

1990

Board of Regents Meeting Materials, October 24, 1990

Eastern Michigan University

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EASTERN MICHIGAN UNIVERSITY

Board of Regents

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EASTERN MICHIGAN UNIVERSITY
Board of Regents

Official minutes of October 24, 1990.

The meeting was called to order by Chairman Burton at 11:03 a.m.

Chairman Burton asked Secretary Juanita Reid for an attendance roll call.

The Board members present were:

Chairman John Burton
Regent James Clifton
Regent Anthony Derezinski
Regent Thomas Guastello
Regent Richard Robb
Regent William Simmons
Regent Geneva Titsworth

There were no Board members absent.

Administration present:

President William Shelton
Executive Vice President Roy Wilbanks
Provost Ronald Collins
Vice Presidents Janet Pichette and Laurence Smith
Secretary to the Board and Executive Associate to the
President Juanita Reid

.4262M PRELIMINARY MINUTES

Section A

Regent Simmons moved and Regent Robb seconded that the minutes of the Regular Meeting of September 25, 1990, be approved.

Motion Carried.

COMMUNICATIONS

Chairman Burton asked Secretary Reid if there were any requests to speak before the Board under the Communications portion of the meeting.

Section B

Dennis Preston, a representative of the Faculty AD HOC Committee, addressed the Board of Regents on Eastern Michigan University's use of the O'Connor and Hannan lobbying firm. The Faculty Ad Hoc Committee expressed opposition to the University's hiring of O'Connor and Hannan.

Chairman Burton thanked Mr. Preston for his presentation.

Dagny Rude, Lisa Samara, and Jeff Tarkington, representatives of the Lesbian Gay Bisexual Student Association, addressed the Board of Regents on the protest held October 22, 1990, and various concerns they had on minority issues.

Chairman Burton thanked Ms. Rude, Ms. Samara, and Mr. Tarkington for their presentations.

PRESIDENT'S REPORT

Mr. Chairman and Regents, I want to begin my report today by recognizing one of our students at Eastern Michigan University. Approximately a week ago, my office received in the mail a check for \$2,000 from the Pepsi-Cola Company. The check represented a grant to the University for one of our minority scholarship programs. It was in recognition of the outstanding internship performed by Michael G. Dowdell. Michael is a senior majoring in marketing, a member of Alpha Phi Alpha Fraternity and the University Ambassadors, and was NAACP Greek of the Year. Michael also received a \$2,000 scholarship from Pepsi-Cola.

I question often if we are aware of the wonderful diversity of activities that occur in the life of the University. This is a dynamic, constantly evolving institution. Our faculty, staff, students, alumni, and friends all contribute to the broad and rich experiences of the University. In considering ways to share a representative sampling of the diversity of University life, I decided to review briefly several of the activities which I personally attended or participated in during the last three weeks. Certainly, this is not an inclusive listing of the literally hundreds of activities occurring on campus, but it may give you an idea about the life of the University.

Reception for our International Students. Approximately 1,050 students from other countries are enrolled in Eastern. This reception, sponsored by the Office of Foreign Student Affairs, provided a time for these students to meet each other and members of the faculty, staff, and community.

Handicapper Awareness Day. More than forty members of the Eastern AAUP and administration participated in a day of special challenges as we tried to carry out a regular daily schedule with one or two handicaps.

Honors Program. Students and faculty from the Honors Program met in the lobby of Jones Hall to talk about Honors courses to be offered in the spring. Dr. and Mrs. Barry Fish were honored at a reception before the program.

Community College Presidents Association. Our Corporate Education Center and Huron Golf Club hosted a meeting of the presidents of Michigan Community Colleges.

E-Club Scholar Athlete Awards. The Eastern E-Club hosted a luncheon for the scholar athletes from each of the varsity sports. The families of the scholar athletes were special guests at the luncheon.

Perspectives on Literacy Conference. Two academic departments hosted a conference on literacy which attracted a significant audience from the area.

Commission on Minority Affairs. The Commission met in the President's home to discuss plans for the year and welcome new members.

WEMU. The University's public broadcasting station, conducted a 5-day, on-air fundraiser which was most successful.

Women's Studies. The Women's Studies program sponsored a variety of programs with a special emphasis on women in science.

Campus Conference on Assessment. More than 110 members of the faculty and staff participated in a Campus Conference on Assessment.

Campaign of Champions. The Campaign of Champions dinner in Detroit attracted 225 attendees at a kickoff for our athletic fundraising effort.

Wade McCree Scholars. Faculty and staff from Eastern met with 24 Wade McCree Scholars and parents in Detroit at a reception and awards programs. The student-scholars are tenth graders who will receive scholarships to Eastern if they maintain high academic standards through their high school years.

Higher Education Week. The City and the Township passed resolutions acknowledging Higher Education Week at Eastern.

Eastern Honors Program. The Southeast Michigan National Honor Society students and advisors from 40 schools attended a one-day workshop on leadership at Eastern. The workshop was coordinated by the Eastern Honors Program.

Higher Education Week. Academic Affairs sponsored a breakfast and mini-lecture event as part of Higher Education Week. Nine faculty taught the mini-lectures attended by approximately 150 university and community members.

Women's Volleyball. The Women's Volleyball team set a school record by winning 20 consecutive games before enthusiastic home fans.

Multicultural Center. The Multicultural Center hosted a reception for its new director, Ms. Barbara Gentry.

Alumni. More than 50 alumni and friends attended the first meeting of the National Capital Area Alumni Chapter in Washington, DC.

Washtenaw Community College. Eastern participated in the 25th anniversary celebration of Washtenaw Community College.

As I noted earlier, this is not an exhaustive list by any means. At best, it does suggest the diversity which is so important in the life of an institution.

We are very fortunate at Eastern to have a campus community that is active and vibrant. And, in addition to all these activities, the best activity--the heart of our university--takes place in the classroom every day.

I am pleased to be associated with individuals who are providing leadership in keeping our University a place of true diversity.

I would also take just a moment to call your attention to Section 18 of today's Board agenda. This is the appropriations request for FY 92 which represents an increase of 8 percent over the current appropriation. The general fund operating expenditures for this year would be increased by 4.3 percent over the current budget. In addition, seven program revisions, plus support of the College of Business operations, total \$3,000,000. Consequently, the combined 1991-92 budget plan represents an increase of 7.1 percent. If we can successfully achieve an appropriations increase of 8 percent, we would be able to hold tuition to 6 percent next year.

Finally, I would remind the Board of the Celebration of Excellence and the many activities which will take place on Homecoming and Parents Day this Saturday. I would also call the Board's attention to the North Central Accreditation visit which will begin on Sunday and go through Wednesday of next week. Your participation in these various activities is welcomed.

Chairman Burton thanked President Shelton for his report and asked if there were any comments.

Regent Guastello had two questions regarding our lobby contract with O'Connor and Hannan. Mr. Ken McKanders, University attorney, addressed the Board answering Regent Guastello's questions. Namely, that the University's contract with the O'Connor and Hannan does not come before the Board of Regents for a vote when their contract is renewed.

Regent Guastello also commented on the Corporate Education Center and its connection with Radisson On The Lake and the Golf Course On The Lake. "Perhaps it would be appropriate to include Eastern Michigan University a little bit more than they have in the past."

Consent

Regent Derezinski moved and Regent Clifton seconded that the Consent Agenda be approved.

.4263M TREASURER'S REPORT

Section 1

Regent Derezinski moved and Regent Clifton seconded that the Treasurer's Report for the month of October, 1990, be received and placed on file.

Motion Carried.

.4264M INTERNAL AUDITOR'S REPORT

Section 2

Regent Derezinski moved and Regent Clifton seconded that the Internal Auditor's activity report for the month of October, 1990, be received and placed on file.

Motion Carried.

.4265M ENDOWMENT FUND PERFORMANCE FISCAL YEAR ENDED JUNE 30, 1990 REPORT

Section 3

Regent Derezinski moved and Regent Clifton seconded that the Endowment Fund Performance Fiscal Year Ended June 30, 1990, report be received and placed on file.

Motion Carried.

.4266M GRANTS/CONTRACTS REPORT

Section 4

Regent Derezinski moved and Regent Clifton seconded that the 19 Grants and Contracts totaling \$1,384,578 for October, 1990, be received and placed on file.

Motion Carried.

.4267M CONSTRUCTION PROJECT PROGRESS REPORT

Section 5

Regent Derezinski moved and Regent Clifton seconded that the Board of Regents receive and place on file the Construction Projects Progress Report for the month of October, 1990.

Motion Carried.

.4268M FIRST QUARTER GIFT INFORMATION REPORT

Section 6

Regent Derezinski moved and Regent Clifton seconded that gifts for the First Quarter of 1990-91 totaling \$303,727.35 be received and placed on file.

Motion Carried.

.4269M 1989-90 YEAR-END GIFT SUMMARY REPORT

Section 7

Regent Derezinski moved and Regent Clifton seconded that the Board of Regents receive and place on file the 1989-90 Year-End Gift Report.

Motion Carried.

.4270M FACULTY APPOINTMENTS

Section 8

Regent Derezinski moved and Regent Clifton seconded that the Board of Regents approve 4 new tenure-track faculty appointments at the ranks, salaries, and effective dates listed.

RECOMMENDATION

New Faculty

Race Sex

Burilovich, Linda

W F

Assistant Professor, Department of Accounting, effective January 2, 1991 at an academic year salary of \$56,000.

Education

M.S. Eastern Michigan University, 1980
B.S. Southwestern Union, 1972

Experience

1986 - 1989 Research Assistant, University of Michigan
1985 - 1986 Lecturer, Eastern Michigan University
1982 - 1985 Internal Revenue Service

Holman, Vashti Lewis

B F

Associate Professor, Department of Afro-American Studies, effective January 2, 1991 at an academic year salary of \$38,535.

Education

Ph.D. University of Iowa, 1981
M.A. University of Minnesota, 1959
B.A. Friends University, 1958

Experience

1986 - 1990 Northern Illinois University
1977 - 1987 University of Illinois at Chicago
1974 - 1976 University of Iowa

Jones, Frank

W M

Professor, Department of Interdisciplinary Technology,
effective August 29, 1990 at an academic year salary of
\$50,000.

Education

Ph.D. Duke University, 1962
A.B. Oberlin College, 1958

Experience

1983 - 1990 North Dakota State University
1978 - 1982 Cargill Inc.

Reinthal, Peter N.

W M

Assistant Professor, Department of Biology, effective
January 2, 1991 at an academic year salary of \$31,500.

Education

Ph.D. Duke University, 1987
M.S. Yale University, 1982
B.A. Reed College, 1978

Experience

1988 - Present Hunter College
1986 - 1987 Duke University

New Tenure-Track Faculty Members for 1990-91

<u>Arts and Sciences</u>	<u>Department</u>	<u>Rank</u>	<u>Degree</u>	<u>Salary</u>	<u>Sex</u>	<u>Race</u>
Bartle, Robert	Math	PROF	Ph.D.	\$46,000	M	W
Bevington, Ann-Marie	F. Lang	INST	Lic.	\$25,000	F	W
Capecci, John	CTA	ASST	M.A.	\$28,500	M	W
Cassidy, Cheryl	English	ASST	Ph.D.	\$30,000	F	W
Cerroni-Long, Elisabetta	Sociology	ASST	Ph.D.	\$31,300	F	W
Dunlap, Elaine	English	ASST	Ph.D.	\$30,500	F	W
Eisenbach, Jamin	Biology	ASST	Ph.D.	\$30,000	M	W
Esposito, Alfredo	Economics	ASST	M.A.	\$36,500	M	W
Figart, Deborah	Economics	ASST	Ph.D.	\$41,000	F	W
Fleischer, Cathy	English	ASST	Ph.D.	\$30,000	F	W
Hartmann, Donald	Music	ASST	M.S.	\$29,500	M	W
Holman, Vashti Lewis*	Afro-Amer	ASSC	Ph.D.	\$38,535	F	B
Howard, Arthur	Chemistry	ASSC	Ph.D.	\$39,000	M	W
Jones, Zenia	Comp Sci	INST	M.A.	\$26,000	F	W
Long, Roger	Hist/Phi	ASST	Ph.D.	\$28,000	M	W
Mason, James	Fine Arts	ASST	M.A.	\$26,500	M	W
Patrick, Louise R.	Music	ASSC	Ph.D.	\$37,300	F	W
Pierce, David	Music	ASST	Ph.D.	\$32,500	M	W
Pinson, James	English	ASST	M.A.	\$30,000	M	W
Ramanathan, Jayakumar	Math	ASSC	Ph.D.	\$37,500	M	A
Reinthal, Peter N.*	Biology	ASST	Ph.D.	\$31,500	M	W
Tehranipour, Aby	Comp Sci	ASSC	Ph.D.	\$48,000	M	W
Todd, James T.	Psych	ASST	Ph.D.	\$28,500	M	W
Tyler, Norman	Geo/Geogr	ASST	D.Arch	\$31,350	M	W
von Kluge, Silvia	Psychology	ASST	Ph.D.	\$29,200	F	W
Watson, Mary Ann	CTA	ASSC	Ph.D.	\$40,000	F	W
Woiike, David O.	Music	ASST	M.A.	\$29,300	M	W
Wojcik-Andrews, Ian	English	ASST	M.A.	\$30,000	M	W

TOTAL: 28

SEX: 11 Women, 17 Men

RACE: 10 White Women; 1 Black Woman; 16 White Men; 1 Asian Man

TOTAL SALARIES: \$921,485

AVERAGE SALARY: \$ 32,910

College of Business

Burilovich, Louise*	Accounting	ASST	M.S.	\$56,000	F	W
Kattelus, Susan C.	Accounting	ASST	Ph.D.	\$54,000	F	W
Kiss, Robert	Finance	ASST	MBA	\$51,000	M	W
Moeller, Susan	Accounting	ASSC	Ph.D.	\$53,000	F	W

TOTAL: 4

SEX: 3 Women, 1 Man

RACE: 3 White Women; 1 White Man

TOTAL SALARIES: \$158,000

AVERAGE SALARY: \$ 52,666

NEW FACULTY 1990

Department Rank Degree Salary Sex Race

College of Education

Collins-Eaglin, Jan	Teacher Ed	ASST	Ph.D.	\$34,000	F	B
French, Dorothea	Spec Ed	ASSC	Ph.D.	\$35,784	F	W
Halmhuber, Nancy	Spec Ed	ASST	Ph.D.	\$34,370	F	W
Harmon, Alison	Teacher Ed	ASST	Ed.D.	\$34,500	F	B
Hetrick, William	L & C	ASSC	Ed.D.	\$50,000	M	W
Kreger, Robert D.	Spec Ed	ASST	Ph.D.	\$35,784	M	W
Schatz, Kenneth	Spec Ed	ASST	M.A.	\$30,725	M	W
Wilson, Lorraine	Nursing Ed	ASSC	Ph.D.	\$43,500	F	W
Zelnik-Geldys, Suzanne	HPER & D	INST	M.A.	\$25,000	F	W

TOTAL: 9

SEX: 6 Women, 3 Men

RACE: 2 Black Women, 4 White Women; 3 White Men

TOTAL SALARIES: \$323,663

AVERAGE SALARY: \$ 35,963

College of Health & Human Services

Jones, Louise	HECR	ASST	Ph.D.	\$33,500	F	W
Nelson, Sandra Lee	Nursing Ed	ASST	M.S.	\$35,500	F	B
Shuster, Elizabeth	Social Work	ASST	M.A.	\$30,000	F	W

TOTAL: 3

SEX: 3 Women

RACE: 1 Black Woman, 2 White Women

TOTAL SALARIES: \$99,000

AVERAGE SALARY: \$33,000

College of Technology

Jones, Frank*	Indiscip Tech	PROF	Ph.D.	\$50,000	M	W
Rufe, Phillip	Ind ED	INST	M.S.	\$25,200	M	W
Tillman, Tracy	Ind Ed	ASST	Ph.D.	\$38,000	M	W

TOTAL: 3

SEX: 3 Men

RACE: 3 White Men

TOTAL SALARIES: \$113,200

AVERAGE SALARY: \$37,733

Motion Carried.

.4271M

APPOINTMENTS

Section 9

Regent Derezniski moved and Regent Clifton seconded that the Board of Regents approve 13 appointments.

APPOINTMENTS

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

DATE: October 11, 190
BOARD REPORT FOR: 10/11/90
ALPHABETICAL LISTING WITHIN RANK

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>%</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Gerlach, Kimberly	Health Service	PT05	Head Teacher	9/18/90	17,363	100	W	F	Appointment
Huard, Martha	Health Service	PT07	Staff Nurse	9/6/90	16,320	060	W	F	Appointment
Lowe, Carmen	Corporate Services	PT08	Program Coordinator	10/3/90	25,664	100	W	F	Appointment
Swanson, Karin	MPER&D	PT08	Dance Accompanist	9/10/90	32,611	100	W	F	Appointment
Collier, Sandra	Comp/Benefits	CC05	Sr Secretary	10/1/90	17,715	100	W	F	Appointment
Moore, Vicki	Controller's	CS04	Secretary II	10/1/90	15,677	100	W	F	Appointment
Short, Patricia	Student Accounting	CS03	Account Clerk	9/13/90	14,120	100	W	F	Appointment
Bechtol, Marvin	Grounds	FH12	Groundsperson	9/17/90	9,966	050	W	M	Appointment
Dalley, Richard	Custodial	FH06	Custodian	9/24/90	16,050	100	W	M	Appointment
Grant, Chris	Custodial	FH06	Custodian	9/4/90	8,025	050	W	M	Appointment
Mathew, Heather	Custodial	FH06	Custodian	9/17/90	16,050	100	W	F	Appointment
Norman, Larry	Custodial	FH06	Custodian	9/24/90	16,050	100	W	M	Appointment
Traskos, Douglas	Grounds	FH12	Groundsperson	9/17/90	19,932	100	W	M	Appointment

Motion Carried.

.4272M

SEPARATIONS

Section 10

Regent Dereziński moved and Regent Clifton seconded that the Board of Regents approve 3 separations.

DATE: October 11, 1990
BOARD REPORT FOR: 10/11/90
ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

SEPARATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>%</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR SEPARATION</u>
Jenkins, John	Athletics	AC16	Head Coach	10/5/90	18,000	100	W	M	Other Position
Walker, Alida	Univ Planning	PT08	Budget Analyst I	9/28/90	26,662	100	B	F	Other Position
Golas, Gary	Physical Plant	FH06	Custodian	10/2/90	8,025	050	W	M	Discharged

Motion Carried.

.4273M

CHANGES OF STATUS

Section 11

Regent Dereziński moved and Regent Clifton seconded that the Board of Regents approve 8 changes of status.

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

STATUS CHANGES

DATE: October 11, 1990
BOARD REPORT FOR 10/11/90
ALPHABETICAL LISTING WITHIN RANK

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>%</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Erwin, Michael	Career Services	AP12	Director Career Services	9/17/90	46,074	100	W	M	Acting Appointment
Johnson, Robbie	Student Teaching	AP13	Associate Dean	9/17/90	62,523	100	B	F	Title Change
Griffith, Timothy	Accounting	CS06	Senior Acct Splst	10/5/90	19,412	100	W	M	Working Out Of Class
Cook, Timothy	Custodial	FM06	Custodian	9/4/90	18,617	100	W	M	Lateral
Liebenow, David	Custodial	FM13	Driver/Warehouseperson	6/12/90	22,061	100	W	M	Reclassification
Hapler, Willie	Dining Services	FM06	Cook	9/24/90	18,617	100	B	F	Lateral
Roach, Brett	Custodial	FM06	Custodian	9/4/90	16,050	100	W	M	Lateral
Robbins, Dawn	Custodial	FM06	Custodian	9/10/90	18,617	100	W	F	Lateral

Motion Carried.

.4274M

LEAVES OF ABSENCE

Section 12

Regent Derezniski moved and Regent Clifton seconded that the Board of Regents approve 9 leaves of absence.

LEAVE OF ABSENCE

DATE: October 11, 1990
BOARD REPORT FOR: 10/11/90
ALPHABETICAL LISTING WITHIN RANK

EASTERN MICHIGAN UNIVERSITY
CURRENT PERSONNEL MASTER FILE

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RANK/ CLASS</u>	<u>JOB TITLE</u>	<u>START DATE</u>	<u>END DATE</u>	<u>PAY RATE</u>	<u>%</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON FOR CHANGE</u>
Campbell, Kathy	Accounts Payable	CS05	Account Specialist	9/10/90	10/5/90	17,886	100	W	F	Medical Leave
Captain, Sally	Leadership & Counseling	CS04	Secretary II	10/1/90	1/2/91	7,683	050	W	F	Personal Leave
Stark, Mary	Financial Aid	CS05	Account Specialist	9/4/90	10/6/90	10,037	050	W	F	Child Care Leave
Stocco, Linda	Employ/Affirm Action	CS05	Sr Personnel Clerk	8/14/90	10/31/90	18,057	100	W	F	Worker's Compensation
Beaton, Sally	Dining Services	FM06	Cook	9/4/90	9/1/91	18,617	100	W	F	Personal Leave
Davie, Gary	Physical Plant	FM21	Electrician	10/8/90	12/3/90	28,134	100	W	M	Personal Leave
Harris, Otis	Physical Plant	FM06	Custodian	8/10/90	8/29/90	18,617	100	B	M	Worker's Compensation
Jones, Sharon	Housing	FM06	Custodian	10/1/90	11/10/90	18,617	100	B	F	Worker's Compensation
Sands, Dennis	Custodial	FM06	Custodian	8/21/90	11/21/90	18,617	100	W	M	Personal Leave

Motion Carried.

.4275M FINANCE COMMITTEE MONTHLY REPORT

Section 13

Regent Simmons moved and Regent Derezinski seconded that the Working Agenda for October 24, 1990 be received and placed on file.

Motion Carried.

.4276M CONSTRUCTION MANAGEMENT REPORT

Section 14

Regent Simmons moved and Regent Robb seconded that recognizing the challenge to the Facility Committee and the existing Physical Plant staff of administering implementation of the Facility Plan, the administration recommends that qualified Construction Management firms be selected to assist in the management of the Facility Plan Projects.

Motion Carried.

.4277M SELECTION OF ARCHITECT: RYNEARSON RENOVATION

Section 15

Regent Simmons moved and Regent Clifton seconded that the Board of Regents extend the contract of Howard Needles Tammen & Bergendoff (HNTB) for architectural services related to the proposed renovation of Rynearson.

Motion Carried.

.4278M SELECTION OF ARCHITECT: MCKENNY RENOVATION

Section 16

Regent Simmons moved and Regents Derezinski and Robb seconded that the Board of Regents extend the contract of TMP Associates, Incorporated, for architectural services related to the proposed renovation of McKenny Union.

Motion Carried.

.4279M 1989-90 GENERAL FUND BUDGET MANAGEMENT REPORT

Section 17

Regent Simmons moved and Regent Robb seconded that the 1989-90 General Fund Budget Management Report be received and placed on file.

Motion Carried.

.4280M 1991-92 APPROPRIATION REQUEST

Section 18

Regent Simmons moved and Regent Robb seconded that the Board of Regents approve an appropriation request for FY92 of \$67.26 million, an increase of 8.0% over the FY91 appropriation of \$62.40 million.

Motion Carried.

.4281M 1990-91 ATHLETICS PAY FOR PERFORMANCE PROGRAM

Section 19

Regent Simmons moved and Regent Clifton seconded that the Board of Regents approve an Athletics' Pay for Performance Program budget equal to 5% of the total current salaries of coaches participating in the program. Individual increases are to be granted in accordance with established Pay for Performance guidelines, which provide for increases of varying percentages depending on the individual's salary placement within the salary range, and achievement by the individual of pre-established goals and objectives. A revised 1990-91 Athletic Coach salary schedule, effective September 1, 1990, also is included.

Regent Guastello requested a roll call vote. Regent Guastello voted no.

Motion Carried.

.4282M EDUCATIONAL POLICIES COMMITTEE

Section 20

Regent Robb moved and Regent Simmons seconded that the Educational Policies Committee Agenda for October 23, 1990, and the Minutes of September 24, 1990, be received and placed on file.

Motion Carried.

.4283M HONORARY DEGREES POLICY

Section 21

Regent Robb moved and Regent Simmons seconded that the Board of Regents approve the Honorary Degree Policy as follows:

"Eastern Michigan University recognizes excellence in service or vocation by awarding honorary degrees to deserving recipients present at commencements, inaugurations, and other special University occasions, in accordance with the mission and goals of the University."

Motion Carried.

.4284M COMMENCEMENT SPEAKERS POLICY

Section 22

Regent Robb moved and Regents Simmons and Titsworth seconded that the Board of Regents approve the Commencement Speakers Policy as follows:

"Eastern Michigan University recognizes excellence in service or vocation through the selection of commencement speakers in accordance with the goals and objectives of the University. The President of the University has the privilege of selecting the commencement speaker with the advice and consent of the Board of Regents."

Motion Carried.

.4285M ABSENCES FROM CLASS DURING RELIGIOUS HOLIDAYS POLICY

Section 23

Regent Robb moved and Regent Simmons seconded that the Board of Regents approve the Absences from Class During Religious Holidays Policy as follows:

"Eastern Michigan University recognizes the rights of students to observe religious holidays without penalty to the student."

Motion Carried.

.4286M DEAN'S LIST POLICY

Section 24

Regent Robb moved and Regent Clifton seconded that the Board of Regents approve the Dean's List Policy as follows:

"Each semester, undergraduate students who carry a minimum of ten credit hours with a scholarship index for the semester of 3.50 or above are recorded on the Honors (Dean's) List."

Motion Carried.

.4287M GRADUATE CERTIFICATE PROGRAM IN QUALITY TECHNOLOGY

Section 25

Regent Robb moved and Regent Simmons seconded that the Board of Regents approve the implementation of the Graduate Certificate Program in Quality Technology.

Motion Carried.

.4288M GRADUATE CERTIFICATE PROGRAM IN GERONTOLOGY

Section 26

Regent Robb moved and Regent Simmons seconded that the Board of Regents approve the implementation of the Graduate Certificate Program in Gerontology.

Motion Carried.

.4289M HONORARY DEGREE RECIPIENT(S) FOR DECEMBER 1990 COMMENCEMENT

Section 27

Regent Robb moved and Regent Simmons seconded that the Board of Regents approve the awarding of an honorary degree at the December 1990 Commencement to Dr. Blenda Wilson and Miss Helen McCalla.

A discussion was held noting that Dr. Wilson is Chancellor of The University of Michigan in Dearborn and that she is the commencement speaker. Also noted was Miss McCalla's dedicated service of more than 50 years to Eastern Michigan University and the Ypsilanti community.

Motion Carried.

.4290M STUDENT AFFAIRS COMMITTEE MONTHLY REPORT

Section 28

Regent Clifton moved and Regents Titsworth and Simmons seconded that the Student Affairs Committee Minutes of September 24, 1990, and the agenda for October 23, 1990 be received and placed on file.

Motion Carried.

.4291M FACULTY AFFAIRS COMMITTEE MONTHLY REPORT

Section 29

Regent Derezinski moved and Regents Titsworth and Simmons seconded that the Faculty Affairs Committee Agenda for October 24, 1990, and the Minutes of September 25, 1990, be received and placed on file.

Motion Carried.

.4292M PRESIDENT'S COMPENSATION

Section 30

Chairman Burton read the recommendation that the Board of Regents increase the President's salary by \$8,933.28 for the period October 24, 1990, through June 30, 1991. It is further recommended that the Board amend the base salary to \$113,400 effective July 1, 1991.

Regent Robb moved and Regent Simmons seconded that the recommendation be accepted. A discussion was held.

A roll call vote was taken.

Motion Carried.

The meeting adjourned at 11:45 a.m.

Respectfully submitted,