

1987

Board of Regents Meeting Materials, September 23, 1987

Eastern Michigan University

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

Recommended Citation

Eastern Michigan University, "Board of Regents Meeting Materials, September 23, 1987" (1987). *Board of Regents Meeting Materials*. 188.
<http://commons.emich.edu/regentsminutes/188>

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 Board of Regents Regular Meeting of September 23, 1987

	<u>PAGE</u>
.3551M	1986 and 1987 Gift Reports 6
.3558M	Addition of Health Maintenance Organizations (HMO'S) To Eastern Michigan University's Benefit Program. 7
.3562M	Appointments 8
.3571M	Approval of Candidates for Honorary Degrees. 28
.3553M	Audit of Federal Student Financial Aid Programs. 6
.3563M	Changes of Status. 24
.3575M	Committee on Operational Policies and Procedures - Monthly Report 30
.3554M	Conditions of the University for the Academic Year 1986-87 6
.3552M	Construction Projects Progress Report. 6
.3569M	Educational Policies Committee - Monthly Report. 27
.3556M	Elimination of Mandatory Retirement. 7
.3555M	Employee Exit/Termination Report 7
.3566M	EMU-AAUP Collective Bargaining Agreement 26
.3567M	EMU-UAW Local 1975 Collective Bargaining Agreement 27
.3550M	Endowment Fund Performance Report - Fiscal Year 1987 6
.3574M	Faculty Affairs Committee - Monthly Report 29
.3549M	Grants/Contracts 4
.3560M	Huron Center Entities. 8
.3548M	Internal Auditor's Reports 4
.3564M	Leaves of Absence. 25
.3559M	Legislative Update 8

		<u>Page</u>
.3572M	Naming of Room 110 Roosevelt as the Anita Fielder Room . .	28
.3557M	New Business Activity Administrative Guidelines.	7
.3565M	Purchase of Property - 137 N. Washington Street.	26
.3570M	Revision of Basic Studies Program.	28
.3568M	Student Affairs Committee - Monthly Report	27
.3573M	Three New Academic Programs.	29
.3547M	Treasurer's Report	3
.3561M	Weekly Appointment Vacancy Report.	8

EASTERN MICHIGAN UNIVERSITY

Board of Regents

Official minutes of regular meeting of September 23, 1987.

The Board meeting was called to order by Chairman Simmons at 11:00 a.m.

Chairman Simmons asked Secretary Wilbanks for an attendance roll call. The Board members present were:

William Simmons, Chairman
John Burton, Anthony A. Derezinski, Geraldine M. Ellington, Thomas Guastello, Richard N. Robb, Donald E. Shelton, and Geneva Y. Titsworth

Administration present:

President John W. Porter
Provost Ronald W. Collins
Vice Presidents: Robert J. Romkema, Laurence N. Smith and Roy Wilbanks

Chairman Simmons asked Secretary Wilbanks if anyone had requested in an official communication to speak before the Board. Secretary Wilbanks reported that no request had been received.

Chairman Simmons commented on the UAW Douglas A. Fraser Community Services Common Swift Award received by Regent John Burton. He announced that a reception honoring Regent Burton would be held at 1:30 p.m. in the Alumni Room.

Chairman Simmons asked for a motion to accept the preliminary minutes of the meeting of August 26, 1987. Regent Derezinski stated that a change on page 7, Section 7 should read Huron Shores Golf Course. Regent Titsworth moved and Regent Burton seconded that the minutes of August 26, 1987 be approved as amended to reflect that change in Section 7.

Motion carried.

Chairman Simmons asked President Porter for the President's Report.

The President's Report for September, 1987

The focus of the President's September report each year highlights opening day enrollments and attempts to focus upon some of the unique aspects of the new academic year. This month's report will be no exception and, hopefully, will contain, by publication time, nothing but good news about the opening of the 1987-88 academic year.

September 1987, to date, has been a most successful month for Eastern Michigan University. It began with an outstanding four-day Orientation Program for approximately 2,700 freshmen and their parents. More than 5,000 were assembled at one time in Bowen Field House to observe the opening session on Saturday, September 5.

The parents joined their sons and daughters for the home opening football game later in the evening and participated as part of a spirited crowd of more than 17,000 enthusiastic fans to watch the Hurons defeat the Youngstown State Penguins -- 34 to 20 -- to bring to a conclusion the first day of a wonderful Labor Day weekend.

The first week of classes were preceded by the EMU-AAUP vote on a faculty contract on Tuesday, September 8, which resulted in a 93 percent favorable vote for the three-year contract provisions.

As of the close of business on September 11, the number of students registered totaled 23,197 as compared to 20,813 at the same time in 1986 as shown in Exhibit I. If the number of registrations in September follow last year's trend, an additional 2,973 students will register, bringing the total to 24,479. Every effort is being made to contain the enrollment below 23,500 and a report of those actions will be presented to the Board of Regents in October.

Earlier enrollment information from around the state indicates that enrollment is up on all of the 15 state college and university campuses. Last year's report on the enrollments on the various campuses is attached as Exhibit II. Initial estimates indicate that Eastern will again capture approximately 9 percent of the state enrollment, compared to the target figure of 7 percent, which would be considered excellent.

Now that the appropriation, tuition and enrollments are in place, the most important issue to be resolved in September is the status of the 1987-88 budget in order that a formal budget can be adopted by the Board in October. Staff are busy putting together the necessary components for submission of the final budget plan.

In the interim, there are three important aspects of the 1987-88 budget which need to be reported for the public record:

First, is the General Fund Balance for 1986-87. The General Fund operations and year-end balance are summarized in Exhibit III. The total available fund balance for 1987-88 is \$1,129,320. However, it should be noted that in the 1986-87 approved budget, \$541,565 in the fund balance was reserved for allocation in 1987-88. That has now been included in the 1987-88 Continuation Budget. Accordingly, the unallocated fund balance available is \$587,755 (\$1,129,310 less \$541,565).

A detailed budget audit will be produced for an executive review later in the month and submitted to the Board of Regents in October.

Second, is the state appropriation schedule, which identifies that a total of \$56,664,711 will be received from the state during the University's fiscal year as shown in Exhibit IV. When this amount is added to anticipated tuition and several minor revenue sources, the total revenue for 1987-88 is estimated at \$87,843,113 (\$56,664,711 plus \$31,178,402 = \$87,843,113) resulting in an unallocated balance of \$3,362,938 as shown in Exhibit V. It is important to note that all wage increases, program improvements and above base requests will have to be funded within the \$3.36 million or program reductions will be necessary.

Third, is the status of the forward funding refinancing plan, which calls for the forward funding deficit to be eliminated by the 1990-91 fiscal year. I am very pleased to report that the first three years of the plan have resulted in a very favorable set of actual figures when compared to the estimates adopted in October 1985. Exhibit VI shows the proposed refinancing plan, while Exhibit VII shows the actual results after having allocated \$872,747 to the reserve contribution, \$500,000 to the sinking fund and anticipating \$197,000 in interest during 1987-88.

I have attached as Exhibit VIII an up-to-date report on the status of the several bonding projects authorized by the Board of Regents in July of 1986. I think you will find this progress report quite encouraging.

As President of the University, I am pleased that we have taken some significant steps toward "Expanding Quality" which is the theme of this final four-year plan of our Decade of Advancement. Those significant steps include (1) the instructional equipment plan, (2) the library automation plan, (3) the Children's Center, (4) adoption of the interim recommendations of the Minority Task Force, (5) competitive wage settlements, and (6) financing of several important University facilities projects, to name only a few.

The challenge for 1987-88 and beyond is to maintain the vigilance and to improve upon the areas that need to be strengthened. Sustaining success has always been a more difficult challenge for mankind than acquiring success. There is no question about the fact that the University is viewed throughout the state and nation as being successful in carrying out its mission. To maintain that image is the task that challenges the entire University community, faculty, staff, students, alumni and friends of the University.

It should be noted that all addendums are on file in the Secretary to the Board's Office.

CONSENT AGENDA

.3547M TREASURER'S REPORT

Section 1

Regent Titsworth moved and Regent Burton seconded that the Treasurer's Report be received and placed on file.

Motion carried.

.3548M INTERNAL AUDITOR'S REPORTS

Section 2

Regent Titsworth moved and Regent Burton seconded that the Internal Auditor's Report for the month of August be received and placed on file.

Motion carried.

.3549M GRANTS/CONTRACTS

Section 3

Regent Titsworth moved and Regent Burton seconded that the following 16 Educational Grants totaling \$583,632 for August, 1987 be accepted:

SUMMARIZATION
EDUCATIONAL

Group I

Grants and Contracts 100% Sponsor Funded

1. (new)
A grant from U.S. Department of Education in the amount of \$153,171 for "Bilingual Vocational Education Inservice Program".
2. (new)
A grant from U.S. National Institutes of Health in the amount of \$72,847 for "Group Based Political Participation of Black Elderly".
3. (continuing)
A grant from Wayne State University in the amount of \$63,500 for "Leadership Training for Trade Union Women and Minorities".
4. (new)
A grant from UAW-Ford National Development and Training Center in the amount of \$31,388 for "Pilot Project for Math and Language Improvement at the Ford Milan Plant".
5. (new)
A grant from Whirlpool Foundation in the amount of \$20,477 for "Evaluation of Shoreline Recession Berrien County, Michigan".
6. (new)
A grant from Michigan Corporation for Public Broadcasting in the amount of \$10,000 for "Montreux Detroit Jazz Festival".
7. (new)
A grant from Mesa Public Schools in the amount of \$3,850 for "Comprehensive Fleet Maintenance Seminar-Mesa".

8. (new)
A grant from Citizens Commercial and Savings Bank Charitable Trust in the amount of \$1,000 for "Michigan Agenda for Consumer Education".
9. (new)
A grant from Institute of Business Designers in the amount of \$500 for "IBD Student Competition".
10. (new)
A grant from Allstate Foundation in the amount of \$500 for "Michigan Agenda for Consumer Education".
11. (new)
A grant from San Bernadino City in the amount of \$350 for "TTSC-100051-PK San Bernadino".
12. (new)
A grant from State Savings Bank of Scottville in the amount of \$100 for "Michigan Agenda for Consumer Education".
13. (new)
A grant from Trenton Bank & Trust Company in the amount of \$100 for "Michigan Agenda for Consumer Education".

SUMMARIZATION
EDUCATIONAL

Group II

Grants and Contracts with EMU Cost Sharing

1. (new)
A grant from the U.S. Department of Education in the amount of \$56,221 plus \$47,729 In-Kind for "The Proficiency Movement and Technology: New Developments for Improved Instruction in Foreign Languages".
2. (new)
A grant from the U.S. Department of Education in the amount of \$93,769 plus \$9,003 In-Kind for "Partners for Opportunity Program".
3. (continuing)
A grant from the U.S. Department of Education in the amount of \$75,859 plus \$11,302 Cash Match and \$6,069 In-Kind for "Realizing the Potential of Microcomputers in the Chemistry Curriculum".

Motion carried.

.3550M ENDOWMENT FUND PERFORMANCE REPORT - FISCAL YEAR 1987

Section 4

Regent Titsworth moved and Regent Burton seconded that the Endowment Fund Performance Report for the Fiscal Year ending June 30, 1987 be received and placed on file.

Motion carried.

.3551M 1986 AND 1987 GIFT REPORTS

Section 5

Regent Titsworth moved and Regent Burton seconded that gifts for the months of January through June, 1987, totaling \$598,763, be received with appreciation. Further, it was moved that the 1986 Year End Report be received and placed on file.

Motion carried.

.3552M CONSTRUCTION PROJECTS PROGRESS REPORT

Section 6

Regent Titsworth moved and Regent Burton seconded that the Board of Regents receive and place on file the Construction Projects Progress Report for the month of August, 1987.

Motion carried.

.3553M AUDIT OF FEDERAL STUDENT FINANCIAL AID PROGRAMS

Section 7

Regent Titsworth moved and Regent Burton seconded that the following audit reports for the years ended June 30, 1986 and 1985 be received and placed on file:

- National Direct Student Loan Program
- College Work Study Program
- Supplemental Educational Opportunity Grants Program
- Pell Grant Program
- Guaranteed Student Loan Program

Motion carried.

.3554M CONDITIONS OF THE UNIVERSITY FOR THE ACADEMIC YEAR 1986-87

Section 8

Regent Titsworth moved and Regent Burton seconded that the report on Conditions of the University for the Academic Year 1986-87 be received and placed on file.

Motion carried.

.3555M EMPLOYEE EXIT/TERMINATION REPORT

Section 9

Regent Titsworth moved and Regent Burton seconded that the Employee Exit/Termination Report 1986 be received and placed on file.

Motion carried.

.3556M ELIMINATION OF MANDATORY RETIREMENT

Section 10

Regent Titsworth moved and Regent Burton seconded that the Board of Regents approve policy changes to effect the Federal Age Discrimination in Employment Act Amendments of 1986 which eliminate the mandatory retirement age for all staff employees. Tenured faculty are excluded from the Act through December 31, 1993, thus mandatory retirement for this group of employees remains at age 70; and, that the University maintain age 55 as the early retirement option. This action will allow those participants in the Supplemental Retirement Annuity (SRA) to withdraw their contributions upon termination from the University without incurring the early withdrawal penalty.

Motion carried.

.3557M NEW BUSINESS ACTIVITY ADMINISTRATIVE GUIDELINES

Section 11

Regent Titsworth moved and Regent Burton seconded that the Report on New Business Activity Administrative Guidelines be received and placed on file.

Motion carried.

.3558M ADDITION OF HEALTH MAINTENANCE ORGANIZATIONS (HMO'S)
TO EASTERN MICHIGAN UNIVERSITY'S BENEFIT PROGRAM

Section 12

Regent Titsworth moved and Regent Burton seconded that a joint management and union Benefits Review Task Force and Benefits Office proposal to add Health Maintenance Organizations (HMO's) as an option to the current Blue Cross and Blue Shield health care program be approved.

(1 abstention - Regent Derezinski)

Motion carried.

.3559M LEGISLATIVE UPDATE

Section 13

Regent Titsworth moved and Regent Burton seconded that the Board of Regents receive and place on file the report on Appropriations for Eastern Michigan University for 1987-88.

Motion carried.

.3560M HURON CENTER ENTITIES

Section 14

Regent Titsworth moved and Regent Burton seconded that the Board of Regents approve the following name changes relative to the Huron Center entities:

FROM:

TO:

Corporate Training Center
Huron Shores Golf Course

Corporate Education Center
Huron Golf Club

Motion carried.

.3561M WEEKLY APPOINTMENT VACANCY REPORT

Section 15

Regent Titsworth moved and Regent Burton seconded that the Bi-Weekly Appointment/Vacancy Report be approved.

Motion carried.

.3562M APPOINTMENTS

Section 16

Regent Titsworth moved and Regent Burton seconded that the following appointments be approved:

DEVINE, ELTON

Interim Associate Dean, College of Business, effective September 8, 1987
at an academic year salary of \$68,366.*

Education

Ph.D. - Louisiana State University, 1973
M.B.A. - University of Southern Mississippi, 1967
B.S. - University of Southern Mississippi, 1965

Experience

1976 - Present Eastern Michigan University
1973 - 1976 University of Nebraska at Omaha
1969 - 1972 Louisiana State University (Teaching as Grad. Asst.)
1968 - 1969 University of Southern Mississippi

QUINN, KATHLEEN

Acting Department Head, Special Education, effective September 8, 1987
at an academic year salary of \$48,250.*

Education

Ph.D. - University of Michigan, 1986
M.A. - Eastern Michigan University, 1968

Experience

1965 - Present Eastern Michigan University

REYNOLDS, JIM

Acting Department Head, English Language and Literature, effective
August 16, 1987 at an academic year salary of \$51,816.*

Education

Ph.D. - University of Michigan, 1968
M.A. - Western Reserve University, 1964
B.S.E.E. - Purdue University, 1959

Experience

1967 - Present Eastern Michigan University

APPOINTMENTS (Continued)

ROSS, HOWARD

Assistant Graduate Dean, The Graduate School, effective September 1, 1987 at an academic year salary of \$39,500.

Education

Ph.D. - Southern Illinois University, 1980
M.A. - University of Missouri-Columbia, 1978
M.A. - Southern Illinois University, 1976
B.A. - Saint Xavier College, 1974

Experience

1980 - 1987 Eastern New Mexico University

SHARIFI, MOHSEN

Acting Department Head, Accounting and Finance, effective September 8, 1987 at an academic year salary of \$66,028.*

Education

Ph.D. - Louisiana State University, 1975
M.B.A.- Louisiana State University, 1974
M.S.A.- Louisiana State University, 1972
B.S. - Tehran Business College, 1967

Experience

1981 - Present Eastern Michigan University
1980 - 1981 Mr. Ali Mostajaran
1976 - 1979 Tehran Business College
1975 - 1976 East Carolina University

JOHNSON, JUDITH

Associate Provost, Academic Affairs, effective September 2, 1987 at an annual year salary of \$63,000.

Education

Ph.D. - University of Michigan, 1969
M.A. - North Dakota State University, 1965
B.A. - Carleton College, 1956

Experience

1970 - present Eastern Michigan University
1966 - 1970 University of Michigan
1965 - 1966 Moorhead State College
1963 - 1965 North Dakota State University

* Administrative salaries calculated by annualization (133%) of faculty base salary for 1986-87.

APPOINTMENTS (Continued)

ADMINISTRATIVE STAFF

McKanders, Kenneth Andre

University Attorney, Office of the President, effective November 2, 1987
at an annual salary of \$58,000 for 1987-88.

Education

Michigan Bar Examination, 1978
J.D.D. - Wayne State University, 1977
B.A. - Michigan State University, 1972

Experience

1986 - Present Wayne County Community College
1978 - 1986 Wayne State University
1973 - 1978 Wayne County Recorders Court

<u>Staff</u>		<u>Race/ Sex</u>	<u>Biweekly</u>	<u>Effective</u>
Britton, Ernest PT-07 Campus Life Officer	Off. of Campus Life	B/M	\$ 824.10	08-03-87
Creamer, Deborah PT-06 Area Complex Director	Housing	W/F	\$ 661.66	08-10-87
Demetriou, Marios CS-04 Sr. Acct. Clerk (50%)	Payroll	B/M	\$ 242.83	08-17-87
Duncan, Theresa CS-03 Clerk	Accounting	B/F	\$ 445.51	08-10-87
Fristensky, Vickie CS-04 Supervising Clerk	McKenny Bookstore	W/F	\$ 485.65	08-31-87
Hartfield, Kerry FM-01 Food Service Attendant	Food Service	B/M	\$ 518.40	08-24-87
Hubbard, Monica CS-03 Clerk	Admissions	API/F	\$ 445.51	08-10-87
Pineau, Joseph PT-06 Area Complex Director	Housing	W/M	\$ 651.62	08-10-87
Soltman, Pamela CS-04 Secretary II	Univ. Mktg. Media	W/F	\$ 485.65	07-20-87
Sudak, Linda CC-05 Personnel Clerk	Employment/AA	W/F	\$ 539.00	08-10-87

APPOINTMENTSSupplemental (Additional work for faculty)

August, 1987

<u>Name</u>	<u>Rank</u>	<u>Account Numbers</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Adams, Leah	Professor	10605	Spring	\$ 550	5/7/87
	Professor	10650	Summer	525	6/22/87
Ahmad, Imtiaz	Professor	23104	Spring	1,370	6/1/87
	Professor	23104	Summer	1,370	7/1/87
	Professor	23104	Summer	1,096	8/1/87
Avedon, Barry	Professor	35054	Summer	2,500	7/27/87
Beginin, Igor	Professor	10605	Summer	1,725	8/17/87
Belskus, Albert	Associate	10605	Spring	200	5/16/87
Beltsos, Nicholas	Assistant	24010	Spring	250	5/4/87
Bennett, Normajean	Assistant	14475	Summer	3,784	6/29/87
Bigler, Mary	Associate	10730	Spring	1,921	6/15/87
Bird, Paul	Professor	10605	Summer	3,357	6/28/87
Bocklage, Christopher	Assistant	35054	Summer	2,500	7/27/87
Brabec, Michael	Associate	20080	Summer	7,064	6/29/87
Buckeye, Donald	Professor	10605	Spring	1,100	4/28/87
Camp, Richard	Associate	10550	Spring	69	5/27/87
	Associate	13930	Summer	750	7/16/87
Cavanaugh, Patric	D.H.,Prof	10605	Spring	1,100	6/8/87
Chew, Robert	Associate	10605	Spring	1,050	5/5/87
Compton, Gail	Professor	34054	Summer	1,000	7/13/87
Conley, James	Professor	23054	Spring	50	6/11/87
Contis, Ellene	Assistant	15420	Spring	150	5/4/87
	Assistant	15420	Winter	75	12/29/86
Crary, David	Assistant	12015	Summer	5,806	6/29/87
Danak, Jagdish	Associate	10550	Spring	276	6/26/87
Delprato, Dennis	Professor	10605	Summer	1,575	6/29/87
Easto, Patrick	Professor	10605	Summer	1,150	8/3/87
Eggers, Carter	Professor	10370	Summer	353	6/29/87
Evans, Gary	Professor	10605	Summer	1,150	8/3/87
	Professor	10605	Summer	1,150	8/3/87
	Professor	10605	Summer	1,150	8/3/87
	Professor	30327	Summer	1,500	7/1/87
	Professor	10605	Summer	3,375	6/29/87
	Professor	10420	Summer	1,041	6/29/87
Fenz, Emanuel	Professor	10605	Summer	6,328	8/1/87
	Professor	30333	Summer	1,607	6/14/87
	Professor	10605	Summer	6,328	6/13/86
	Professor	30363	Summer	2,461	6/13/87
Gardiner, Christopher	Assistant	10360	Summer	\$2,823	6/29/87
Garg, Ramesh	Professor	24010	Spring	325	6/1/87
Ginther, John	Professor	23305	Summer	4,748	6/15/87
Gordon, Norman	Professor	15420	Winter	525	12/29/87
Gore, David	Assistant	23302	Fall	1,500	12/19/87
Gousseff, James	Professor	10605	Spring	131	6/5/87
Gwaltney, Thomas	Professor	10605	Spring	1,100	5/4/87
	Professor	10605	Summer	2,200	7/1/87
	Professor	10605	Summer	1,150	8/3/87

APPOINTMENTS, Supplemental (continued)

<u>Name</u>	<u>Rank</u>	<u>Account Numbers</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Hill, Rodney	Professor	10370	Summer	347	6/29/87
Hoitash, Charles	Professor	15420	Winter	150	12/29/86
Holkeboer, Katherine	Professor	10420	Summer	3,520	6/29/87
	Professor	11140	Summer	3,520	6/29/87
Holoka, James	Professor	10340	Summer	3,453	6/29/87
Holmes, Peter	Professor	22902	Summer	8,547	6/29/87
Hubbard, John	Professor	13900	Summer	4,163	6/29/87
Huszco, Greg	Associate	10550	Summer	3,981	6/29/87
	Associate	16479	Summer	300	7/15/87
Iannaccone, Anthony	Associate	10370	Summer	3,122	6/29/87
Irwin, Martha	Professor	10605	Summer	100	6/22/87
Jackson, Dennis	Professor	10240	Summer	2,109	6/29/87
Jworski, Eugene	Professor	10605	Summer	2,475	6/29/87
Jennings, Gerald	Professor	10605	Spring	46	5/21/87
Johnson, David	Associate	10360	Summer	6,008	6/29/87
	Associate	10605	Spring	1,100	5/4/87
	Associate	10605	Wi/Sp	1,050	2/10/87
Kaufmann, Felix	Professor	14428	Spring	200	5/13/87
Kersten, Lawrence	Professor	10410	Summer	4,195	6/29/87
Kraft, Robert	Professor	35054	Summer	1,000	7/13/87
	Professor	14470	Summer	500	7/1/87
Lindenberg, Karen	Associate	23082	Summer	769	6/29/87
Liu, Stephen	Professor	15420	Winter	75	12/29/86
Martin, Nora	Professor	23037	Spring	300	5/12/87
McCracken, Sally	Professor	10420	Summer	1,109	6/29/87
McElya, Mitchel	Professor	35054	Summer	1,250	7/13/87
McFadden, Emily	Associate	23207	Spring	1,200	6/25/87
	Associate	23257	Spring	750	5/16/87
McManus, John	Assistant	35054	Summer	2,000	7/13/87
	Assistant	10605	Summer	1,150	7/2/87
Meyer, Earl	Assistant	23163	Wi/Sp	2,000	3/16/87
Monsma, Charles	Professor	10390	Summer	5,119	6/29/87
	Professor	23083	Summer	7,755	6/29/87
Moore, John	Professor	20352	Summer	8,593	6/29/87
Moore, Pamela	Instructor	10255	Summer	2,657	6/29/87
Moss, Gordon	Professor	23020	Summer	7,844	6/29/87
Moss, Walter	Professor	10605	Summer	3,703	7/30/87
	Professor	30329	Summer	1,234	7/30/87
Neeb, Leon	Associate	10605	Spring	\$1,100	5/7/87
	Associate	10605	Summer	1,050	6/16/87
Ojala, Carl	Professor	14475	Summer	4,248	6/29/87
Ohren, Joseph	Associate	23082	Summer	1,197	6/29/87
PaDelford, Harold	Professor	23163	Wi/Sp	2,500	3/16/87
Palmer, Benjamin	Professor	16450	Summer	3,872	6/19/87
Pearson, Donald	Professor	24018	Summer	3,510	8/3/87
	Professor	24108	Summer	2,340	6/22/87
Phillips, Donald	Professor	15629	Summer	750	6/29/87
Pisoni, John	Associate	10605	Summer	2,875	7/8/87
Plank, Max	Professor	15190	Summer	1,630	6/29/87
Porter, James	Associate	20419	Summer	7,991	6/29/87
Prince, John	Associate	10370	Summer	2,236	6/29/87

APPOINTMENTS, Supplemental (continued)

<u>Name</u>	<u>Rank</u>	<u>Account Numbers</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Ramsay, Ogden	Professor	13910	Summer	9,045	6/29/87
Rankin, Joanne	Professor	10360	Summer	8,134	6/29/87
	Professor	23305	Summer	6,258	6/15/87
Rankin, Joseph	Associate	10410	Summer	3,316	6/29/87
Reed, Russell	Professor	15210	Summer	1,738	6/29/87
Reese, Laura	Assistant	10390	Fall	207	9/29/86
Remp, Ann	Associate	15420	Winter	75	12/29/86
	Associate	15420	Fa/Wi	375	8/27/86
Riccinto, Leonard	Associate	15200	Summer	1,675	6/29/87
Richmond-Abbot, Marie	Professor	10605	Summer	150	7/24/87
Rittenhouse, Robert	Associate	20355	Summer	3,245	6/29/87
Roth, Richard	Associate	14480	Summer	3,929	6/29/87
Rubinfeld, Richard	Associate	10300	Summer	3,190	7/20/87
Saunders, Ronald	Associate	33087	Winter	400	1/31/87
Scott, Ronald	Professor	23256	Summer	4,937	6/29/87
Sims, Marvin	Instructor	1605	Summer	2,209	6/29/87
Spitz, Edward	Professor	15420	Winter	150	12/29/87
Staal, Arie	Professor	15420	Fall	75	8/27/86
Stevens, Kenneth	Associate	10420	Summer	2,601	6/29/87
Stevens, Suzanne	Professor	10605	Summer	1,100	7/67/87
Szabo, Edward	Professor	10370	Summer	2,673	6/29/87
Thalhofer, Nancy	Assistant	10410	Summer	3,556	6/29/87
Trochet, Paul	Professor	16041	Summer	3,655	6/29/87
VanVoorhees, Florence	Associate	23210	Winter	4,075	3/1/87
Wainscott, V. Jean	Assistant	10240	Summer	\$1,313	6/29/87
Ward, Robert	Professor	10605	Summer	2,475	6/28/97
Warren, Bruce	Professor	13520	Summer	8,307	6/29/87
	Professor	13520	Annual	600	6/30/87
	Professor	23027	Spring	150	6/17/87
	Professor	23257	Spring	2,625	5/26/87
	Professor	23257	Spring	2,625	5/26/87
Warren, Patricia	Professor	13520	Summer	4,228	6/29/87
	Professor	23037	Summer	4,228	6/29/87
	Professor	13520	Annual	1,200	6/29/87
	Professor	23207	Spring	600	6/20/87
	Professor	23207	Spring	200	6/17/87
Weeks, John	Professor	23055	Winter	1,360	3/1/87
	Associate	15420	Spring	375	5/4/87
Westrum, Ronald	Associate	15420	Winter	225	12/29/87
	Professor	35054	Summer	1,250	7/20/87
Williston, Judith	Professor	10605	Summer	2,362	6/28/87
	Associate	15420	Fa/Wi/Sp	150	8/27/86
Wittke, Reinhard	Professor	10605	Summer	8,419	6/25/87
	Professor	30350	Summer	1,000	6/24/87
Work, Stewart	Professor	16041	Summer	4,496	6/29/87
	Professor	10605	Summer	1,100	7/10/87
Yahrmatter, Arthur	Professor	10605	Spring	92	5/15/87
	Professor	10605	Summer	2,156	6/29/87
Yost, Mary Ida	Professor	20370	Summer	2,156	6/29/87

GRADUATE ASSISTANTS FOR FISCAL YEAR 1987-88

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizenship</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
353244	Abbott, Lisa	F/W	Michigan	Teacher Ed	Fa/Wi	full	\$3800
415048	Adams, Nedra	F/W	Michigan	CTA	Fa/Wi	full	\$3800
563837	Akagi, Hatsue	F/AP	Japan	Physics	Fa/Wi	full	\$4000
564693	Alhaidar, Hassan	M/AP	Syria	Chemistry	Fa	half	\$ 950
563443	Allen, Wendy	F/W	Michigan	Music	Fa/Wi	full	\$4000
564937	Aragon, Alejandro	M/H	Costa Rica	Psych: Holmes' Proj	Su/Fa/Wi	full	\$950/\$3800
534883	Badanowski, Rachel	F/W	Michigan	Grad Deans' Office	Fa/Wi	full	\$3800
382423	Bartley, Christopher	M/W	Michigan	Biology	Fa/Wi	full	\$3800
562709	Bass, Shirley	F/8 ¹	Michigan	Counseling Services	Fa/Wi	full	\$4000
555712	Baublis, Joseph	M/W	Michigan	Biology	Fa/Wi	full	\$3900
376639	Beanum, Kim	F/8 ²	Michigan	Biology	Fa/Wi	full	\$3900
564445	Benedict, Robert	M/W	Michigan	Physics	Fa/Wi	full	\$3800
359719	Bird, Laura	F/W	Michigan	CTA	Fa/Wi	half	\$1900
900640	Blankenship, Sharon	F/W	Michigan	English	Fa/Wi	full	\$3800
377158	Blashfield, Boyd	M/W	Michigan	CTA	Fa/Wi	full	\$3800
16 563113	Bocklage, Judy	F/W	Michigan	Geography	Fa/Wi	full	\$3800
385919	Bowman, Laura	F/W	Michigan	Rec/IM	Fa/Wi	full	\$3800
565100	Brenner, Karl	M/W	Michigan	English	Fa/Wi	full	\$3800
106056	Brillhart, Patricia	F/W	Michigan	HECR	Fa/Wi	full	\$3800
567221	Brodman, Robert	M/W	Michigan	Biology	Fa/Wi	full	\$3800
194849	Buczowski, Paul	M/W	Michigan	English/JNL	Fa/Wi	full	\$3800
565893	Burton, Michael	M/W	Michigan	Teacher Ed	Fa/Wi	full	\$3800
543583	Bushey, Barbara	F/W	Michigan	Art	Fa/Wi	half	\$2000
556968	Byatt, Lorelei	F/W	Michigan	Art	Fa/Wi	half	\$1900
364176	Byck, Michael	M/W	Michigan	Psych: Holmes' Proj	Fa/Wi	full	\$3800
558204	Calahan, Patricia	F/W	Michigan	Special Ed	Fa/Wi	full	\$3800
560646	Castellano, Deborah	F/W	Michigan	English	Fa/Wi	half	\$1900
400978	Cender, Rudolph	M/W	Michigan	Business & Ind Ed	Fa/Wi	full	\$3800
565282	Cha, Yang	M/AP	PR China	Physics	Fa/Wi	half	\$1900
565131	Chadha, Jai	M/AP	India	ORIS	Fa	full	\$1900
564023	Cheausuan, Kulnida	F/AP	Thailand	Economics	Fa	half	\$ 950
561000	Chen, Chifung	F/AP	RO China	HPER & D	Fa/Wi	full	\$4000
566275	Chen, Jing	F/AP	PR China	Geography	Fa/Wi	full	\$3800
563603	Chennat, Vasanthy	F/AP	India	Psych: Holmes' Proj	Fa/Wi	full	\$3800
563288	Chindasanguan, Tananda	F/AP	Thailand	Economics	Fa	half	\$ 950
565359	Chow, Ramona	F/AP	Michigan	Biology	Fa/Wi	full	\$3800

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizen.</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
563431	Clark, Barbara	F/W	Michigan	Art	Fa/Wi	half	\$1950
563780	Clark, MaryJane	F/W	Michigan	UAW-Ford/EMU Acad	Fa/Wi	full	\$3800
566638	Claubaugh, Christine	F/W	Michigan	Psychology	Fa/Wi	full	\$3800
561702	Coates, Thomas	M/W	New York	CTA	Fa/Wi	full	\$4000
561897	Cohn, Morton	M/W	Michigan	English	Fa/Wi	full	\$3800
391296	Cooley-Schultz,Christine	F/W	Michigan	HECR	Fa/Wi	full	\$4000
562577	Covavisaruch, Nongluk	F/AP	Thailand	Foreign Languages	Fa	full	\$1900
564406	Crosby, Paula	F/W	Michigan	Leadership & Coun	Fa/Wi	full	\$3800
553860	Daniel, Nancy	F/W	Michigan	Grad Bus Programs	Su/Fa/Wi	1/2	\$500/\$3000
553005	Davidson, Abby	F/W	Michigan	Marketing	Su/Fa	full	\$950/\$1900
553728	Davis, Mary	F/W	Michigan	Psych: Holmes' Proj	Su/Fa	full	\$950/\$1900
390706	DeFuoco, Maria	F/W	Michigan	IDT	Fa	full	\$1900
558073	Deligato, Yvonne	F/W	New York	Geography	Fa/Wi	full	\$4000
566533	DeMeglio, Frank	M/AP	Michigan	Music	Fa/Wi	full	\$3800
320374	Deyo, Daniel	M/W	Michigan	HPER & D	Fa/Wi	full	\$4000
17 563029	Dewey, Monica	F/W	Michigan	Art	Fa/Wi	half	\$2000
565480	Diehl, Elizabeth	F/W	Michigan	Psychology	Fa/Wi	full	\$3800
124858	Doyle, Karna	F/W	Michigan	Sociology	Fa/Wi	full	\$3800
562735	Elliot, Gregory	M/W	Michigan	Housing	Su	full	\$1000
376707	Enos, John	M/W	Michigan	Geography	Fa/Wi	full	\$3800
560527	Fanslow, Cynthia	F/W	Michigan	ICARD Office	Fa	full	\$2000
566684	Felker, Kevin	M/W	Iowa	Rec/IM	Fa/Wi	full	\$3800
561589	Feng, Chung-Hwa	M/AP	RO China	IDT	Su/Fa	full	\$1000/\$2000
556971	Fleming, Laura	F/W	Michigan	Teacher Ed	Fa/Wi	full	\$3800
560768	Fok, Mei-Ching	F/AP	Hong Kong	Physics	Fa	full	\$2000
562811	Fong, Kim	M/AP	Michigan	Housing/Food Service	Fa	full	\$1900
360579	Ford, Mark	M/W	Michigan	Biology	Fa/Wi	full	\$3800
382284	Frabutt, Anthony	M/W	Michigan	Political Science	Fa/Wi	full	\$4000
366464	Friedrich, Paul	M/W	Michigan	CTA	Fa/Wi	full	\$4000
368825	Furkioti, Jean	F/W	Michigan	Career Services	Su/Fa	full	\$1000/\$2000
558391	Gadhia, Tushar	F/AP	India	Admissions	Su	full	\$1000
556636	Gallegos, Evelyn	F/H	Michigan	Geography	Fa/Wi	full	\$4000
361944	Gloskey, David	M/W	Michigan	IDT	Su/Fa	full	\$1000/\$2000
561397	Glover, Kent	M/B	Washington, DC	Biology	Fa/Wi	full	\$3800
564260	Goldman, Benita	F/W	Michigan	Art	Fa/Wi	full	\$3800
567121	Gotts, Johanna	F/W	Michigan	Sociology	Fa/Wi	full	\$3800

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizen.</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
352299	Grant, Gail	F/W	Michigan	CTA	Fa/Wi	half	\$1900
388001	Grant, Myra	F/W	Michigan	IDT	Fa/Wi	full	\$3800
543556	Gravila, Vicki	F/W	Michigan	School Psychology	Fa/Wi	full	\$3800
307903	Guillean, Cindy	F/W	Michigan	English	Fa/Wi	full	\$4000
562477	Guo, Shuqiong	F/AP	PR China	Chemistry/IDT	Su/Fa	full	\$950/\$2000
565171	Hagen, John	M/W	Ohio	Accounting	Fa/Wi	full	\$3900
560622	Hagen, Juana	F/H	Michigan	Bilingual/Voc Ed	Fa/Wi	full	\$3800
383036	Hagen, Trudi	F/W	Michigan	HECR	Fa/Wi	full	\$4000
558242	Hanson, Ekow	M/B —	Michigan	Univ Planning	Su/Fa/Wi	full	\$950/\$3900
330395	Harris, Blaine	M/W	Michigan	HPER & D	Fa/Wi	full	\$3900
376457	Harton, Connie	F/B —	Michigan	Music	Fa/Wi	full	\$4000
564992	Hassan, Lois	F/W	Michigan	English	Fa/Wi	half	\$1950
564043	Hassan, Nabil	M/AP	Jordan	Biology	Fa/Wi	half	\$1900
563760	He, Tongming	M/AP	PR China	Physics	Fa/Wi	half	\$1900
566970	Henry, Robert	M/B —	Tennessee	CTA	Fa/Wi	full	\$3800
376501	Hill, Andrew	F/W	Michigan	Psych: Holmes' Proj	Su/Fa/Wi	full	\$950/\$4000
096444	Hoedeman, Diane	F/W	Michigan	Sociology	Fa/Wi	full	\$3800
562818	Hoey, Timothy	M/W	Michigan	Music	Fa/Wi	full	\$3800
556599	Hohmann, James	M/W	Michigan	Biology	Fa/Wi	full	\$4000
560223	Hollis, Kathryn (Siegel)	F/W	Michigan	Teacher Ed	Fa/Wi	full	\$4000
563570	Hong, Shu-Miao	F/AP	RO China	Business & Ind Ed	Fa	full	\$1900
563842	Hou, Luo-Yi	F/AP	RO China	Foreign Languages	Fa	full	\$1900
567132	Hughes, Ron	M/B —	Michigan	Industrial Tech	Fa/Wi	full	\$3800
347146	Hussain, Munawar	M/AP	Michigan	Library/ISC	Su	full	\$ 950
408227	Hussain, Syed	M/AP	Pakistan	Rec/IM	Fa/Wi	full	\$3800
554559	Hutfilz, James	M/W	Michigan	Biology	Fa/Wi	full	\$3800
558579	Intanok, Passara	F/AP	Thailand	ORIS	Fa	full	\$2000
566983	Iwuchukwu-Ogu, Henrietta	F/B —	Nigeria	Political Science	Fa/Wi	full	\$3800
558549	Jackson, Eric	M/W	Michigan	Chemistry	Fa	half	\$ 950
566893	Jackson, Jeffery	M/W	Minnesota	Industrial Tech	Fa/Wi	full	\$3800
388381	Jacob, Verghese	M/AP	India	Computer Science	Fa/Wi	full	\$3800
373833	Jaffer, Salim	M/AP	Michigan	Biology	Fa/Wi	full	\$3900
561886	Jensen, Cathy	F/W	Michigan	Housing	Su	full	\$ 950
565476	Jia, Zhijie	M/AP	PR China	English	Fa/Wi	half	\$1900
562479	Jin, Ping	F/AP	PR China	Physics	Fa/Wi	full	\$4000
565789	Johnson, Paul	M/W	Utah	Leadership & Coun	Fa/Wi	full	\$3800

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizen.</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
563641	Johnson, Todd	M/W	Illinois	Art	Fa/Wi	half	\$1900
566401	Joseph, Christian	M/AP	Philippines	Marketing	Fa	full	\$1900
412506	Kalsow, Lisa	F/W	Michigan	Biology	Fa/Wi	full	\$3800
412694	Kaminski, Amanda	F/W	Michigan	HECR	Fa/Wi	full	\$3800
558629	Karim, Khondkar	M/AP	Bangladesh	Legal Af/Acct & Fin	Su/Fa	1/2/full	\$475/\$2000
563375	Kaul, Sanjay	M/AP	India	ORD	Su/Fa/Wi	full	\$950/\$4000
376321	Kelly, James	M/W	Michigan	Music	Fa/Wi	full	\$4000
393865	Kim, Euisuk	M/AP	Korea	Industrial Tech	Fa/Wi	full	\$3800
561544	Kim, Han Eung	M/AP	Korea	Continuing Ed	Fa/Wi	full	\$3800
377717	Klemm, Christina	F/W	Michigan	Biology	Fa/Wi	full	\$3800
563953	LaBurn, Elizabeth	F/W	Michigan	Institute-Child/Fam	Su	full	\$1000
329712	LaBurn, Janette	F/W	Michigan	Psych: Holmes' Proj	Su/Fa	full	\$950/\$2000
560329	Lacroix, Celeste	F/W	Rhode Island	CTA	Fa	full	\$2000
566229	Ladurner, Valentin	M/W	Italy	History	Fa/Wi	half	\$1900
417197	Laine, Robert	M/W	Michigan	CTA	Fa/Wi	full	\$3800
383289	Lam, Siu-Ngan	F/AP	Hong Kong	Univ Planning	Su/Fa	full	\$1000/\$2000
399675	Lambrix, Lloyd	M/W	Michigan	Industrial Tech	Fa/Wi	full	\$3800
377834	Lanning, Jacqueline	F/W	Michigan	Special Ed	Fa/Wi	full	\$3900
562276	Lansing, Margaret	F/W	Michigan	Biology	Fa	full	\$2000
399764	Larson, Shelley	F/W	Michigan	Honors/CTA	Fa/Wi	1/2 & 1/2	\$3800
561565	Lee, Jong Hwa	M/AP	Korea	Economics	Fa	1/2	\$1425
563899	Leung, Connie	F/AP	Hong Kong	Psychology	Fa/Wi	full	\$4000
561674	Li, Ji	F/AP	PR China	Mathematics	Fa/Wi	full	\$4000
562450	Lim, Hui-Lim	M/AP	Phillipines	ISC/ORIS	Su/Fa	full	\$1000/\$2000
563751	Liu, Yifang	F/AP	RO China	IDT	Fa	full	\$1900
562082	Lo, Sing	M/AP	Indonesia	Management	Su/Fa/Wi	full	\$2000/\$4000
564094	Lobo, Arthur	M/AP	India	Leadership & Coun	Fa/Wi	full	\$3800
563708	Longmire, Jessie	F/B	Michigan	CTA	Fa/Wi	full	\$3800
375749	LoPiccolo, Lorenzo	M/W	Venezuela	U. Computing	Fa/Wi	full	\$3800
408243	Lowell, Sarah	F/W	Michigan	Special Education	Fa	half	\$ 950
560885	Luchsinger, Amy	F/W	Michigan	Athletics	Fa/Wi	full	\$3800
362014	Lupo, Susan	F/W	Michigan	CTA	Fa/Wi	full	\$3800
551685	MacStay, Anita	F/W	Michigan	Chemistry	Su/Fa	1/2/full	\$500/\$2000
564751	Maganty, Jagdish	M/AP	India	ORIS	Fa	full	\$1900
558393	Makarananda, Bhakorn	M/AP	Thailand	ORIS	Su/Fa	1/2	\$500/\$1500
552247	Mandel, Patresha	F/W	Michigan	Art	Wi	half	\$ 950

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizen.</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
566756	Mane, Sheila	F/AP	Malaysia	Chemistry	Fa	full	\$1900
566872	Manuszak, Terry	F/AP	Michigan	Music	Fa/Wi	full	\$3800
563847	Marcum, Kent	M/W	Michigan	Music	Fa/Wi	full	\$3800
560903	Mayman, Sara	F/W	Michigan	Special Education	Fa/Wi	full	\$3800
405311	McEwen, Vera	F/B ✓	Michigan	CTA & Honors	Fa/Wi	½ & ½	\$3800
557240	McKie, Martha	F/W	Michigan	Univ Planning	Su/Fa	full	\$950/\$2000
334305	McMachen, Mary Joy	F/W	Michigan	Psychology	Fa/Wi	full	\$4000
566646	McMahan, Janet	F/W	Michigan	Psychology	Fa/Wi	full	\$3800
564099	McVeigh, Helen	F/W	Michigan	School Psychology	Fa/Wi	full	\$3900
401761	Menzies, Debbie	F/AP	Singapore	Sociology	Fa/Wi	full	\$4000
565528	Metcalfe, Scott	M/W	Michigan	Athletics	Fa/Wi	full	\$3800
564089	Meyers, Jeffrey	M/W	Michigan	Leadership & Coun	Fa/Wi	full	\$3900
359700	Mickiewicz, Martine	F/W	Michigan	English	Fa/Wi	full	\$4000
422695	Mikelsons, Maris	M/W	Michigan	ICARD/Economics	Su/Fa/Wi	half	\$475/\$2000
566030	Miller, Brian	M/W	Michigan	Athletics	Su/Fa	full	\$950/\$1900
20 372477	Miller, Todd	M/W	Michigan	Athletics	Fa/Wi	full	\$3800
332550	Moini, Mitra	F/AP	Iran	ORIS	Fa	full	\$2000
339209	Moldenhauer, Robert	M/W	Michigan	Biology	Fa	full	\$2000
563026	Momeyer, Cathy	F/W	Michigan	HPER & D	Fa/Wi	full	\$4000
553341	Monaghan, Suzanne	F/W	Michigan	English	Fa/Wi	full	\$3800
375019	Moray, Jan	F/W	Michigan	English	Fa/Wi	half	\$1900
566882	Narahariseti, Lakshmana	M/AP	India	Industrial Tech	Fa/Wi	full	\$3800
379924	Niedzielski, Nancy	F/W	Michigan	English	Fa/Wi	full	\$3800
373131	Nielsen, Kenneth	M/W	Michigan	Geography	Fa/Wi	full	\$4000
559748	Nolen, Christopher	M/W	Pennsylvania	ORIS	Su	half	\$ 500
557212	Northrup, Michael	M/W	Michigan	IDT	Su	full	\$1000
559566	Nur, Abdirazak	M/AP	Somalia	Economics	Fa	half	\$ 950
564825	O'Brien, Helene	F/W	Michigan	History	Fa/Wi	half	\$1900
564098	Odom, Christopher	M/W	Michigan	ORIS	Su/Fa	½/full	\$475/\$2000
347889	Orticochea, Margarita	F/H	Colombia	IDT	Su/Fa	full	\$1000/\$2000
402062	Ow, Yoke	F/AP	Malaysia	Grad Business Prog	Fa/Wi	¾	\$2850
380249	Owen, John	M/W	Michigan	Geography	Fa/Wi	full	\$3800
565076	Peace, Jeffrey	M/W	Michigan	Industrial Tech	Fa/Wi	full	\$3800
563920	Peitsch, Gary	M/W	Michigan	Foreign Languages	Fa	full	\$1900
565621	Pennington, Paula	F/W	Michigan	Consumer Ed	Fa/Wi	half	\$1900
562093	Penumetsa, Nagaraju	M/AP	India	U. Computing	Fa/Wi	full	\$3900

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizen.</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
372158	Peros, Demetrios	M/W	Cyprus	Chemistry	Fa	full	\$1900
567135	Peters, David	M/W	Michigan	Chemistry	Fa	full	\$1900
566793	Philo, Joan	F/W	Michigan	Athletics	Fa/Wi	full	\$3800
341230	Poster, Diane	F/W	Michigan	Psych: Holmes' Proj	Su/Fa/Wi	full	\$1000/\$400
559477	Powell, Timothy	M/W	Michigan	English	Fa/Wi	full	\$4000
560449	Proegler, Lynn	F/W	Michigan	Teacher Ed	Fa/Wi	full	\$4000
553864	Proffitt, Anne	F/W	Michigan	English	Fa/Wi	full	\$4000
560817	Prucher, Hewlett	F/W	Michigan	Biology	Fa/Wi	full	\$3900
561876	Qin, Li	F/AP	PR China	Chemistry	Fa	full	\$1900
370586	Riesser, Sharon	F/W	Michigan	Physics	Fa/Wi	full	\$3800
560938	Robson, Amy	F/W	Michigan	English	Fa/Wi	full	\$4000
392898	Roland, Gregory	M/W	Michigan	Biology	Fa	half	\$ 950
561261	Rong, Yan	M/AP	PR China	Economics	Fa	half	\$ 950
370515	Ropek, Daniel	M/W	Michigan	Biology	Fa/Wi	full	\$4000
551935	Rose, Sharon	F/W	Michigan	ISC/Computer Sci	Su/Fa/Wi	full	\$950/\$390
380010	Roulston, Cheryl	F/W	Michigan	Student Teaching	Fa/Wi	full	\$3800
21 402009	Rowe, Kathleen	F/W	Michigan	CTA	Fa/Wi	full	\$4000
567234	Sabo, Ann Marie	F/W	Michigan	Biology	Fa/Wi	full	\$3800
557747	Saharkhiz-Langroodi, Ali	M/AP	Iran	Biology	Fa/Wi	full	\$4000
383934	Savvides, Kyriakoula	F/W	Cyprus	Psychology	Fa/Wi	full	\$3800
331292	Scheske, Elizabeth	F/W	Michigan	CTA	Fa/Wi	half	\$1900
566581	Seegert, Jacklyn	F/W	Michigan	Psychology	Fa/Wi	full	\$3800
563805	Seth, Amy	F/W	Colorado	Rec/IM	Fa/Wi	full	\$4000
390154	Sharrar, Sarah	F/W	Michigan	Special Ed	Fa	half	\$ 950
562349	Sidhu, Harbinder	M/AP	India	Corporate Train Ctr	Fa/Wi	full	\$3800
567140	Smith, Ann	F/W	Michigan	HECR	Fa/Wi	full	\$3800
325978	Snider, Lee	M/W	Michigan	ICARD	Su/Fa	full	\$1000/\$200
560950	Sommerville, Mina	F/W	Michigan	English	Fa/Wi	full	\$4000
561338	Spencer, Darryl	M/B ⁴	Michigan	Special Ed	Fa/Wi	full	\$3800
365665	Spurlock, Lisa	F/W	Michigan	Biology	Fa/Wi	full	\$3800
565940	Stevens, Joann	F/W	Michigan	Teacher Ed	Fa/Wi	full	\$3800
566701	Stoffer, Thomas	M/W	Michigan	Foreign Languages	Fa	half	\$ 950
561052	Swain, Scott	M/W	Michigan	Interdisc Tech	Fa/Wi	full	\$3800
405364	Sweeney, David	M/W	Michigan	HPER & D	Fa/Wi	full	\$3800
564763	Tai, Bin	F/AP	RO China	Foreign Languages	Fa	half	\$ 950
384437	Tang, Peipei	F/AP	RO China	Instruct.Support Ctr	Su	full	\$ 950

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizen.</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
563296	Tanna, Anuradha	F/AP	United Kingdom	Management	Fa	full	\$2000
370754	Taraban, Ronald	M/W	Michigan	Biology	Fa/Wi	full	\$3900
370428	Tarr, Paul	M/W	Michigan	Art	Fa/Wi	full/½	\$3000
561826	Telgenhoff, Gary	M/W	Michigan	Biology	Fa/Wi	full	\$3900
381491	Tew, Bonnie	F/W	Michigan	CTA	Fa/Wi	full	\$4000
560398	Thomas, Randy	M/W	Michigan	Biology	Fa/Wi	full	\$4000
356295	Tipping, Brian	M/W	Michigan	Housing	Fa/Wi	full	\$3800
561560	Trakru, Roma	F/AP	India	Accounting & Finan	Fa	full	\$2000
560756	Trivedi, Pratin	M/AP	India	Management	Su/Fa/Wi	full	\$1000/\$4000
369165	Turner, George Byron	M/W	Michigan	Music	Fa/Wi	full	\$3800
565284	Uppaluri, Subbarao	M/AP	India	Marketing	Fa	full	\$1900
563306	Vaidya, Sham	M/AP	India	Univ Planning	Su/Fa	full	\$950/\$2000
562370	Varady, Patricia	F/W	Michigan	Housing	Su/Fa/Wi	full	\$950 \$3800
352844	Victor, Kelly	F/W	Michigan	Geography	Fa/Wi	full	\$4000
566982	Walding, Ann	F/W	Iowa	Geography	Fa/Wi	full	\$3800
563259	Wang, Jiansheng	M/AP	PR China	Chemistry	Su/Fa	½/full	\$475/\$2000
22 563795	Wang, Jihong	F/AP	PR China	History	Fa/Wi	half	\$1900
562720	Wang, Liang Qing	M/AP	PR China	Physics	Fa/Wi	half	\$1900
566001	Wang, Tianyun	F/AP	PR China	Geography	Fa/Wi	full	\$3800
363015	Ward, Rebecca	F/W	Michigan	Business & Ind Ed	Fa	full	\$1900
563302	Weekes, Roger	M/B ↗	Barbados	Industrial Tech	Fa/Wi	full	\$4000
563806	Wejinya, Bobluke	M/B ↖	Nigeria	Business & Ind Ed	Fa	full	\$2000
380851	Willmer, Michael	M/W	Michigan	Biology	Fa/Wi	full	\$3800
560882	Wilson, Charlene	F/B ↖	Michigan	Chemistry	Fa/Wi	full	\$3800
564350	Wilson, Tyrone	M/B ↗	Michigan	Athletics	Fa/Wi	full	\$4000
564093	Winstel, Jeffrey	M/W	Michigan	Geography	Fa/Wi	full	\$3800
347456	Wolfe, Robert	M/W	Michigan	Geography	Fa/Wi	full	\$3900
563598	Wu, Jung-Chin	M/AP	RO China	Business & Ind Ed	Fa	full	\$1900
559647	Wu, Sheng-Ming	M/AP	RO China	Physics	Fa/Wi	full	\$4000
562144	Wu, Shiang-Yuh	F/AP	RO China	Physics	Fa/Wi	half	\$1900
565217	Xing, Zhiqun	F/AP	PR China	English	Fa/Wi	half	\$1900
563286	Xu, Xinmin	M/AP	PR China	IDT	Su/Fa	full	\$1000/\$2000
563098	Yang, Yishi	F/AP	PR China	HPER & D	Fa/Wi	full	\$4000
562540	Ye, Dong	F/AP	PR China	Special Ed	Fa/Wi	full	\$4000
559624	Ye, Ziqiang	M/AP	PR China	Chemistry	Su/Fa	½/full	\$500/\$2000
162855	Yearout, Anita	F/W	Michigan	Biology	Fa/Wi	full	\$3800

<u>Stu. #</u>	<u>Name</u>	<u>Sex/Race</u>	<u>State or Citizen.</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Appt.</u>	<u>Salary</u>
567216	Yonkman, Betsy	F/W	Michigan	Athletics	Fa/Wi	full	\$3800
563790	Young, Lynn	F/W	Michigan	Leadership & Coun	Fa/Wi	full	\$3800
907558	Young, Sharon	F/W	Michigan	Business & Ind Ed	Fa/Wi	full	\$3800
565996	Yu, Yuezun	M/AP	PR China	Geography	Fa/Wi	full	\$3800
559927	Yu, Zheng-Tian	M/AP	PR China	Chemistry	Su	1/2	\$ 750
563027	Zahrte, Paul	M/W	Ohio	Biology	Fa/Wi	full	\$4000
375432	Zalewski, Lori	F/W	Michigan	Special Ed	Fa	full	\$1900
558149	Zhang, Yafan	F/AP	PR China	Physics	Su	full	\$1000
561546	Zhu, Xianglian	F/AP	PR China	Sociology	Fa/Wi	full	\$4000
159521	Zielke, Ruth	F/W	Michigan	English	Fa/Wi	full	\$3800

GRAND TOTALS:

Total Number of Graduate Assistants = 262

Males = 117
Females = 145

Racial Breakdown: Caucasian = 165
Black = 15
Hispanic = 4
Asian/Pacific Islander = 78

Residency Breakdown: In-State = 167
Out-of-State = 95

Appointment Breakdown: Summer = 42
Fall = 251
Winter = 191

Full-time = 221
Half-time = 44
Three Quarter = 5

Total of Salaries = \$833,025

.3563M CHANGES OF STATUS

Section 17

Regent Titsworth moved and Regent Burton seconded that the following changes of status be approved:

Faculty

Clark, Dorsi	Asst. Professor Nursing Ed.	From: Medical Leave To: 55% Appointment Effective: 9/2/87
Ghant, Virginia	Asst. Professor Nursing Ed.	From: Medical Leave To: 100% Appointment Effective: 6/29/87
Meisels, Murray	Full Professor Psychology	From: 100% Appointment To: 75% Appointment Effective: 9/2/87
Payne, Harriet	Instructor HPER&D	From: Personal leave To: 100% Appointment Effective: 9/2/87
Schwartz, Ellen	Assoc. Professor Art	From: Medical Leave To: 75% Appointment - Fall 100% Appointment - Winter

Staff

Hornung, Joanne	Employment/AA	From: CC-05 Senior Secretary To: AP-06 Human Resources Data Specialist Effective: 08/03/87
Jackson, Joyce	Admissions	From: CS-03 Clerk Univ. Comp. To: CS-03 Clerk Effective: 08/03/87 (Placement by E/AA)
Kinloch, Mary	Financial Aid	From: CS-05 Acct. Specialist To: PT-07 SAM Specialist/ Advisor Effective: 08/17/87
Klaes, Ann	Food Serv. DC#2	From: AP-06 Asst. Manager To: AP-07 Manager DC 2 Effective: 08/10/87

Miner, Connie	Inter. Athletics	From: AC-11 Asst. Heac Coach To: AC-16 Head Coach Effective: 08/01/87
Mosher, Charles	Public Safety	From: CP-01 Police Officer To: CP-02 Corporal Effective: 07/19/87
Phillips, Ralph	Custodial	From: FM-06 Cook To: FM-06 Custodian Effective: 08/24/87
Ward, Betty Charlene	Mtr. Pool Serv.	From: CS-04 Secretary II (Leadership/Counseling) To: CS-04 Secretary II Effective: 07/30/87

Motion carried.

.3564M LEAVES OF ABSENCE

Section 18

Regent Titsworth moved and Regent Burton seconded that the following leaves of absence be approved:

Faculty

Kirkland, Glenda	Associate Professor Music	From: 100% To: Sick Leave Effective: 09/09/87
Rubinfeld, M. Gale	Assistant Professor Nursing Education	From: 100% To: Personal Leave Effective: 09/02/87
Silverman, Deborah A.	Instructor HECR	From: 100% To: Educational Leave Effective: 08/31/87
Teske, Yvonne R.	Associate Professor Associated Health	From: 100% To: Educational Leave Effective: 09/02/87

Staff

Hypes, Sheryl

PT-06 Payroll Data
Sp. - Payroll

From: 100%
To: Medical Leave
Effective: 08-06/87 to
10-16-87 or until
doctor releases

Motion carried.

REGULAR AGENDA

.3565M PURCHASE OF PROPERTY - 137 N. WASHINGTON STREET

Section 19

Regent Derezinski moved and Regent Burton seconded that the administration be authorized to purchase the property at 137 North Washington Street at a cost of \$140,000.

Motion carried.

1988-89 CAPITAL OUTLAY REQUEST

Section 20

This recommendation was removed from the agenda.

.3566M EMU - AAUP COLLECTIVE BARGAINING AGREEMENT

Section 21

Regent Derezinski moved and Regent Titsworth 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 (EMU-AAUP) and that the President and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

Motion carried.

Regent Robb acknowledged Attorney Leonard Givens and David Tammany, Director of Employee Relations, for their good work in negotiating the EMU-AAUP contract and for keeping him and Regent Derezinski apprised of the progress during negotiations. Regent Robb also thanked the faculty for bargaining in good faith.

.3567M EMU - UAW LOCAL 1975 COLLECTIVE BARGAINING AGREEMENT

Section 22

Regent Derezinski moved and Regent Burton seconded that the Board of Regents approve the Agreement between Eastern Michigan University and the Local Union 1975 of the International United Automobile, Aerospace, and Agricultural Implement Workers of America, Technical, Office and Professional Union and that the President and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

Motion carried.

Regent Robb acknowledged David Tammany and the Bargaining Team for their time and for the fine job in negotiating the UAW Local 1975 contract.

.3568M STUDENT AFFAIRS COMMITTEE - MONTHLY REPORT

Section 23

Regent Shelton moved and Regent Ellington seconded that the Student Affairs Committee Minutes of August 25, 1987 and the Agenda for September 22, 1987 be received and placed on file.

Motion carried.

Regent Shelton reported on the actions taken by the Student Affairs Committee at their meeting on September 22, 1987. He reported on the five letters sent by the students to the Board of Regents. They addressed:

- *Campus appearance and the student's concerns with the outward deterioration of the campus.

- *Physically disabled students and the student's recommendation that the administration and Board of Regents move forward with the handicap services proposal.

- *Affordability of education and that the University be price sensitive before any tuition increases.

- *Minority conditions commented on in the Minority Task Force Report.

- *McKenny renovation - Regent Shelton read a letter from the students sent to President Porter in which they stated they would like immediate action regarding McKenny renovation as this was their highest priority.

Chairman Simmons stated that he was impressed with the students' presentation and that this presentation was clear and concise.

.3569M EDUCATIONAL POLICIES COMMITTEE - MONTHLY REPORT

Section 24

Regent Burton moved and Regent Titsworth seconded that the Educational Policies Committee Minutes of August 26, 1987 and the Agenda for September 22, 1987 be received and placed on file.

Motion carried.

.3570M REVISION OF BASIC STUDIES PROGRAM

Section 25

Regent Burton moved and Regent Titsworth seconded that the Board of Regents approve the Plan to Revise the Basic Studies Program at Eastern Michigan University.

Provost Collins reported on the revisions of the Basic Studies Program to be initiated next fall. A committee was formed with Marvin Pasch as Chairperson and Ira Wheatley as Secretary.

The revised Basic Studies Program consists of:

- Group I: Symbolics and Communication (5 courses)
- Group II: Science and Technology (3 courses)
- Group III: Social Science (4 courses)
- Group IV: Arts and Humanities (4 courses)

Motion carried.

.3571M APPROVAL OF CANDIDATES FOR HONORARY DEGREES

Section 26

Regent Burton moved and Regent Robb seconded that the Board of Regents endorse the nominations forwarded by its subcommittee on Honorary Degrees for inclusion on its list of approved candidates.

President Porter stated that there was an additional 14 names to be added to the long list already presented. He stated that the list represents the total approved names cleared through faculty. President Porter further stated that during the next months, additional names will be submitted for further approval.

Motion carried.

.3572M NAMING OF ROOM 110 ROOSEVELT AS THE ANITA FIELDER ROOM

Section 27

Regent Burton moved and Regent Robb seconded that the Board of Regents approve the naming of Room 110 Roosevelt Hall as the Anita Fielder Room.

Motion carried.

President Porter commented on Anita Fielder's dedication and her 27-year affiliation with Eastern Michigan University.

.3573M THREE NEW ACADEMIC PROGRAMS

Section 28

Regent Burton moved and Regent Titsworth seconded that the Board of Regents receive and place on file the report on actions taken by the State Council of Academic Vice Presidents on three Eastern Michigan University program proposals at its August 17, 1987 meeting.

These programs are as follows:

1. B.A. in Journalism as a spin-off of the Journalism concentration in the Written Communication major.
2. B.A. in Public Relations as a spin-off of the Written Communication major.
3. BBA/BA in Language and World Business as a recombination of the B.A. in Language and World Trade and the B.B.A. in Business Administration.

Associate Vice President Donald Bennion stated that the three academic programs could be implemented without any additional cost because two programs already existed and the third combines two programs into one but required the student to take a fifth year.

Regent Shelton stated that he was concerned that the major in Journalism did not require a course in ethics. Dr. Bennion stated that he would look into this matter.

Motion carried.

.3574M FACULTY AFFAIRS COMMITTEE - MONTHLY REPORT

Section 29

Regent Ellington moved and Regent Titsworth seconded that the Faculty Affairs Committee Minutes of August 26, 1987 and the Agenda for September 23, 1987 be received and placed on file.

Motion carried.

Regent Ellington stated that at the Faculty Affairs Committee, time was spent getting acquainted. They discussed the 35 new faculty appointments, faculty issues, the direction of the Committee, and provided faculty with by-law changes of each standing committee.

Regent Ellington then reported on the MAGB meeting. She stated that she has been a representative for a number of years. They try to visit different campuses and two years ago, they held their meeting at Eastern Michigan University and were pleased with the hospitality. This year Oakland University was host. The meeting was held in the Meadowbrook Hall which is very interesting because it is self-contained financially - it is not a part of the general

budget. She further stated that with a representative from University of Michigan, they now have almost 100% representation. The speaker at the meeting was the Secretary of the Board at Oakland. Regent Ellington said that one of the topics at the meeting was budget. It was recommended that the Universities take a look at how the money was coming in, budget it and equalize it. She stated that she would supply the dates of the leadership training meetings at a later date.

Regent Ellington moved and Regent Titsworth seconded that the above report be received and placed on file.

Motion carried.

.3575M COMMITTEE ON OPERATIONAL POLICIES AND PROCEDURES - MONTHLY REPORT

Section 30

Regent Titsworth stated that the Committee met to discuss progress on the University Mission Statement and to develop a recommendation for the Board on the meeting schedules through August, 1988. She stated that they viewed a video, provided by John Burkhardt, which made the Mission Statement more meaningful. Several articles on the development of a Code of Ethics for the Board were received. The articles will be reviewed and discussed later. Regent Titsworth stated that they plan on dealing with this issue and hope to have a rough draft available for the next retreat for the whole Board to work on. She stated that if anybody had any articles for consideration, to please submit them through Vice President Wilbanks' office. Regent Titsworth stated that the Committee had requested copies of the Supplemental Employment Policies and Operating Procedures so they could review them at future meetings. She stated that she was glad that Regent Ellington said there was positive feedback from the MAGB on recent activities of the Board. Regent Titsworth stated that she would like the MAGB Mentors Program to be utilized at the winter retreat. She stated also that the Conflict of Interest policy was also discussed and at the October meeting, they should be able to finalize that policy. Also Administrative Guidelines will be a topic for discussion at the October meeting.

Regent Titsworth moved and Regent Shelton seconded that the following meeting schedule be adopted:

October 28, 1987	Regular Meeting
December 2, 1987	Regular Meeting
December 13, 1987	Commencement
January 27, 1988	Regular Meeting
February 24, 1988	Retreat with a Special Meeting if necessary
March 13-15, 1988	National AGB Meeting

March 23, 1988	Special Meeting if emergency arises
April 23, 1988	Commencement
April 27, 1988	Regular Meeting with a meeting of the Committee-of-the-Whole to discuss budget issues
May 25, 1988	Regular Meeting
June 22, 1988	Regular Meeting
July & August, 1988	No meetings planned. Special meeting if necessary.

Motion carried.

NEGOTIATIONS - EXECUTIVE SESSION

Section 31

This Section was removed from the agenda.

Regent Guastello requested a special privilege to bring Section 14 back to the table. He stated that he would recommend that if at a sub-committee something is for general discussion, that it be taken off the Consent Agenda. Regent Guastello then stated that he had concerns regarding the signage for the Huron Center. He commented that when driving on I-94, he would like to look over, see the buildings and be able to recognize that Huron Center was a part of Eastern Michigan University. He stated that "EMU" should appear before "Corporate Education Center" and "Huron Golf Club". Regent Guastello stated that he had done a small survey the night before, polling the surrounding area. He asked if they could identify a green flag with a white letter "E" within a white circle. Out of ten polled, only one could correctly identify what it represented. He stated that he felt very strongly about the fact that if Eastern Michigan University purchased the Huron Center, it should be recognized.

Secretary Wilbanks then stated that Vice President of Marketing and Student Affairs, Laurence Smith, had met with Motel-Hotel Management, Inc., in Texas and it was determined that an education center is more marketable and the Huron Golf Club was a preferred name since a Huron Shores Golf Course already existed. Secretary Wilbanks provided a copy of the proposed sign which is to be on I-94. He stated that Vice President Smith had not yet signed off on the advertisement recommendation.

Vice President Smith gave a detail of the sign. He stated a marketing firm out of Chicago was retained by the Motel-Hotel Management group. The sign is approximately 21' high by 31' wide. On top of the sign, flags the of Huron Golf Club, Corporate Education Center and Radisson will be displayed.

Secretary Wilbanks stated that if the sign could read EMU-Corporate Education Center and EMU-Huron Golf Club it should alleviate some of Regent Guastello's concerns. Further, it was not the intention of the recommendation to preclude the entities association with EMU, but rather, to change the names of the designations already in existence.

Chairman Simmons declared the meeting adjourned at 12:45 p.m.

Respectfully Submitted:

Secretary to the Board of Regents