

1986

Board of Regents Meeting Materials, April 16, 1986

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 regular meeting of Board of Regents, April 16, 1986

Board members present:

William Simmons, Chairman
John H. Burton, Geraldine M. Ellington, Thomas Guastello,
Beth W. Milford, Richard N. Robb and Geneva Y. Titsworth

Board members excused:

Anthony A. Derezinski

Administration present:

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

Chairman Simmons called the meeting to order and asked for a motion to accept the preliminary minutes of the regular meeting of March 26, 1986. Regent Ellington moved and Regent Robb seconded the minutes be approved as presented.

Motion carried.

The Chairman asked Vice President Wilbanks for his remarks in regard to the four resolutions being presented today to athletes and coaches. Vice President Wilbanks stated that he was pleased to report that this marks the beginning of our internationally acclaimed pay-for-performance program. Continuing, this is a first, instead of merely commending exemplary athletic performances by the coaches we can now do something to sweeten their pocketbooks. And, now that all the smoke has cleared relative to the publicity that we received on the program, I think things are running smoothly; people are still getting used to the idea, but I think we'll be able to show that it will work.

The Chairman called upon Regent Robb for the resolution "Men's Indoor Track Team"

.3269 M RESOLUTION: MEN'S INDOOR TRACK TEAM

WHEREAS, the Eastern Michigan University Men's Indoor Track Team won the Mid-American Conference Invitational Championships with a team score of 167 points, eight points more than second place Western Michigan University; and

WHEREAS, the Hurons won six events, including Carl Johnson in the 400-meters, Bradford Horton in the 800-meters, Glen Williams in the 55-meter hurdles, Anthony Abbott in the high jump, Paul Hedemark in the pole vault and the 1,600-meter relay team of Ed Hughes, Bradford Horton, Willie Jenkins and Jeff Smith; and

WHEREAS, Carl Johnson qualified for the NCAA National Indoor Championships in the 500-meter dash;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents does hereby congratulate the Men's Indoor Track Team and Head Coach Bob Parks on their championship and commends them for the honor they bring themselves and Eastern Michigan University.

Motion carried.

Chairman Simmons called upon Regent Ellington to read the resolution regarding the "Women's Indoor Track Team."

.3270 M RESOLUTION: WOMEN'S INDOOR TRACK TEAM

WHEREAS, the Eastern Michigan University Women's Indoor Track Team won the Mid-American Conference Invitational Indoor Track and Field Championships with a team score of 107 points, 24 points more than second place Miami University; and

WHEREAS, the Hurons won four events, including Sue Tomanek, Andrea Bowman, Denise Durrer and Barb Courtade in the two-mile relay, Sue Tomanek in the 800-meter run, Elaine Chiodini in the triple jump and Kay McConney in the 55-meter hurdles; and

WHEREAS, the two-mile relay team set a Mid-American Conference meet record and an EMU varsity record with a time of nine minutes flat, Elaine Chiodini set a MAC meet record and an EMU varsity record with a triple jump of 37 feet 10 inches and sue Tomanek set an EMU varsity record in the 800-meter run with a time of two minutes, 12.76 second, and

WHEREAS, three Hurons qualified for the NCAA National Indoor Championships, including Donna Donakowski in the 1,000-meter and two-mile run, Andrea Bowman in the 1000-meter and Sue Tomanek in the 1000-meter; and

Resolution - continued

WHEREAS, Donna Donakowski placed fourth in the one-mile run and was named an All-American;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents does hereby congratulate the Women's Indoor Track Team and Head Coach Robert Maybouer on this championship and commends them for the honor they bring themselves and Eastern Michigan University.

Motion carried.

Chairman Simmons called upon Regent Burton to read the resolution regarding "Mike Jones, Men's Swimming Coach."

.3271 M RESOLUTION: MIKE JONES, MEN'S SWIMMING COACH

WHEREAS, Head Coach Mike Jones has guided the Men's Swimming Team to its seventh consecutive Mid-American Conference Championship, a new league record; and

WHEREAS, under Coach Jones' tutelage, the Men's Swimming Team continues to set new records year after year for total team points and for margin of victory; and

WHEREAS, Coach Jones has led the Hurons to eight Mid-American Conference championships which ties Ohio University for the most titles in the history of the conference; and

WHEREAS, Coach Jones continues to recruit outstanding young men for his program and has become the Doc Councilman of the Mid-American Conference; and

WHEREAS, Coach Jones is named Mid-American Conference Coach of the Year year after year; and

WHEREAS, Coach Jones has brought distinction, glory and honor to himself, his team and Eastern Michigan University through his dedication, love and hard work with the swimming program;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents expresses its admiration, respect and congratulations to Head Coach Mike Jones for his truly remarkable record as a coach and mentor to his team.

Motion carried.

Chairman Simmons called upon Regent Guastello to read the resolution regarding "Men's Swimming Team.

.3272 M RESOLUTION: MEN'S SWIMMING TEAM

WHEREAS, the Eastern Michigan University Men's Swimming Team won its seventh consecutive Mid-American Conference Championship with a team score of 781 points, 230.5 points more than second place Miami University; and

WHEREAS, the Hurons broke the total team scoring record of 734.5 set by EMU in 1985 and set a new record for the widest winning margin in the history of the MAC Championships; and

WHEREAS, seven consecutive championships is a new league record; and

WHEREAS, the Hurons won 12 events, including David Cetlinski in the 500 and 1,650-yard freestyle, Chris Black in the 200 and 400-yard individual medley, Tom Michael in one-meter and three-meter diving, Bob Jennings in the 100 and 200-yard breaststroke, Jim Boerman in the 100-yard butterfly, the 400-yard medley relay team of Mike Cashman, Bob Jennings, Jim Boerman and Dan Kieft; the 800-yard freestyle relay team of Ken Smith, Dan Kieft, David Cetlinski and Chris Black; and the 400-yard freestyle relay team of Ken Smith, Chris Black, James Christie and Dan Kieft; and

WHEREAS, the Hurons set three Mid-American Conference records, six Olds Pool records and five EMU varsity records; and

WHEREAS, Tom Michael was named Mid-American Conference Diver of the Year and Outstanding Mid-American Conference Senior, Head Coach Mike Jones was named Co-Coach of the Year and Assistant Coach Mike Lyden was named Diving Coach of the Year;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates the Men's Swimming Team, Head Coach Mike Jones and Assistant Coach Mike Lyden on this most impressive record setting championship and for the honor they bring themselves and Eastern Michigan University.

Motion carried.

Chairman Simmons called upon Regent Titsworth to read the resolution regarding "Academic Freedom."

.3273 M RESOLUTION: ACADEMIC FREEDOM

WHEREAS, universities have had a long tradition of support for freedom of expression; and

WHEREAS, the faculty's right to teach without fear of political reprisal is a well established and deeply respected part of the American educational system; and

WHEREAS, it is vitally important that institutions of higher education be free of pressure from external influences which attempt to impose political, social, academic, or cultural biases; and

WHEREAS, the best preservation of the right to free expression and of the right to intellectual inquiry is open discourse and the review of scholarship by one's peers; and

WHEREAS, the educational process should be protected from secret investigation and the participants in the process of education should be granted appropriate avenues of appeal or rebuttal when their methods or their views are challenged;

BE IT RESOLVED, that the Board of Regents of Eastern Michigan University condemns any efforts made to limit freedom of expression in the teaching/learning process and any covert scrutiny of the activities of teachers in the classroom.

Motion carried.

Chairman Simmons asked President Porter if he had a report to make.

President Porter noted he wanted to limit his remarks to three items:

#1 As a follow-up item from the Finance Committee meeting that there is a Senate Hearing and Eastern Michigan University is scheduled for May 6 to appear before the House to present the budget proposal.

#2 Regarding the bonding proposals; that Miller/Canfield was approved as a bond underwriter and now the University has eight proposals, but only one has a feasibility study. In May they will bring to the Board the plans for the eight proposals, but must have all the feasibility studies by September Board meeting or it will not be in the budget. The eight proposals are: (1) Parking Structure, (2) Cogeneration, (3) Paint Research Laboratories, (4) Racquet Club Purchase, (5) Child Care Center, (6) Huron View Golf Course, (7) Stadium Improvements, and (8) Refinancing Olds Student Recreation Center and Residence Hall Complex.

#3 It was his pleasure to present a surprise resolution. At the March Association of Governing Board's meeting in San Diego there were 1,045 names submitted to receive the 1986 Distinguished Service Award. Regent Robb was nominated as one of the individuals to receive this award. Although he did not receive the highest award, he said he was pleased to present Regent Robb with this award from the Association of Governing Boards.

Regent Robb accepted the award saying it was truly an honor to receive this award and he had no idea his name had been submitted. He said his nineteen years as a Regent had been a labor of love, and he still has seven years to go on this term. Saying again, he was honored, surprised, and pleased to receive this honor.

Regent Titsworth questioned why the delay in starting up a Child Care Program saying she was frustrated by the low priority it had been given on the list of projects scheduled for feasibility studies and funding, and this has been pushed back year after year and she thought it should be a priority of the Board.

President Porter responded that several proposals were not mentioned and the Child Care Program would not be included in a list of five capital projects being considered for bonding next year as the plans for a new building for the Child Care Program are not complete. The President asked Dr. Sprandel, the Executive Director of Student Affairs, for a comment in this regard. Dr. Sprandel noted that the administration hoped to have an expanded Child Care Program using existing buildings by this fall, but that no room has been found for the program, the new target date for expanding the program is fall 1987. Regent Titsworth commented, "I'm irritated."

Chairman Simmons noted that under Communications on the Board agenda he had a request from Coach Marvin Johnson of the Athletic Department to speak before the Board.

Coach Johnson noted that he had sent materials to the members of the Board in advance of this meeting. He said he was pleased, and not pleased, to be here. He said he wanted to talk about the goals and objectives in Athletics at this University, asking if we are going to maintain a broad based athletic program or are we going to make money. He noted that Eastern Michigan University had a \$1.8 cap but is now spending more than \$2.3. He noted that since joining the Mid American Conference the University has had a lot of publicity regarding athletics, mostly negative. A year ago, he noted, the Mid American Conference notified the University they could not be a part of the conference unless they dropped football. He said he took a survey and 70% of the students prefer going back to Division II, and the faculty supported Division II, and the E Club is not in favor of dropping sports. He was hoping that the Regents would take this issue under serious consideration.

Chairman Simmons asked if any Regents wanted any sections pulled from the Consent Agenda for further discussion. Regent Robb asked that Section #8 be pulled. Regent Titsworth moved and Regent Burton seconded the Consent Agenda be approved.

Motion carried.

.3274 M TREASURER'S REPORT

Sec. 1

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

Motion carried.

.3275 M INTERNAL AUDITOR'S REPORTS

Sec. 2

Regent Titsworth moved and Regent Burton seconded the Internal Auditor's Reports be received and placed on file:

Audit activity report for the month of March 1986.
Audit report & responses.

1. Analysis of Tuition and Fees, State Allocation and the Gramm Rudman Act

Motion carried.

.3276 M GRANTS AND CONTRACTS

Sec. 3

Regent Titsworth moved and Regent Burton seconded the 11 Educational Grants totaling \$52,560 be accepted:

1. A grant from AGC Foundation in the amount of \$25,000 for "Construction Curriculum Development and Program Upgrading."
2. A grant from Society of Manufacturing Engineers in the amount of \$1800 for "SME Industrial Painting Processes."
3. A grant from Michigan Association of Insurance Companies in the amount of \$7800 for "Insurance Education Seminar Program."
4. A grant from Midland Ross Corporation in the amount of \$7000 for "Midland Ross #2, SPC Training."

5. A grant from Ford Motor Company, Rawsonville Plant, in the amount of \$4950 for "Ford - Health Injector SPC Seminar."
6. A grant from Detroit Paint & Coating Association in the amount of \$2000 for "Research Support for Paint and Coating Technology."
7. A grant from Chicago Society for Coatings Technology in the amount of \$2000 for "Summer Institute in Polymers & Coatings for High School Chemistry Teachers."
8. A grant from Georgia Conference on Social Welfare in the amount of \$750 for "Workshops for GCSW Annual Meeting."
9. A grant from Jackson-Hillsdale Consortium for Professional Development in the amount of \$750 for "Teacher Expectation Student Achievement Model Technical Assistance."
10. A grant from Lenawee County Intermediate School District in the amount of \$260 for "Programming Competition 1985-86."
11. A grant from Monroe County Intermediate School District in the amount of \$250 for "Sports Medicine Gifted and Talented Program."

Motion carried.

.3277 M WEEKLY APPOINTMENTS/VACANCY REPORT

Sec. 4

Regent Titsworth moved and Regent Burton seconded the Weekly Appointments/Vacancy Report be received and placed on file.

Motion carried.

.3278 M APPOINTMENTS

Sec. 5
Regent Titsworth moved and Regent Burton seconded the Appointments be approved.

LOEFFLER, WILLIAM

Associate Dean, Director of Technology Services Center, effective March 15, 1986 at an annual salary of \$14,601, (one-fourth time). plus Ford Endowed Chair person at an annual salary of \$119,056 (three-fourths time). See attached justification.

Education

Ph.D. - University of Michigan, 1984
Ed.Sp.- University of Toledo, 1979
M.A. - State University of New York, 1972
B.A. - Wittenberg University, 1971

Experience

1983 - Present Benchmark Technologies Corporation, Division Manager
1982 - 1984 Chemical Resources, Inc., President
1982 - 1984 University of Michigan, Research Assistant
1979 - 1982 Chemical and Metallurgical Services, Director
1978 - 1979 Alternate Learning Center, Director/Coordinator

<u>Name</u>	<u>Rank</u>	<u>Account Numbers</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Ahmad, Intiaz	Professor	23104	Winter	\$2,085	1/1/86
Boyer, Lee	Professor	10605	Winter	\$ 420	2/21/86
Brewer, Stephen	Professor	12005	Spring	8,576	5/5/86
Compton, Gail	Professor	10420	Spring	4,130	5/5/86
Easto, Patrick	Professor	10410	Winter	1,650	12/30/85
Freeman, Lawrence	Professor	10300	Winter	92	1/16/86
Frimenko, Jacob	Assistant	23188	Winter	2,650	2/4/86
	Assistant	23188	Winter	2,650	1/8/86
Gorsline, Denise	Instructor	10420	Spring	2,540	5/5/86
Gwaltney, Thomas	Professor	10605	Winter	1,650	1/6/86
Horton, David	Associate	10390	Winter	1,650	12/30/85
Jacobs, Diane	Assistant	10380	Winter	230	2/17/86
Johnson, Judith	Professor	10605	Winter	540	2/21/86
Krebs, Robert	Professor	10730	Winter	1,050	1/6/86
Ludlow, Robert	Associate	23080	Fall	2,500	8/28/86
McFadden, Emily	Associate	23207	Winter	625	3/4/86
	Associate	23027	Winter	50	1/13/86

Appointments - continued

Mohl, Ronald	Professor	10605	Winter	780	2/21/86
Nash, Gayle	Assistant	16041	Spring	2,885	5/5/86
Ohren, Joseph	Associate	23082	Winter	540	3/7/86
Parris, Arthur	Professor	10370	Winter	115	2/7/86
Preston, John	Assistant	11040	Winter	1,100	3/8/86
Rainwater, Agnes	Associate	10780	Spring	7,225	5/5/86
Raphael, C. Nicholas	Professor	22950	Winter	1,500	2/22/86
Reichbach, Gwen	Assistant	10930	Winter	1,050	1/16/86
	Assistant	10930	Winter	1,100	12/28/85
Rengan, Krishnaswamy	Professor	12005	Spring	8,720	5/5/86
Sanchez, Pedro	Associate	10570	Winter	4,007	1/1/86
Schaub, Raymond	Professor	14428	Spring	7,105	5/5/86
Silver, Robert	Professor	10380	Winter	345	2/17/86
Sinclair, Karen	Associate	10430	Spring	3,318	5/5/86
Voght, Geoffrey	Associate	14428	Spring	6,128	5/5/86
Warren, Patricia	Professor	23207	Winter	500	3/6/86
Watts, Leroy	Associate	24172	Winter/Sp	3,000	3/17/86

<u>Name</u>	<u>Account Numbers</u>	<u>Protected Classes</u>	<u>Semester(s)</u>	<u>Salary</u>	<u>Effective</u>
Graduate Assistants:					
Chandhok, Bharat	10570	AP/M	Winter	\$2,000	1/6/86
Mehler, Howard	15200	W/M	Winter	50	3/9/86
Stonik, Robert	12015	W/M	Winter	950	1/6/86
Wong, Yuk Lan	10570	AP/F	Winter	2,000	1/6/86

APPOINTMENTS ContinuedStaff

		<u>Race/Sex</u>	<u>Biweekly</u>	<u>Effective</u>
Asher, Nancy L. FM-06 Custodian	Physical Plant	W/F	6.80/hr	3-10-86
Bowling, Roberta CS-03 Merchandise Clerk	McKenny Bookstore	W/F	428.38	3-3-86
Dingeman, Mary Ann PT-09 Coordinator of Endowed Scholarships	Development	W/F	1,149.91	2-10-86
Hart, Nancy S. FM-06 Custodian	Physical Plant	W/F	6.80/hr	3-10-86
Larsen, Paula J. CS-04 Secretary II	McKenny Bookstore	W/F	466.98	3-3-86
Garland, John AP-11 Director	Campus Police	B/M	1,764.27	3-31-86
O'Brien, Joyce Ann CS-03 Secretary	Academic Records	W/F	428.38	3-3-86
Priess, John FM-06 Custodian	Physical Plant	W/M	6.80/hr	3-10-86

Also -- 1985/86 Faculty Appointments - Spring Term (Addendum I)

Motion carried.

.3279 M SEPARATIONS

Sec. 6

Regent Titsworth moved and Regent Burton seconded the Separations be approved.

		<u>Race/Sex</u>	<u>Date Hired</u>	<u>Date Separated</u>
Brown, Susie J.	Assistant Coach Women's Basketball Inter. Athletics	W/F	7-1-85	3-17-86

Motion carried.

.3280 M CHANGES OF STATUS

Sec. 7

Regent Titsworth moved and Regent Burton seconded the Changes of Status be approved.

Nagy, Marilyn (F/W)	Associate Professor HECR	From: Acting Department Head To: Faculty Status Effective: 5-1-86
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Staff

Chan, Amelia S.	College of Business	From: Instructor To: AP-09 Coordinator, UBP Effective: 3-3-86
Crane, Bertha Paulette	Inter. Athletics	From: Return from Leave To: CS-06 Admin. Secretary Effective: 3-17-86
Durant, Barbara T.	Academic Advising	From: PT-08 Career Dev. Associate, To: PT-07 Academic Advisor Effective: 3-17-86
Hale, Sadie, N.	Physical Plant	From: FM-06 Custodian To: FM-10 Housekeeper Effective: 3-10-86
Keehr, Jeffrey	Admissions	From: CS-03 Clerk To: CS-04 Secretary II Effective: 3-24-86

Motion carried.

.3281 M LEAVES OF ABSENCE

Section 8

Regent Robb moved and Regent Burton seconded that the Leaves of Absence be approved

Regent Robb noted he wanted to publically thank Mary Kauper, who is going on Personal Leave, for her many hours of work and time spent on Commencement and other activities about campus, as it was well done and appreciated.

Motion carried.

Chairman Simmons called for the report from the Finance Committee.

.3282 M ROOM AND BOARD RATES 1986-87

Section 9

Regent Guastello moved and Regent Robb seconded the 1986-87 Room and Board rates be approved with effective dates as follows:

Residence Halls Fall Semester, 1986
 Apartments July 1, 1986

<u>Board (Room Option)</u>	<u>Renewal Rate</u>	<u>New Student Rate</u>
20 Meal Plan (Triple Occupancy)	\$ 2,244	\$ 2,300
15 Meal Plan (Triple Occupancy)	\$ 2,212	\$ 2,266
13 Meal Plan (Triple Occupancy)	\$ 2,212	\$ 2,266
10 Meal Plan (Triple Occupancy)	\$ 2,180	\$ 2,234
Room Only Plan	\$ 980	\$ 980
20 Meal Plan (Double Occupancy)	\$ 2,618	\$ 2,736
15 Meal Plan (Double Occupancy)	\$ 2,586	\$ 2,702
13 Meal Plan (Double Occupancy)	\$ 2,586	\$ 2,702
10 Meal Plan (Double Occupancy)	\$ 2,554	\$ 2,670
Room Only Plan	\$ 1,362	\$ 1,454
20 Meal Plan (Single Occupancy)	\$ 3,294	\$ 3,482
15 Meal Plan (Single Occupancy)	\$ 3,262	\$ 3,448
13 Meal Plan (Single Occupancy)	\$ 3,262	\$ 3,448
10 Meal Plan (single Occupancy)	\$ 3,232	\$ 3,416
Room Only Plan	\$ 2,044	\$ 2,198

Continued

II PROPOSED 1986-87 APARTMENT RATES

<u>Family Housing Complex and Type Unit</u>	<u>1986-87 Rate¹</u>
 Pine Grove	
Furnished One Bedroom	\$228 plus energy
Furnished Two Bedroom	\$252 plus energy
Unfurnished One Bedroom	\$222 plus energy
Unfurnished Two Bedroom	\$246 plus energy
 Cornell Courts	
Furnished One Bedroom	\$233 plus energy
Furnished Two Bedroom	\$257 plus energy
Unfurnished One Bedroom	\$228 plus energy
Unfurnished Two Bedroom	\$252 plus energy
 Westview	
Furnished One Bedroom	\$251 plus energy
Furnished Two Bedroom	\$269 plus energy
Unfurnished One Bedroom	\$245 plus energy
Unfurnished Two Bedroom	\$264 plus energy
 Single Student Apartments	
Single Occupancy	\$198-\$240 plus energy
Single or Double Occupancy	\$245-\$252 plus energy
Double or Triple Occupancy	\$257-\$359 plus energy
Triple or Six Person Occupancy	\$479-\$527 plus energy

¹ During 1986-87 and 1987-88 the cost of energy will be segregated from the rent and paid by the tenant separately. This will result in an actual increase to the student on the average of approximately 12%.

Motion carried.

.3283 M SELECTION OF EXTERNAL AUDITOR -- 1986/1992 Cycle

Section 10

Regent Guastello moved and Regent Burton seconded that the Board of Regents appoint the following persons to act as a Subcommittee to select an External Auditor Firm for the five year cycle 1986-87 through 1991-92, subject to formal ratification by the full Board:

Regent Thomas Guastello	---	Regent
Patricia Weber	-----	Associate Dean, College of Business
Robert J. Romkema	-----	Vice President for Business & Finance
Stanley Willets	-----	Internal Auditor

Motion carried.

.3284 M 1986-87 BUDGET DEVELOPMENT STATUS REPORT

Section 11

Regent Guastello moved and Regent Robb seconded that the 1986-87 Budget Development Status Report dated April 1986 be received and placed on file.

(Copy on file in the Office of the Board Secretary)

Motion carried.

.3285 M 1986-87 TUITION RATES

Section 12

Regent Guastello moved and Regent Titsworth seconded that the tuition rates per credit hour be raised or that program reductions be initiated to produce the equivalent funding of an eight percent tuition increase for the fall 1986 semester, be received and placed on file.

Motion carried.

.3286 M RELOCATION POLICY

Section 13

Regent Guastello moved and Regent Titsworth seconded that an Eastern Michigan University Relocation Policy be received and placed on file.

This policy will enable the University to:

1. Compete nationally for senior level employees
2. Obtain the best qualified employee for key University positions, and
3. Eliminate the current contract arrangement made to new hires, which has been devised to address the relocation assistance problems.

This policy will apply only for new hires at the

- a. salary grade level eleven and above
- b. associate professor and above
- c. those who live fifty miles or more from the University

All relocation expenses will be authorized within standard University accounting policies and must have the approval of the President.

A monthly report of such expenditures will be submitted to the Board of Regents as an informational item. #

RELOCATION POLICY - EASTERN MICHIGAN UNIVERSITY

Eligibility: Administrative staff personnel at the salary grade level 11 and above, as well as faculty hired at the associate professor and above are eligible. The Vice Presidents and President must authorize payment via a P-28 in advance of the offer.

Expenses Limitations:

I. Relocation Trip

- ° Travel expense allowance for expenses incurred to visit the job location to secure suitable living accommodations. The maximum expense (lodging, food, etc.) allowance \$500.00 plus travel expenses (coach/air, car rental, etc.)

II. Relocation Expense

- ° Moving of household items (if over 50 miles). Maximum allowance \$3,000.
- ° Lodging expenses at job location for employee and immediate family. Maximum allowance \$500, plus travel (coach/air, car mileage, etc.)

III. Maximum allowable relocation expense -- \$4,000, plus travel costs.

All expenses must be in accordance with accounting policies and procedures outlined in the appropriate manuals and approved by the President.

Funding: The funds for this relocation expense policy will be authorized from current University budget allocations.

Exceptions: All exceptions to these guidelines must be approved by the President and the Board of Regents.

NO individual contracts in lieu of moving and living expenses outlined above is authorized except upon an exception basis.

RELOCATION POLICY - EASTERN MICHIGAN UNIVERSITY

Fiscal Notes:

I. Over the past calendar twelve (12) months, there were nine (9) new hires at the salary grade 11 and above. Seven (7) lived more than 50 miles from the University and would have been eligible for reimbursement under the policy:

A. Relocation Trip/Relocation Expense

° Maximum Relocation Expense \$ 4,000
x 7
\$21,000

Plus

B. Relocation Trip/Relocation Expense - Travel

° Coach Air Travel, Car Rental, Mileage,
 (average for two trips and family
 size) \$ 1,000
x 7
\$ 7,000

C. Approximate Cost of Annual Program . . \$28,000

II. The \$500 maximum allowance for lodging and meals for the relocation trip to find suitable living accommodations, and \$500 maximum for lodging and meals after relocation are reasonable and controllable. The new hire will be required to pay these costs and submit the appropriate receipts for reimbursement.

III. Air travel and car rentals (relocation trip only) should be arranged by the University and billed direct. This procedure will maximize control over two of the most expensive items.

IV. The Relocation budget should be centrally controlled and administered by Human Resources, or Budget and Planning since it will be a university-wide program.

Motion carried.

.3287 M PURCHASE OF PROPERTY - 611 West Forest

Section 14

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents authorize the administration to purchase the property at 611 West Forest at a cost not to exceed \$80,000.

Motion carried.

Section 15

Chairman Simmons noted that due to the absence of Regent Derezinski, chairman of the Student Affairs Committee, the report of this committee will be received and placed on file.

Motion carried.

Chairman Simmons called for the report from the Educational Policies Committee.

.3288 M 1986 AFFIRMATIVE ACTION PLAN

Section 16

Regent Burton moved and Regent Titsworth seconded that the Board of Regents of Eastern Michigan University accept and place on file, the 1986 Affirmative Action Plan, Executive Summary, pursuant to Executive Order #11246, as amended (41 CFR, part 60-1 et. seq.).

(Copy on file in the Office of Board Secretary)

Motion carried.

.3289 M 1985 AUDIT OF AFFIRMATIVE ACTION PLAN

Section 17

Regent Burton moved and Regent Titsworth seconded that the audit of the 1985 Affirmative Action plan be received and placed on file.

Motion carried.

. 3290 M FACULTY REAPPOINTMENTS

Section 18

Regent Burton moved and Regent Titsworth seconded that the following probationary faculty members be reappointed for the 1986-87 academic year:

College of Arts & Sciences

Ahlbrandt, Gisela	Assistant Professor	Mathematics
Al-Khafaji, Mahmond	Assistant Professor	Mathematics
Arrington, Phillip	Assistant Professor	English Language & Literature
Brandt, Danita	Assistant Professor	Geography & Geology
Buckheister, Patrick	Assistant Professor	Foreign Languages
Cere, Ronald	Associate Professor	Foreign Languages
Chattopadhyay, Rita	Assistant Professor	Mathematics
Chaudhuri, Ranjan	Assistant Professor	Computer Science
Durham, Lora	Instructor	Mathematics
Gardiner, Christopher	Assistant Professor	Mathematics
Gorsline, Denise	Instructor	Communication & Theatre Arts
Jacobs, Diane	Assistant Professor	Physics & Astronomy
King, Carmen	Assistant Professor	Fine Arts
Kisor, Douglas	Assistant Professor	Fine Arts
Kleykamp, David	Assistant Professor	Economics
Martin, F. Elaine	Assistant Professor	Political Science
McGuire, Michael	Assistant Professor	Music
McManus, John	Assistant Professor	Psychology
McMillan, William	Assistant Professor	Computer Science
Moore, Pamela	Instructor	Computer Science
Neely, Robert	Assistant Professor	Biology
Ohren, Joseph	Associate Professor	Political Science
Parry, Walter	Assistant Professor	Mathematics
Rankin, Joseph	Associate Professor	Sociology
Reese, Laura	Assistant Professor	Political Science
Rescorla, Kim	Assistant Professor	Mathematics
Riccinto, Leonard	Associate Professor	Music
Robertson, Sharon	Assistant Professor	Foreign Languages
Rose, Shirley	Assistant Professor	English Language & Literature
Sade, Martin	Assistant Professor	Mathematics
Shichtman, Martin	Assistant Professor	English Language & Literature
Shiskowski, Kenneth	Assistant Professor	Mathematics
Sims, Marvin	Instructor	Communication & Theatre Arts
Umar, Amjad	Associate Professor	Mathematics
Waincott, Velma	Assistant Professor	Biology
Warren, Bette	Assistant Professor	Mathematics
Yorke, Mary	Instructor	Mathematics

Amonsens, Sharon	Assistant Professor	Nursing Education
Clerc, Jeanne	Assistant Professor	Associated Health Professions
Fifield, Debra	Instructor	Nursing Education
Hammerberg, Gary	Assistant Professor	Associated Health Professions
Ifill, Don	Associate Professor	Social Work
Ivey, Suzanne	Assistant Professor	Nursing Education
Krajewski-Jamie, Elvia	Assistant Professor	Social Work
Lester, Lula	Instructor	Nursing Education
Nybell, Lynn	Assistant Professor	Social Work
Prince, Nancy	Assistant Professor	Nursing Education
Renk, Clifford	Associate Professor	Associated Health Profession

College of Technology

Frimenko, Jacob	Assistant Professor	Interdisciplinary Technology
Gore, David	Assistant Professor	Interdisciplinary Technology
Mackey, Dennis L.	Instructor	Industrial Technology
Meyer, Earl	Assistant Professor	Business & Industrial Education
Reams, Joseph	Instructor	Industrial Technology
Remp, Ann	Associate Professor	Business & Industrial Education
Soyster, Thomas	Assistant Professor	Industrial Technology
Stavros, Demo	Associate Professor	Interdisciplinary Technology
Sterzik, Karen	Assistant Professor	Industrial Technology

Library

Chapman, Terri	Instructor	Library
Chisholm, Clarence	Assistant Professor	Library
Hampton, Marian	Instructor	Library
Hogan, Walter	Assistant Professor	Library
Lukasavitz, Raymond	Assistant Professor	Library
Shemwell, Judy	Instructor	Library
Yee, Sandra	Assistant Professor	Library

Motion carried.

College of Business

Bush-Bacelis, Jean	Instructor	Management
Cianciolo, Thomas	Professor	Accountg & Finance
Cooper, Rolland	Instructor	Accounting & Finance
Diallo, Alahassane	Assistant Professor	Accounting & Finance
Even, Dale	Instructor	Accounting & Finance
Fullerton, Sam	Assistant Professor	Marketing
Gorjidoz, Javad	Assistant Professor	Accounting & Finance
Higby, Mary	Associate Professor	Marketing
Houtakker, Donald	Associate Professor	Accounting & Finance
Irish, Robert	Associate Professor	Accounting & Finance
Kramer, Morrey	Assistant Professor	ORIS
Libby, Patricia	Assistant Professor	Accounting & Finance
McCombs, Gary	Instructor	Accounting & Finance
Merz, George	Assistant Professor	Marketing
Nightingale, John	Assistant Professor	Management
Snyir, Andrew	Associate Professor	Accounting & Finance
Taheri, Soheila	Instructor	ORIS
Tessema, Asrat	Assistant Professor	Accounting & Finance
Victor, David	Assistant Professor	Management
Waltman, John	Associate Professor	Management
Welber, Joel	Assistant Professor	Marketing
Westland, James	Assistant Professor	Accounting & Finance

College of Education

Briggs, Douglas	Assistant Professor	HPER&D
Carr, Eileen	Assistant Professor	Teacher Education
Conley, Mark	Assistant Professor	Teacher Education
Folkerth, Jean	Assistant Professor	HPER&D
Gardner, Trevor	Assistant Professor	Teacher Education
Payne, Harriet	Instructor	HPER&D
Smith, Margaret	Assistant Professor	Special Education
Sparks, Georgea	Assistant Professor	Teacher Education

Section 19

Regent Burton moved and Regent Titsworth seconded the following faculty members be granted tenure, effective at the beginning of the Fall, 1986 semester

<u>Name</u>	<u>College</u>	<u>Department</u>	<u>Rank</u>
Andrews, Fraya	Business	Management	Assistant
Chowdhry, Pradeep	Business	Management	Assistant
Clarke, Lynn	Health & Human Services	Nursing Education	Assistant
Day, Emily	Arts & Sciences	Foreign Languages	Assistant
Farah, Badie	Business	ORIS	Assistant
Hannan, Gary	Arts & Sciences	Biology	Assistant
Hendrickson, Lorraine	Business	Management	Assistant
Jellema, John	Technology	Industrial Technology	Assistant
Kraushaar, Donald	Health & Human Services	Associated Health Professions	Assistant
McPherson, Charlotte	Health & Human Services	Nursing Education	Assistant
McSurely, Hugh	Business	Marketing	Associate
Mink, George	Health & Human Services	Social Work	Assistant
Pathak, Chandra	Business	Accounting & Finance	Associate
Rainwater, Agnes	Education	HPER&D	Associate
Stewart, Lucy	Arts & Sciences	Communication & TA	Associate
Valentine, Susan	Health & Human Services	Nursing Education	Assistant
Woodland, Linda	Business	ORIS	Assistant
Zirk, Willard	Arts & Sciences	Music	Assistant

Motion carried.

Section 20 -- withdrawn

Chairman Simmons called for the report from the Faculty Affairs Committee.

Section 22

Regent Robb moved and Regent Burton seconded the report of the Faculty Affairs Committee for the month of April be received and placed on file.

Motion carried.

Section 23 -- withdrawn

Regent Titsworth moved and Regent Burton seconded the meeting be adjourned at 12:25 p.m. The next meeting of the Board will be May 28, 1986.

Respectfully submitted:

Roy Wilbanks, Secretary
Board of Regents