

1993

Board of Regents Meeting Materials, June 22, 1993

Eastern Michigan University

Follow this and additional works at: <http://commons.emich.edu/regentsminutes>

Recommended Citation

Eastern Michigan University, "Board of Regents Meeting Materials, June 22, 1993" (1993). *Board of Regents Meeting Materials*. 98.
<http://commons.emich.edu/regentsminutes/98>

This Article is brought to you for free and open access by the University Archives at DigitalCommons@EMU. It has been accepted for inclusion in Board of Regents Meeting Materials by an authorized administrator of DigitalCommons@EMU. For more information, please contact lib-ir@emich.edu.

Eastern Michigan University
BOARD OF REGENTS

Index of the Regular Meeting of the Board of Regents, June 22, 1993.

	<u>Page No.</u>
.4722M	1993-94 Auxiliary Fund Operating Budget.....8
.4721M	1993-94 General Fund Operating Budget.....8
.4720M	1993-94 Tuition and Registration Fees
.4723M	Bond Authorization Resolution--Refinancing Existing University Debt.....9
.4708M	Consent Agenda.....4
.4725M	Construction Managers.....10
.4713M	Construction Projects Progress Report.....6
.4726M	Educational Policies Committee Monthly Report.....10
.4716M	Faculty Appointments.....6
.4718M	Faculty Promotions.....7
.4717M	Faculty Tenure.....6
.4719M	Finance Committee Monthly Report.....7
.4712M	Grants/Contracts Report.....5
.4711M	Internal Audit Report.....5
.4706M	Minutes of May 25, 1993.....1
.4724M	Scholarship Occupancy Requirements.....9
.4715M	Separations/Retirements.....6
.4714M	Staff Appointments.....6
.4709M	Student Affairs Committee Monthly Report.....5
.4710M	Treasurer's Report.....5

EASTERN MICHIGAN UNIVERSITY
Board of Regents

Official minutes of the June 22, 1993, Board of Regents meeting.

The regular meeting of the Eastern Michigan University Board of Regents was called to order by Chair Robert A. DeMattia at 1:30 p.m. in Room 201 Welch Hall, Ypsilanti, Michigan.

Chair DeMattia asked Secretary Reid for an attendance roll call.

The Board members present were:

Chair Robert A. DeMattia
Regent Frederick Blackmon
Regent James Clifton
Regent Philip A. Incarnati
Regent Mara Letica
Regent Carl D. Pursell
Regent Gayle P. Thomas

The Board members absent were:

Regent Anthony A. Derezinski

Members of the Administration present were:

President William Shelton
Executive Vice President Roy Willbanks
Provost and Vice President Ronald Collins
Acting Vice President Patrick Doyle
Vice President Laurence Smith
Secretary to the Board of Regents and
Executive Associate to the President Juanita Reid

.4706M Minutes of May 25, 1993

Regent Clifton moved and Regent Incarnati seconded that the minutes of the May 25, 1993, regular meeting of the Board of Regents be approved.

Motion Carried.

.4707M COMMUNICATIONS

Chair DeMattia announced that there were two requests to address the Board and that the one-half hour for communications would allow approximately 15 minutes for each speaker.

Ms. Jacquie Brock, representing Huron Restoration Alumni Chapter, requested that the Board reconsider and reinstate the Huron name and logo. Ms. Brock reported that a scholarship would be awarded this fall by the Huron Restoration Alumni Chapter to an EMU Native American Student.

Chair DeMattia thanked Ms. Brock for her remarks.

Mr. Bob Bennett, representing Huron Restoration Alumni Chapter, requested that the Board reconsider and reinstate the Huron name and logo.

Chair DeMattia thanked Mr. Bennett for his remarks.

PRESIDENT'S REPORT

Today, I'm going to use the President's Report as the time to discuss several economic issues which the Board will be considering. Although they have been discussed in detail at the Finance Committee earlier today, I want to summarize some of the reasons and the guiding principles and assumptions in the recommendations. As most institutions of higher education, economic issues have required much of our attention at Eastern over the last months and years. To demonstrate the national implications of the challenge, headlines have appeared in various educational and business publications regarding the economic challenges facing higher education institutions. I want to acknowledge, however, that the State of Michigan has fared better overall than most of its sister states again on the issue of support and even though we have had flat appropriations recently we have moved up as a State in terms of national rankings for support of public higher education.

Today, we are presenting to the Board three action items for your consideration. The first Board action is to increase student tuition by approximately \$100 per semester for lower division courses. The second action is to adopt the 1993-94 General Fund Operating Budget which reflects a 3.9 percent increase over the current year. The third proposal is to adopt the 1993-94 Auxiliary Fund Operating Budget totalling approximately \$28 million.

I want to focus my remarks on the first two Board actions, since the Auxiliary Fund Operating Budget was discussed adequately earlier today. Although George Johnston shared with the Finance Committee and those in attendance each action in detail, I want to share with you the principles and assumptions upon which these proposed actions are based. As with each budget process for the last three years, we initially defined guiding principles. This year we had four principles that served as direction in our budget hearings and in the final budget being presented today. The first budget principle is: The University will operate with a balanced budget. This principle was declared by our Board of Regents several years ago. The administration will present to you today a balanced budget. I think that it may be helpful to review the major expense categories of a higher education institution to give you some idea. We have taken information on the 15 Michigan campuses

and broken them down by percentage of instruction, research, public service, academic support, student service, institutional support, etc., as defined by the Higher Education Institutional Data Inventory (HEIDI). The data show the total expenditures of an institution by categories. We are very pleased that Eastern's instructional category is one of the larger budget items. On the other hand, under plant operations and maintenance, Eastern spent less (percentage wise) than many of its sister institutions. These are the components of the total expenditures of the University and how they compare with our sister institutions in Michigan. The decisions on the percentage of expenditures were based on the unique needs and missions of the different institutions.

The second principle is: Based on existing programs, the University will maintain or increase current staffing levels. As I have publicly stated recently at the Senate Higher Education Appropriations Subcommittee hearings, we can no longer ask our faculty and staff to do more with less. As the data clearly indicate, Eastern Michigan University faculty and staff are leaders in our State in terms of productivity. The faculty to student ratio at Eastern is 21:1 compared to the State average of 15:1. The administrative staff to student ratio is 43:1 and the State average is 25:1. This budget proposal recommends a slight increase in staff positions and 10 new faculty positions. We do not believe that we can continue to deliver the programs and services currently offered at this institution with fewer staff positions. Indeed, we believe we need more faculty and staff.

The third principle is: Survival is not sufficient. This concept started about three years ago. The University will continue to improve the quality of its programs and services. We are not interested in maintaining the status quo, but rather we are continually seeking to improve quality within the programs and services and facilities of the institution. The following is a summary of what the proposed budget will do:

- 1) Provide increased support for scholarship and assistantships for students.
- 2) Provide funding for critically needed program improvements, which were discussed in detail at the Finance Committee.
- 3) Provide additional faculty positions, specifically 10 new positions.
- 4) Provide for modest improvements in the compensation of our faculty and staff.

As you know, we are currently engaged in collective bargaining with four unions on our campus, and a fifth union has a wage reopener. While these negotiations are in the early stages, it has been the administration's position that job security is a priority of these

negotiations. As I commented about Principle Number Two, we have worked diligently to maintain or even increase staffing levels at the University. In addition to the job security priority, we also want to provide some modest improvement in compensation to acknowledge the continued and dedicated efforts of our faculty and staff. We have a provision in this proposed budget to address this issue in some way.

There are other items on the list. I will not go into the details other than, for example, Continuing Education shows a \$350,000 increase in expenditures but also generates a corresponding revenue stream of \$350,000. The Corporate Education Center has actually shown a reduction, and Utility Contractual Agreements are already built in.

Principle Number Four, states: Any increase in tuition should not represent an insurmountable barrier to student access. The proposed increase in cost is lower than most of our sister institutions in terms of tuition and fees. Approximately ten of the institutions are very near completion of their increased tuition and fees for this year. The column on the right (reference overhead transparency), represents the increase in dollar amounts and Eastern shows a \$197 increase in lower division, undergraduate tuition that will place us third from the bottom in terms of tuition increases, with ranges exceeding \$300 down to \$170. We believe that this increase in tuition will not represent an insurmountable barrier to our students. In addition, there will be an increase of approximately \$20 million in student financial aid available next year. Courtney McAnuff, Associate Vice President of University Marketing and Student Affairs, estimates that an additional three-thousand students will be eligible to participate in financial aid next year.

Finally, we believe that Eastern is providing a quality education at a very reasonable expenditure per student and we are extremely efficient in the delivery of education. As of 1991 there were approximately \$6,000 to support the education of every student at Eastern Michigan University. That amount is a combination of tuition, state appropriation and other revenues at the institution. The State average is \$9,935 per student, which in effect says for \$4,000 less than the State average, we have delivered a quality, accredited education for the 26,000 students who attend Eastern Michigan University. We believe that this is accomplished as a result of the dedicated efforts of faculty and staff and their productivity (20:1 student ratio for faculty and 43:1 student ratio for administrative staff). We believe that this is an indication of the commitment that the faculty and staff continue to make at our institution. We would gladly welcome a support level of \$10,000 per student as is the State average, but in the absence of that level of State support, the efforts of our faculty and staff continue to provide a quality educational experience. The support of the Board is respectfully requested on each of these items today. As they are presented for your consideration, we will respond to any individual questions.

Chair DeMattia thanked President Shelton.

.4708M CONSENT AGENDA

Regent Incarnati moved and Regent Clifton seconded that the Consent Agenda be approved as presented.

Motion Carried.

Chair DeMattia announced that the Regular Agenda be changed to allow the Student Affairs Committee Monthly Report to be the first item because Regent Letica had to leave the meeting early.

.4709M STUDENT AFFAIRS COMMITTEE MONTHLY REPORT

Section 18

Regent Letica moved and Regent Pursell seconded that the Student Affairs Committee Agenda for June 22, 1993, and the Minutes of May 25, 1993, be received and placed on file.

Motion Carried.

Regent Letica commented that though the Board does not respond to speakers during the communications section of the agenda, the scholarship being set up by the Huron Restoration Alumni Chapter is a wonderful idea and reconciliation is definitely in order.

Regent Letica excused herself from the Board meeting at 2:10 p.m..

.4710M TREASURER'S REPORT

Section 1

Regent Incarnati moved and Regent Clifton seconded that the Treasurer's report for the month of May 1993, be received and placed on file.

Motion Carried.

.4711M INTERNAL AUDIT REPORT

Section 2

Regent Incarnati moved and Regent Clifton seconded that the Internal Auditor's Activity Report for the month of June 1993, be received and placed on file.

Motion Carried.

.4712M GRANTS/CONTRACTS REPORT

Section 3

Regent Incarnati moved and Regent Clifton seconded that the 24 grants and contracts totaling \$455,560 for the month of May 1993, be accepted.

Motion Carried.

.4713M CONSTRUCTION PROJECTS PROGRESS REPORT

Section 4

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents receive and place on file the Construction Projects Progress Report for the month of June 1993.

Motion Carried.

.4714M STAFF APPOINTMENTS

Section 5

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve four staff appointments.

Motion Carried.

DATE: June 22, 1993
 BOARD REPORT FOR: 6/22/93
 ALPHABETICAL LISTING WITHIN
 CLASSIFICATION LEVEL WITHIN
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

APPOINTMENTS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Bretting, Michael	Health, Physical Education, Recreation and Dance	AP-13	Academic Department Head	7/01/93	\$ 67,000	100	W	M	Appointment
Massingill Jr., John	Coatings Research Institute	AP-13	Director Coatings Research Institute	5/01/93	\$ 76,000	100	W	M	Appointment
Hardin, Ralph	Student Accounting	CS-04	Customer Service Representative	5/10/93	\$ 15,334	100	B	M	Appointment
Tisdale, Camille	Leadership & Counseling	CS-03	Secretary	5/18/93	\$ 13,811	100	W	F	Appointment

DATE: June 22, 1993
 BOARD REPORT FOR: 6/22/93
 ALPHABETICAL LISTING WITHIN
 CLASSIFICATION LEVEL WITHIN
 EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY
 CURRENT PERSONNEL MASTER FILE

RETIREMENTS/
 SEPARATIONS

NAME	DEPARTMENT	RANK/ CLASS	JOB TITLE	EFFECTIVE DATE	PAY RATE	APPT %	RACE	SEX	REASON FOR CHANGE
Buzes, Thomas	Marketing	Assoc	Associate Professor	4/21/93	\$ 54,469	100	W	M	Other Position
Wright, Eleanor	English	Assoc	Associate Professor	6/30/93	\$ 40,861	100	W	F	Retiring
Witczak, Andrea	Fine Arts	Asst	Assistant Professor	4/27/93	\$ 29,463	100	W	F	Personal
Callahan, Cathleen	Athletics	AC-12	Assistant Head Coach-Women's Basketball	6/30/93	\$ 28,519	100	W	F	Non Renewal of Contract
Bradley, Mike	Athletics	AC-10	Assistant Coach-Wrestling	6/01/93	\$ 15,519	100	B	M	Non Renewal of Contract
Romano, Maria	University Apartments	PI-05	Manager University Apartments	4/30/93	\$ 19,342	100	W	F	Other Position

.4715M SEPARATIONS/RETIREMENTS
 Section 6
 Regent Incarnati moved and Regent Clifton seconded that the Board of Regents
 approve six separations and retirements.
 Motion Carried.

.4716M FACULTY APPOINTMENTS

Section 7

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve 19 new tenure-track faculty appointments.

Motion Carried.

FACULTY HIRING REPORT

NAME	RACE/ SEX	RANK	SALARY	DEPARTMENT	SPECIALIZATION
Cooper	John NM	ASST	32,000	CTA	Audio/Video Production
Crawford	Bruce BM	ASST	32,000	Teacher Education	Ed Media and Technology
Darling	Lawrence NM	ASST	39,000	Industrial Technology	Construction
Davis	Judy Foster BF	ASST	50,500	Marketing and Law	Marketing
Eckerson	Joan WF	ASST	36,000	RPERD	Sports Medicine
Geltner	Beverley WF	ASSC	42,000	Leadership and Counseling	Ed Leadership
Gooden	John BM	ASST	35,500	Leadership and Counseling	Ed Leadership
Grovogui	Siba BM	ASST	33,000	Political Science	Comparative/International
Hackman	Donald NM	ASST	35,500	Leadership and Counseling	Ed Leadership
Haddad	Carol WF	ASSC	48,000	Interdisciplinary Technology	MLS position
Kadushin	Abraham NM	IRST	32,000	HECR	Interior Design
Karle	Patrick WM	ASST	33,000	English	Public Relations
Morton	Teresa WF	ASST	34,000	Biology	Microbial Physiologist
Heff	Heather BF	ASST	32,500	English	Minority Literature
Pratt	Charlotte BF	ASSC	48,000	HECR	Dietetics
Saker	Marilyn WF	ASST	33,000	Music	Theory and Literature
Salamat	T. Mimi WF	ASST	33,000	Special Education	Audiologist
Snyder	Donald NM	ASST	34,500	Chemistry	Polymers
Stanforth	Rancy WF	ASST	35,000	HECR	Fashion Merchandising

TOTAL: 19
FEDELE: 10 (52.6%)
BLACK: 6 (31.6%)
MINORITY: 6 (31.6%)

NEW FACULTY APPOINTMENTS, 1993-94

<u>Name</u>	<u>Race</u>	<u>Sex</u>
-------------	-------------	------------

<u>Cooper, John</u>	W	M
---------------------	---	---

Assistant Professor, Department of Communication and Theatre Arts, effective August 25, 1993, at an academic year salary of \$32,000.

Education

Ph.D.	Bowling Green State University, 1992
M.A.	University of Michigan, 1982
B.S.	Miami University of Ohio, 1977

Experience

1992	Defiance College, Defiance, OH
1989-92	Bowling Green State University, Bowling Green, OH
1985	University of Michigan, Ann Arbor, MI
1984-85	University of Detroit, Detroit, MI

<u>Crawford, Bruce</u>	B	M
------------------------	---	---

Assistant Professor, Department of Teacher Education, effective August 25, 1993, at an academic year salary of \$32,000*.

Education

Ph.D. Program	Kansas State University
M.A.	University of Alabama, 1983
B.S.	Stillman College, 1979

Experience

1990-present	Manhattan High School, Manhattan, KS
1991-present	Kansas State University, Manhattan, KS
1979-90	West Blocton High School, West Blocton, AL
1986-87	Stillman College, Tuscaloosa, AL

*Assumes completion of Ph.D. If doctorate is not completed by hire date, salary will be \$29,500.

NEW FACULTY APPOINTMENTS, 1993-94

-2-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Darling, Lawrence</u>	W	M
Instructor, Department of Industrial Technology, effective August 25, 1993, at an academic year salary of \$39,000.		

Education

M.S.	Eastern Michigan University, 1992
B.S.	Eastern Michigan University, 1991
A.E.	Lawrence Technological University, 1972

Experience

1991-present	Eastern Michigan University, Ypsilanti, MI
1988-91	O'Neal Construction, Inc., Ann Arbor, MI
1986-88	Ohio Building Restoration Co., Toledo, OH
1980-86	Greenwell-Cashero Co. Inc., Detroit, MI
1978-80	University of Michigan, Ann Arbor, MI
1969-78	McNamee, Porter & Seeley, Ann Arbor, MI

<u>Davis, Judy Foster</u>	B	F
---------------------------	---	---

Assistant Professor, Department of Marketing and Law, effective August 25, 1993, at an academic year salary of \$50,500*.

Education

Ph.D. Program	Michigan State University
M.A.	Michigan State University, 1986
B.A.	Howard University, 1982

Experience

1988-present	Michigan State University, E. Lansing, MI
1987-88	Baker, Abbs, Cunningham and Klepinger Advertising, Birmingham, MI
1986-87	United Cable TV, Royal Oak, MI

*Assumes completion of Ph.D. If doctorate is not completed by hire date, salary will be \$48,000.

NEW FACULTY APPOINTMENTS, 1993-94

-3-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Eckerson, Joan</u>	W	F
Assistant Professor, Department of Health, Physical Education, Recreation and Dance, effective August 25, 1993, at an academic year salary of \$36,000.		
<u>Education</u>		
M.A.	California State University-Fresno, 1989	
B.S.	Kearney State College, 1987	
<u>Experience</u>		
1992-present	Lincoln-Lancaster County Health Department, Lincoln, NE	
1990, 91	Nebraska Wesleyan University, Lincoln, NE	
1989-present	University of Nebraska-Lincoln, Lincoln, NE	

<u>Geltner, Beverley</u>	W	F
Associate Professor, Department of Leadership and Counseling, effective August 25, 1993, at an academic year salary of \$42,000.		
<u>Education</u>		
M.B.A.	Michigan State University, 1983	
Ph.D.	University of Michigan, 1981	
M.A.	University of Michigan, 1967	
B.A.	University of Toronto, 1960	
<u>Experience</u>		
1989-present	Oakland University, Rochester, MI	
1972-89	Southfield Public Schools, Southfield, MI	
1970-72	Garden City Schools, Garden City, MI	
1960-63	Toronto Board of Education, Toronto, Canada	

NEW FACULTY APPOINTMENTS, 1993-94

-4-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Gooden, John Stanford</u>	B	M
Assistant Professor, Department of Leadership and Counseling, effective August 25, 1993, at an academic year salary of \$35,500.		
<u>Education</u>		
Ed.D.	University of Massachusetts, 1993	
M.A.	City College of New York, 1977	
B.A.	Delaware State College, 1972	
<u>Experience</u>		
1991, 92	West Virginia State College, Institute, WV	
1988-90	Northfield Mt. Hermon School, Northfield, MA	
1979-88	Fieldston School, Riverdale, NY	
<u>Grovoqui, Siba</u>	B	M
Assistant Professor, Department of Political Science, effective August 25, 1993, at an academic year salary of \$33,000.		
<u>Education</u>		
Ph.D.	University of Wisconsin, 1988	
M.A.	University of Wisconsin, 1984	
Lic.	Institut Polytechnique Gamal Abdel Nasser, Conakry, Guinea, 1979	
Dip.	Ecole Nationale d'Administration Conakry, Guinea, 1976	
<u>Experience</u>		
1992	Loyola College, Baltimore, MD	
1990-91	University Gamal Abdel Nasser, Conakry, Guinea	
1989-90	University of Michigan, Ann Arbor, MI	
1988	Macalester College, St. Paul, MN	
1982	Commission Nationale des Licenes et Contrats, Conakry, Guinea	

NEW FACULTY APPOINTMENTS, 1993-94

-5-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
-------------	-------------	------------

<u>Hackmann, Donald</u>	W	M
-------------------------	---	---

Assistant Professor, Department of Leadership and Counseling, effective August 25, 1993, at an academic year salary of \$35,500.

Education

Ed.D.	University of Missouri-Columbia, 1983
Sp.Ed.	University of Missouri-Columbia, 1981
M.A.	Northeast Missouri State University, 1977
B.S.Ed.	Northeast Missouri State University, 1976

Experience

1989-present	Center School District No. 58, Kansas City, MO
1986-89	Rolla School District No. 31, Rolla, MO
1983-86	Farmington School District R-7, Farmington, MO

<u>Haddad, Carol</u>	W	F
----------------------	---	---

Associate Professor, Department of Interdisciplinary Technology, effective August 25, 1993, at an academic year salary of \$48,000.

Education

Ph.D.	University of Michigan, 1989
M.S.	University of Massachusetts, 1976
B.A.	Wayne State University, 1972

Experience

1992-present	Eastern Michigan University, Ypsilanti, MI
1991-present	Wayne State University, Detroit, MI
1990-91	American Society for Training and Development, Alexandria, VA
1978-90	Michigan State University, E. Lansing, MI

NEW FACULTY APPOINTMENTS, 1993-94

-6-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Kadushin, Abraham</u>	W	M

Instructor, Department of Human, Environmental and Consumer Resources, effective August 25, 1993, at an academic year salary of \$32,000.

Education

M.Arch.	University of Michigan, 1973
B.S. (Arch.)	City College of New York, 1972

Experience

1990-present	Eastern Michigan University, Ypsilanti, MI
1975-present	Kadushin Associates, Ann Arbor, MI
1974-75	The Urban Collaborative, Detroit, MI
1974	Giffels Associates, Southfield, MI

<u>Karle, Patrick</u>	W	M
-----------------------	---	---

Assistant Professor, Department of English Language and Literature, effective August 25, 1993, at an academic year salary of \$33,000.

Education

M.F.A.	University of Arizona, 1982
B.A.	Eastern Washington University, 1979

Experience

1988-present	Seton Hall University, South Orange, NJ
1987-88	University of North Dakota, Grand Forks, ND
1986-present	Patrick Karle Associates, Morris Plains, NJ
1982-86	IBM, Inc., Boca Raton, FL

NEW FACULTY APPOINTMENTS, 1993-94

-7-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Morton, Teresa</u>	W	F
Assistant Professor, Department of Biology, effective August 25, 1993, at an academic year salary of \$34,000.		
<u>Education</u>		
Ph.D.	Medical College of Virginia, Virginia Commonwealth University, 1992	
M.S.	Eastern Michigan University, 1988	
B.S.	Eastern Michigan University, 1984 .	
<u>Experience</u>		
1988-92	Medical College of Virginia, Virginia Commonwealth University, Richmond, VA	
1984-88	University of Michigan, Ann Arbor, MI	
<u>Neff, Heather</u>	B	F
Assistant Professor, Department of English Language and Literature, effective August 25, 1993, at an academic year salary of \$32,500.		
<u>Education</u>		
Ph.D.	Universitat Zurich, 1990	
Lic.	Universitat Zurich, 1987	
B.A.	University of Michigan, 1978	
<u>Experience</u>		
1990-92	University of the Virgin Islands, St. Croix, VI	
1990-91	St. Joseph High School, St. Croix, VI	
1989-90	Swissair Professional School, Kloten, Switzerland	
1987-90	Shell Oil of Switzerland, Zurich	
1986-87	Condor Film Productions, Zurich	
1985-90	Hull School of Modern Languages, Zurich	
1982-83	Group Hospitalization and Medical Services, Inc., Washington, D.C.	
1981-82	Investors' Diversified Services, Detroit, MI	
1978-79	Random House Publishing Corporation, Detroit, MI	

NEW FACULTY APPOINTMENTS, 1993-94

-8-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
-------------	-------------	------------

<u>Pratt, Charlotte</u>	B	F
-------------------------	---	---

Associate Professor, Department of Human, Environmental and Consumer Resources, effective August 25, 1993, at an academic year salary of \$48,000.

Education

Ph.D.	University of Minnesota, 1985
M.S.	University of Minnesota, 1980
B.S.	University of Ghana, 1976

Experience

1992-present	Michigan State University, E. Lansing, MI
1984-92	Virginia Polytechnical Institute and State University, Blacksburg, VA

<u>Saker, Marilyn</u>	W	F
-----------------------	---	---

Assistant Professor, Department of Music, effective August 25, 1993, at an academic year salary of \$33,000.

Education

Ph.D.	University Wisconsin-Madison, 1992
M.Mus.	Southern Methodist University, 1983
B.Mus.	University of Wisconsin-Superior, 1981

Experience

1989-present	Northern Michigan University, Marquette, MI
1988-89	Iowa State University, Ames, IA
1985-88	University of Wisconsin, Madison, WI
1983-85	University of Wisconsin, Superior, WI
1983	Stonewall Jackson Elementary School, Dallas, TX

NEW FACULTY APPOINTMENTS, 1993-94

-9-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Salamat, T. Mimi</u>	W	F
Assistant Professor, Department of Special Education, effective June 14, 1993, at an academic year salary of \$33,000.		
<u>Education</u>		
M.Ed.	Central State University, 1980	
B.S.	University of Tehran, 1977	
<u>Experience</u>		
1992-present	William Beaumont Hospital, Royal Oak, MI	
1992-present	Private Practice	
1991-92	St. John Hospital and Medical Center, Detroit, MI	
1991	University of Michigan, Ann Arbor, MI	
1989-91	Oakwood Hospital, Dearborn, MI	

<u>Snyder, Donald</u>	W	M
Assistant Professor, Department of Chemistry, effective August 25, 1993, at an academic year salary of \$34,500.		
<u>Education</u>		
Ph.D.	Purdue University, 1980	
B.S.	University of Pittsburgh, 1974	
<u>Experience</u>		
1987-present	Purdue University, Lafayette, IN	
1987-92	Pennsylvania State University, York, PA	
1985-present	Armstrong World Industries, Lancaster, PA	
1980-85	Virginia Chemicals, Inc., Portsmouth, VA	
1981-85	Thomas Nelson Community College, Hampton, VA	

NEW FACULTY APPOINTMENTS, 1993-94

-10-

<u>Name</u>	<u>Race</u>	<u>Sex</u>
<u>Stanforth, Nancy</u>	W	F

Assistant Professor, Department of Human, Environmental and Consumer Resources, effective August 25, 1993, at an academic year salary of \$35,000.

Education

M.S.

Oklahoma State University, 1974

B.S.

South Dakota State University, 1972

Experience

1990-93

Ohio State University, Columbus, OH

1989-90

Kansas State University, Manhattan, KS

.4717M FACULTY TENURE

Section 8

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve the granting of tenure to: Enos Greer Massie, Assistant Professor in the Department of Social Work; Jerry Robbins, Dean of the College of Education; James Riley, Head of the Department of Teacher Education; Thomas Harden, Dean of the College of Technology; and Michael Bretting, Head of the Department of Health, Physical Education, Recreation and Dance (HPER&D).

Motion Carried.

ATTACHMENT A

ARTICLE XV. EVALUATION CRITERIA AND PROCEDURES FOR REAPPOINTMENT, TENURE, PROMOTION, GRADUATE FACULTY STATUS AND TRIENNIAL EVALUATION OF TENURED FACULTY

396 D. Schedule of Evaluations for Probationary Appointments: Reappointment Tenure

397 Evaluations of probationary Faculty Members shall be conducted consistent with the following schedule:

INITIAL APPOINTMENT Rank	EVALUATION SCHEDULE YEAR						
	1	2	3	4	5	6	7
PROFESSOR	I1	FR/T2	I	F/T3			
ASSOCIATE	I	I	FR/T	I	F/T		
ASSISTANT	I	I	F4	FR/T	I	F/T	
INSTRUCTOR	I	I	F	I	FR/T	I	F/T

1. I Instructional Effectiveness and Service Evaluation
2. FR/T Full Evaluation: Reappointment/Tenure
3. F/T Full Evaluation/Final Tenure Decision
4. F Full Evaluation

398 A Faculty Member's rank at initial appointment shall determine the evaluation schedule for Full and Interim evaluations.

1992 - 93 PROMOTION RECOMMENDATIONS FOR 1993 - 94

Name	College	Department	From	To
SEMES CLOVIS E	Arts and Sciences	African-American Studies	ASSC	PROF
MILLETTI MARIA	Arts and Sciences	Chemistry	ASST	ASSC
ABDULLAH DEWAN A	Arts and Sciences	Economics	ASST	ASSC
ALLEN NANCY J	Arts and Sciences	English Language and Literature	INST	ASST
ARRINGTON PHILLIP K	Arts and Sciences	English Language and Literature	ASSC	PROF
DENNING KEITH	Arts and Sciences	English Language and Literature	ASST	ASSC
DYE JEAN E	Arts and Sciences	English Language and Literature	ASSC	PROF
FLANAGAN BRENDA	Arts and Sciences	English Language and Literature	ASSC	PROF
NORTON ALEXANDRA	Arts and Sciences	English Language and Literature	ASST	ASSC
SHICHTMAN MARTIN B	Arts and Sciences	English Language and Literature	ASSC	PROF
KISOR DOUGLAS R	Arts and Sciences	Fine Arts	ASSC	PROF
RUBENFELD RICHARD	Arts and Sciences	Fine Arts	ASSC	PROF
RUIZ REYNALDO	Arts and Sciences	Foreign Languages and Bilingual Studies	ASSC	PROF
MEHURON KATE	Arts and Sciences	History and Philosophy	ASST	ASSC
AHLBRANDT GISBLA	Arts and Sciences	Mathematics	ASSC	PROF
CHATTOPADHYAY RITA	Arts and Sciences	Mathematics	ASSC	PROF

.4718M FACULTY PROMOTIONS

Section 9

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents accept the report pertaining to the promotion of 42 faculty to the academic ranks set forth in the report.

Motion Carried.

1992 - 93 PROMOTION RECOMMENDATIONS FOR 1993 - 94

Name	College	Department	From	To
GARDINER CHRISTOPHER J	Arts and Sciences	Mathematics	ASSC	PROF
PARRY WALTER R	Arts and Sciences	Mathematics	ASSC	PROF
SHISKOWSKI KENNETH M	Arts and Sciences	Mathematics	ASSC	PROF
TAYEH CARLA	Arts and Sciences	Mathematics	ASST	ASSC
WARREN BETTE	Arts and Sciences	Mathematics	ASSC	PROF
PEDERSEN GARY	Arts and Sciences	Music	ASST	ASSC
ZIRK WILLARD D	Arts and Sciences	Music	ASSC	PROF
BRACKNEY BARBARA E	Arts and Sciences	Psychology	ASSC	PROF
KHAN ZAFAR	Business	Accounting	ASST	ASSC
OKOPNY D ROBERT	Business	Accounting	ASSC	PROF
DEFEBAUGH SANDRA J	Business	Marketing	ASST	ASSC
FULLERTON SAMMY D	Business	Marketing	ASSC	PROF
SAUBER MATTHEW H	Business	Marketing	ASSC	PROF
ESTEVA JUAN	Business	Finance and Computer Information Systems	ASST	ASSC
KHORSHID Wafa	Business	Finance and Computer Information Systems	ASST	ASSC
POLAKOW VALERIE	Education	Teacher Education	ASSC	PROF
MOYER STEVE W	Education	Health, Physical Education, Recreation and Dance	ASSC	PROF

1992 - 93 PROMOTION RECOMMENDATIONS FOR 1993 - 94

Name	College	Department	From	To
HOODIN RONALD B	Education	Special Education	ASSC	PROF
HANSEN RUTH ANN	Health and Human Services	Associated Health Professions	ASSC	PROF
HILLEGAS KATHLEEN B	Health and Human Services	Nursing Education	ASST	ASSC
MASSIE ENOS GREER	Health and Human Services	Social Work	ASST	ASSC
LIN SU-CHEN JONATHAN	Technology	Industrial Technology	ASSC	PROF
BECK MARY CLARE	Learning Resources & Technologies	Learning Resources and Technologies, Librarians	ASSC	PROF
BULLARD RITA JEAN	Learning Resources & Technologies	Learning Resources and Technologies, Librarians	ASST	ASSC
COGAN SARAH W	Learning Resources & Technologies	Learning Resources and Technologies, Librarians	INST	ASST
EWELL EDNA	Learning Resources & Technologies	Learning Resources and Technologies, Librarians	INST	ASST

TOTAL 42

FACULTY PROMOTIONS COSTS

ACADEMIC UNIT	FROM RANK	TO RANK	#	COSTS
-----	-----	-----	-----	-----
ARTS & SCIENCES	INST -	ASST	1	900
	ASST -	ASSC	7	9,800
	ASSC -	PROF	16	28,800
			-----	-----
		24	39,500	
BUSINESS	INST -	ASST	0	0
	ASST -	ASSC	4	5,600
	ASSC -	PROF	3	5,400
			-----	-----
		7	11,000	
EDUCATION	INST -	ASST	0	0
	ASST -	ASSC	0	0
	ASSC -	PROF	3	5,400
			-----	-----
		3	5,400	
HEALTH & HUMAN SERVICES	INST -	ASST	0	0
	ASST -	ASSC	2	2,800
	ASSC -	PROF	1	1,800
			-----	-----
		3	4,600	
TECHNOLOGY	INST -	ASST	0	0
	ASST -	ASSC	0	0
	ASSC -	PROF	1	1,800
			-----	-----
		1	1,800	
LR&T	INST -	ASST	2	1,800
	ASST -	ASSC	1	1,400
	ASSC -	PROF	1	1,800
			-----	-----
		4	5,000	
		-----	-----	
		42	67,300	

1993 FACULTY PROMOTION RECOMMENDATIONS

COLLEGE AND RANK SUMMARY

COLLEGE	ASSISTANT	ASSOCIATE	PROFESSOR	TOTAL
COAS	1	7	16	24
COB	-	4	3	7
COE	-	-	3	3
COHHS	-	2	1	3
COT	-	-	1	1
LR&T	2	1	1	4
TOTAL	3	14	25	42

.4719M FINANCE COMMITTEE MONTHLY REPORT

Section 10

Regent Incarnati moved and Regent Clifton seconded that the Working Agenda for June 22, 1993, and the minutes for May 25, 1993, be received and placed on file.

Motion Carried.

.4720M 1993-94 TUITION AND REGISTRATION FEES

Section 11

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve the tuition rate (charge per credit hour) increase in accordance with the following schedule, effective with the Fall 1993 semester:

<u>Course Level]</u>	<u>1992-93</u> <u>Rate</u>	<u>1993-94</u> <u>Rate</u>	<u>Increase</u> <u>Per Credit</u> <u>Hour</u>	<u>Percentage</u> <u>Increase</u> <u>Per FYES *</u>
for Residents:				
#100 - #200	\$ 76.50	\$ 82.75	\$ 6.25	7.8%
#300 - #400	81.50	88.50	7.00	8.3
#500 & above	110.00	120.00	10.00	8.8
for Non-Residents:				
#100 - #200	\$196.00	\$212.00	\$16.00	8.0%
#300 - #400	206.00	224.00	18.00	8.6
#500 & above	258.00	281.00	23.00	8.8

* Full-year-equated student, defined as 31 credit hours for undergraduates, 24 credit hours for masters and 16 credit hours for doctoral students.

Regent Incarnati further moved that the surcharge for doctoral students be maintained at 25 percent of the credit hour charge and that the registration fee be maintained at the current rates, \$40 for each of the fall and winter semesters, and \$30 for each of the spring and summer terms.

Motion Carried.

.4721M 1993-94 GENERAL FUND OPERATING BUDGET

Section 12

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve the 1993-94 General Fund Operating Budget in the amount of \$124,990,092.

Regent Pursell commented on the seriousness of deferred maintenance issues in the State. He asked the Board to consider future discussions with the Governor and other legislators given the recent lifting of the bonding cap, the capital outlay for new buildings, and a projected flat appropriation for the next three years. Regent Pursell stated that deferred maintenance is a state-wide problem and not just an Eastern problem. He praised Bill Smart, director of plant operations and university development, and the buildings and grounds staff on doing an outstanding job with scarce resources. Regent Pursell encouraged the Board to consider looking at other sources of additional funding especially if the State does not take action on deferred maintenance in the next couple of years.

Chair DeMattia thanked Regent Pursell for his comments and announced that a study committee on deferred maintenance issues will be formed and headed by Regent Pursell to review the issues and make recommendations to the Board. Chairman DeMattia agreed that deferred maintenance is a problem both within the state and the nation.

Motion Carried.

.4722M 1993-94 AUXILIARY FUND OPERATING BUDGET

Section 13

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve the 1993-94 Auxiliary Fund Operating Budget with gross revenue of \$28,856,168, expenses of \$28,632,378 and net of \$223,790.

Regent Pursell, commented on the parking revenue trends that appeared to be decreasing. He suggested that the Parking Committee and other appropriate staff review the revenue trends, the rate structure and the overall parking on campus for recommendations on addressing the campus parking problems.

Chair DeMattia asked President Shelton to have the Parking Committee submit a report to the Board.

President Shelton asked Acting Vice President Doyle to comment on the role of the Parking Committee.

Acting Vice President Doyle responded that the Parking Committee was not involved in discussions on parking operations but that the entire University parking operations had been reviewed and the results would be shared with the Board.

Regent Pursell asked how policy was implemented at the University.

President Shelton responded that each divisional vice president brings recommended policy to the cabinet for discussion and review and then recommendations for approval of policy are submitted to the Board. President Shelton reminded the Board that faculty and staff are not charged for parking per the bargaining agreements. President Shelton

indicated to the Board that a report on parking would be presented at the next board meeting.

Motion Carried.

**.4723M BOND AUTHORIZATION RESOLUTION--REFINANCING EXISTING
UNIVERSITY DEBT**

Section 14

Regent Incarnati moved and Regent Clifton seconded that the Resolution of the Board of Regents of Eastern Michigan University authorizing the issuance and delivery of refunding bonds and providing for other matters relating thereto be approved.

Regent Incarnati commented that it would be appropriate that Acting Vice President Doyle explain the intent of the resolution.

Acting Vice President Doyle explained that the resolution was recommended so that in the event an economic window of opportunity should occur regarding rates, the University can refund its 1991 debt. The threshold of executing the bonding would be net present value savings in the range of \$250,000 which is approximately 2 percent of the existing bonds.

Regent Incarnati commented that the Finance Committee was comfortable with the plan in terms of the refinancing.

Chair DeMattia commented that the requested Board action shows foresight in looking at a possible window of opportunity and being prepared to act.

Motion Carried.

.4724M SCHOLARSHIP OCCUPANCY REQUIREMENTS

Section 15

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents modify the University General Fund Scholarship criteria to require students who receive Presidential, Regents, Recognition of Excellence and full-ride Athletic Grants-In-Aid to live in the residence halls for their first two years at Eastern Michigan University.

Chair DeMattia asked why the modification to the scholarship criteria only addressed the first two years and not all four years.

Regent Incarnati responded that the two-year recommendation was discussed at the Finance Committee meeting and determined that in order to remain competitive with other universities, it was best to avoid requiring four-year residency for scholarship recipients.

Chair DeMattia asked for a clarification on which students would be impacted--athletes only or other students as well.

Courtney McAnuff, Associate Vice President for University Marketing and Student Affairs, responded that the requirement was for all students receiving the stated scholarships.

Chair DeMattia voiced concerns about the residence halls occupancy rates.

Regent Blackmon responded that he shared Chair DeMattia's concerns about residence halls occupancy rates but understood the sensitivity to remaining competitive with other institutions. Regent Blackmon indicated that he believed the two-year residency requirement was a reasonable first step.

Chair DeMattia asked if there was additional discussion and hearing none, called for the vote.

Motion Carried.

.4725M CONSTRUCTION MANAGERS

Section 16

Regent Incarnati moved and Regent Clifton seconded that the Board of Regents approve a revised qualified construction managers listing that includes Christman Construction Services, Turner Construction Company, A. J. Etkin Construction Company, Barton Malow Company, O'Neal Construction Incorporated, and Walbridge Aldinger. These firms can be utilized as determined by the administration to assist in the management of the Facility Plan Projects.

Regent Incarnati reported that at the Finance Committee meeting, the administration was asked to perform a financial due diligence analysis on the new firms and to periodically review all firms on the approved list.

Motion Carried.

.4726M EDUCATIONAL POLICIES COMMITTEE

Section 17

Regent Thomas moved and Regent Clifton seconded that the Educational Policies Committee Agenda for June 22, 1993, and the Minutes of May 25, 1993, be received and placed on file.

Motion Carried.

Chair DeMattia asked if there were other matters to be brought before the board.

Regent Incarnati commended the administration, faculty, and staff for their response to the challenge of preparation and ultimate approval of the 1993-94 budget. He also commended Internal Auditor, Peter Witker, on his election as president of the Toledo Chapter of the Institute of Internal Auditors.

Regent Pursell asked about the EMU Foundation fundraising efforts.

Executive Vice President Wilbanks indicated that preliminary figures show the 1992-93 fiscal year to be the second best fundraising year in the history of the University with a 20 percent growth rate over last year's goal and a 40 percent growth rate over the last two years.

Chair DeMattia extended congratulations on the successful fundraising efforts and commented on the difficult financial times and decisions being made and presented to the Board by the administration on cuts in programs and personnel, and tuition increases. He stated that the discussions showed concern for the students, faculty, and the overall well-being of the University. Regent DeMattia further commented that with limited dollars, the administration had come to the table with a great plan to keep the University within a balanced budget and to keep the University moving forward. He extended appreciation to President Shelton for his leadership in these endeavors.

Chairman DeMattia asked for a motion to adjourn.

Regent Incarnati moved and Regent Clifton supported that the meeting adjourn.

Motion Carried.

The meeting was adjourned at 2:38 p.m.

Respectfully submitted,