown College

**MICHAEL H. JONES**

Associate Professor, Health, Physical Education, Recreation, and Dance from 1967-1996 (29 years)

M.A.            Eastern Michigan University  
M.S.            Eastern Michigan University  
B.S.            Eastern Michigan University

**GEORGE MINK**

Associate Professor, Social Work from 1981-1996 (15 years)

Ph.D.            University of Michigan  
M.A.            University of Michigan  
B.D.            Northwestern University  
A.B.            Ohio Wesleyan University

Emeritus Status Recommendations  
September 17, 1996

**THOMAS J. MURRAY**

Professor, Communication and Theatre Arts from 1963-1966 (33 years)  
Ph.D. University of Michigan  
M.A. University of Michigan  
B.A. University of Michigan

**BARNABAS RACZ**

Professor, Political Science from 1968-1996 (28 years)  
Ph.D. University of Michigan  
M.A. University of Michigan  
Dr.Jur. University of Budapest  
Bar Exam University of Budapest

**MARVIN SKORE**

Associate Professor, Special Education from 1968-1996 (28 years)  
Ph.D. Wayne State University  
M.A. Eastern Michigan University  
B.S. Wayne State University

**JOHN WOODS WAIDLEY**

Professor, Leadership and Counseling from 1968-1996 (28 years)  
Ed.D. New York University  
M.A. Wayne State University  
A.B. University of Michigan

Motion carried.



**.5137M FINANCE COMMITTEE MONTHLY REPORT**

Section 10

Regent Letica moved and Regent Clifton seconded that the Board of Regents receive and place on file the Finance Committee Working Agenda for September 17, 1996, and the minutes for May 21, 1996.

Motion carried.

**.5138M CONSOLIDATED FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION AS OF JUNE 30, 1996 AND  
1995**

Section 11

Regent Letica moved and Regent Clifton seconded that the Board of Regents receive and place on file the University's audited 1995-96 Consolidated Financial Statements.

Motion carried.

**.5139M 1995-96 GENERAL FUND BUDGET MANAGEMENT REPORT**

Section 12

Regent Letica moved and Regent Stephens seconded that the Board of Regents receive and place on file the 1995-96 General Fund Budget Management Report.

Motion carried.

**.5140M 1995-96 AUXILIARY FUND BUDGET MANAGEMENT REPORT**

Section 13

Regent Letica moved and Regent Clifton seconded that the Board of Regents receive and place on file the 1995-96 Auxiliary Fund Budget Management Report.

Motion carried.

**.5141M      1995-96 GENERAL FEE REPORT**

Section 14

Regent Letica moved and Regent DeMattia seconded that the 1995-96 General Fee Report be placed on file.

Motion carried.

**.5142M      EDUCATIONAL POLICIES COMMITTEE MONTHLY REPORT**

Section 15

Regent Pursell moved and Regent Clifton seconded that the Board of Regents receive and place on file the Educational Policies Committee agenda for September 17, 1996, and the minutes of May 21, 1996.

Motion carried.

**.5143M      POLICY: INFORMATION TECHNOLOGY SECURITY AND  
CONFIDENTIALITY**

Section 16

Regent Pursell moved and Regent Stephens seconded that the Board of Regents approve the Information Technology Security and Confidentiality Policy.

Motion carried.

**.5144M      FACULTY AFFAIRS COMMITTEE MONTHLY REPORT**

Section 17

Regent Thomas moved and Regent Clifton seconded that the Board of Regents receive and place on file the Faculty Affairs Committee agenda for September 17, 1996, and the minutes of May 21, 1996.

Motion carried.

**.5145M      STUDENT AFFAIRS COMMITTEE MONTHLY REPORT**

Section 18

Regent Pursell moved and Regent Stephens seconded that the Board of Regents receive and place on file the Student Affairs Committee agenda for September 17, 1996, and the minutes of May 21, 1996.

Motion carried.

**.5146M      COLLECTIVE BARGAINING AGREEMENT WITH THE  
AMERICAN ASSOCIATION OF UNIVERSITY  
PROFESSORS**

Section 19

Regent DeMattia moved and Regent Clifton seconded that the Board of Regents approve the Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors and that the President of the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

Motion carried.

**.5147M      PRESIDENT'S ANNUAL SALARY COMPENSATION**

Section 20

Regent DeMattia moved and Regent Clifton seconded that the Board of Regents extend the President's employment contract through June 30, 2000, and establish the President's annual base salary at One Hundred Sixty-two Thousand Five Hundred dollars effective June 30, 1997.

Motion carried.

**.5148M      MEETING ADJOURNED**

The meeting was adjourned at 2:37 p.m.

Dana C. Aymond, Secretary, Board of Regents