

1985

Board of Regents Meeting Materials, December 18, 1985

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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 December 18, 1985

Board members present:

William Simmons, Chairman
John H. Burton, Anthony A. Derezinski, Thomas Guastello
Richard N. Robb and Geneva Y. Titsworth

Board members excused:

Geraldine M. Ellington and Beth W. Milford

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 at 11:00 a.m.

The Chairman called for the approval of the preliminary minutes of the regular meeting of October 23, 1985. Regent Titsworth moved and Regent Guastello seconded the minutes be approved as submitted.

Motion carried.

Chairman Simmons asked Regent Titsworth to read the resolution honoring Viola C. Smith celebrating her fortieth anniversary as an employee of the University

.3203 M RESOLUTION: VIOLA C. SMITH

WHEREAS, Viola C. Smith, senior checkout supervisor in Academic Records and Certification, celebrated her fortieth anniversary as a University employee in October of this year; and

WHEREAS, Ms. Smith began her employment at EMU as a switchboard operator in Goodison Residence Hall following her graduation from Roosevelt School in 1945; and

WHEREAS, Ms. Smith moved to the Academic Records, Certification and Admissions Office in 1949 as a clerk, and was promoted to supervisor eight years later; and

WHEREAS, Ms. Smith has followed the tradition of EMU employment established by her mother, Marcella Smith, who was a supervisor in the King-Goodison Residence Hall Dining Commons when she retired after 31 years with the University; and

WHEREAS, Ms. Smith has served the University faithfully with dedication, concern for students, patience and composure in the face of adversity; and

WHEREAS, Ms. Smith, called "Mom" by her colleagues and associates, is part of the character of the University and has become an institution within the institution, beloved by all;

NOW THEREFORE BE IT RESOLVED, that the Eastern Michigan University Board of Regents hereby congratulates and honors Viola C. Smith on the occasion of her fortieth anniversary as a University employee.

-0-

Motion carried unanimously.

Chairman Simmons called upon Regent Robb to read the resolution honoring Polly Poling on the occasion of her retirement on January 31, 1986.

.3204 M RESOLUTION: POLLY POLING

WHEREAS, Polly Poling, Executive Secretary to the Vice President for University Relations and Secretary to the Board of Regents, has been employed at Eastern Michigan University for 26½ years; and

WHEREAS, Mrs. Poling came to Eastern Michigan College in 1959 as a bookkeeper in the Accounting Office and also worked in the Cashier's Office; and

WHEREAS, Mrs. Poling has served under four University presidents, including Eugene Elliott, Harold Sponberg, James Brickley and John W. Porter; and

WHEREAS, Mrs. Poling has worked for four vice presidents, including Bruce K. Nelson, Gary D. Hawks, John C. Fountain and Roy Wilbanks; and

WHEREAS, Mrs. Poling has been responsible for activities related to the Board of Regents for nearly 15 years, including assembling agendas, keeping preliminary and official minutes, and other documentation, planning meetings and retreats, making travel arrangements and reservations, and "has enjoyed every minute of it", and

Continued

WHEREAS, Mrs. Poling has served all but four of all the Regents ever appointed to the Board of Regents at Eastern Michigan University, including Virginia Allan, Veda Anderson, Charles Anspach, James Barnes, Linda Bernard, Warren Board, Timothy Dyer, Dolores Kinzel, Edward McCormick, Carleton Rush, Mildred Beatty Smith, George Stripp, John Ullrich, William Simmons, Geneva Titsworth, John Burton, Anthony Derezinski, Geraldine Ellington, Thomas Guastello, Beth Wharton Milford and Richard Robb; and

WHEREAS, Mrs. Poling put son Thomas Poling, Lt. Commander in the U. S. Navy, and daughter JoAnn Poling Van Aernum, a teacher in Minneapolis, through school at Eastern Michigan University; and

WHEREAS, Mrs. Poling has been a conscientious, dedicated and loyal employee who will retire January 31, 1986;

NOW THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents hereby commends Mrs. Poling for her many years of service, congratulates her on the occasion of her retirement and wishes her the very best during her retirement years.

-0-

Motion carried unanimously.

Chairman Simmons called upon Regent Guastello to read the resolution regarding Executive Order 11246.

.3205 M RESOLUTION: Executive Order 11246

WHEREAS, Eastern Michigan University is proud of its commitment to being an Affirmative Action/Equal Opportunity Employer and has pursued aggressively an Affirmative Action Plan; and

WHEREAS, President Ronald Reagan is presently considering a revision of Executive Order 11246 which would remove the legal basis for establishing Affirmative Action goals; and

WHEREAS, while the revised Executive Order would permit the voluntary use of numerical goals and timetables, the failure to adopt or attain any statistical measures will no longer be a violation of the Executive Order; and

WHEREAS, the Administration and Board of Regents is vitally concerned about this apparent erosion of commitment to Affirmative Action;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents directs the Administration to continue its firm commitment to the principles of Affirmative Action and to the recruitment of all minority groups and women.

BE IT FURTHER RESOLVED, that the University will continue to make hiring decisions which will ensure a representative work force.

BE IT FURTHER RESOLVED, that the University will continue to develop an annual Affirmative Action Plan.

BE IT FURTHER RESOLVED, that the Board of Regents directs the Administration to express its concern over the proposed Executive Order revision by forwarding copies of this resolution to appropriate state and federal officials.

-0-

Motion carried.

Chairman Simmons asked President Porter for his report.

President Porter said he wanted to remind the Regents of the reception today at 4:30 at the President's Residence for all new senior level employees.

He continued that the University has exceeded enrollment (over 21,000 head count) and have added seven additional faculty for the Winter term, which he felt was good news. But the bad news is that the University continues to tax the support services of the University. He suggested that the Board of Regents discuss the support services at the Retreat.

The President then introduced Mr. Milton Lewis, the new Director of Human Resources who begins his new position on January 2, 1986, and this means that Dick Stone will be leaving that position which he has held temporarily. The President noted he wanted to assure Mr. Stone that the University certainly appreciated him coming out of retirement from Michigan Bell Telephone Company to help out the University in a time of crisis.

The President then discussed a letter he received from Macomb Community College in which they suggest a joint meeting with the Regents to discuss challenges and aspirations at the baccularate level; but President Porter thought this meeting should wait until he receives a report from McComb Community College.

President Porter announced that "A Partnership for Excellence" brochure for 1986 needs list, seeking funds from the private sector has been printed and will be circulated to raise \$3.4 million dollars

Chairman Simmons questioned if anyone from the audience wanted to speak before the Board under the Communications section on the agenda. Hearing none, he asked if anyone wanted any sections pulled from the Consent Agenda for further discussion.

Regent Burton noted that Section 13, Report: Course Fees, be removed from the agenda until it has been studied further, and will be brought back at a future meeting. Permission was granted.

Regent Robb called for Sections 2 and 4 be pulled for discussion.

.3206 M INTERNAL AUDITOR'S REPORTS

Sec. 2

Regent Robb moved and Regent Titsworth seconded that the Internal Auditor's reports be received and placed on file; and the Audit activity report for the months of October and November 1985:

1. Housing and Food Service Income, Expense and Maintenance Reserves Dated December 18, 1984
2. Auxiliary Fund -- dated February 25, 1985
3. Auxiliary Fund -- Apartments, Housing, Food Services and Conferences -- dated April 10, 1985
4. Huron Hideaway -- dated September 9, 1985 and Huron Hideaway Amendment -- dated September 20, 1985
5. McKenny Food Service -- dated May 23, 1985
6. Cash Shortage -- Hill Hall -- dated November 1, 1985

Regent Robb said he questioned the policy on internal control in this report. Vice President Romkema explained a report will be sent out on this soon. Also, Regent Robb had a concern on the audit of McKenny Union and was wondering if animosity was building up again. The President thought this problem would be solved soon.

Motion carried.

.3207 M ACCOUNTS RECEIVABLE

Sec. 4

Regent Robb moved and Regent Titsworth seconded the lists of recoveries previously transferred receivable for the months of July, 1985 through September, 1985, and the comparative analysis of delinquent student accounts as of September 1985, be received and placed on file. Also the list of account receivable, as proposed for transfer to "collection agency" status be approved.

Regent Robb questioned why the large transfer of money for University apartments to collection agency status. Dr. Sprandel explained that amount was not unusual and the procedures used are adequate.

Motion carried.

.3208 M TREASURER'S REPORT

Sec. 1

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

Motion carried.

.3209 M INTERNAL AUDIT PROCESSING

Sec. 3

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents receive and place on file the systems procedure for Internal Audit Processing which is a review and resolution of recommendations of the Internal Audit Reports prior to approval by the Board of Regents.

Motion carried.

.3210 M GRANTS AND CONTRACTS

Sec. 5

Regent Guastello moved and Regent Titsworth seconded that the 22 Educational Grants totaling \$421,929 and the Financial Aid Grant totaling \$1,236,945 be accepted:

1. A grant from the Williams County Dept. of Human Services in the amount of \$775 for "Keynote Speech and Workshops for Williams County DHS Staff and Foster Parents."
2. A grant from the Taylor Public Schools in the amount of \$660 for "Teacher Expectation Student Achievement Training for TPS."
3. A grant from ASMT Education & Research Fund, Inc. in the amount of \$500 for "Identification of Computer Software in Medical Technology Education."
4. A grant from the Taylor Public Schools in the amount of \$400 for "In service Assistance to TPS."
5. A grant from the Superior Court of District of Columbia in the amount of \$241 for a "Workshop at Conference on Permanent Families for Children & Youth."
6. A grant from the Ford Motor Company in the amount of \$15,000 for "Consultant for Finite Element Analysis."

7. A grant from the U. S. Dept. of Education in the amount of \$8,330 for "Cooperative Education Supplemental Funds."
8. A grant from the U. S. Fish and Wildlife Service in the amount of \$9500 for "Ecology of the Detroit River: An Estuarine Profile."
9. A grant from Johnson Wax in the amount of \$7500 for "Tech Services Center -- Johnson Wax Training."
10. A grant from the Dept. of Internal Medicine, U of M in the amount of \$6000 for "Type A Interviews for Dr. Ernest Johnson."
11. A grant from the American Natural Resources Co. in the amount of \$5000 for "ANA Pipeline Program."
12. A grant from the Huron Valley Library System in the amount of \$3787 for "WLLN Listing Project."
13. A grant from the Monroe County Intermediate School District in the amount of \$2500 for "Consultant Services to Monroe County Intermediate School."
14. A grant from the National Institute of Health in the amount of \$60,353 for "An Aggregate-Level Analysis of Elderly Suicide Patterns."
15. A grant from the Michigan Council for the Arts in the amount of \$1500 for "Dutch Graphic Design Exhibit."
16. A grant from the Michigan Council for the Arts in the amount of \$1200 for "Percussion Concerto Arrangement."
17. A grant from the Wayne Community Living Services in the amount of \$128,848 for "Project Community Living Success."
18. A grant from the Illinois Dept. of Children and Family Services in the amount of \$9750 for "Organization to Work Together: Enhancing Foster Parent-Foster Care Teams for Improved Service to Children and their Families."
19. A grant from the U. S. Fish and Wildlife Service in the amount of \$9500 for "Ecology of Lake St. Clair: An Estuarine Profile."
20. A grant from the Corporation for Public Broadcasting in the amount of \$92,605 for "Community Service Grant 1986."
21. A grant from Ford Motor Company Electrical & Electronics Division in the amount of \$35,480 for "Ford Ypsilanti Plant Contract Amendment I."
22. A grant from Stackpole Corporation #2 in the amount of \$22,500 for "Training Agreement between Stackpole & EMU."

Financial Aid Grant:

1. A grant from the U. S. Department of Education in the amount of \$1,236,945 for the "Pell Grant Program."

Motion carried.

.3211 M UNIVERSITY TRAVEL POLICY -- Revision

Sec. 6

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents concur in the following revised policy covering reimbursement for use of a personal car -- effective October 2, 1985:

Reimbursement for use of a personal car be at a rate equal to that allowed by the Internal Revenue Service for business expenses deductions (currently 21 cents per mile).

Motion carried.

.3212 M 1986/87 DEPARTMENT UNIQUENESS AWARDS -- Report

Sec. 7

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents receive and place on file the report on results of the 1985-86 Departmental Uniqueness Awards.

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

Motion carried.

.3213 M INTERIM POST EMPLOYMENT REPORT

Sec. 8

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents receive and place on file the Interim Post Employment Report, 1985 Survey of Employee Attitudes.

INTERIM POST EMPLOYMENT REPORT
1985 SURVEY OF EMPLOYEE ATTITUDES

INTRODUCTION

This report is intended to document the procedure currently used to survey terminating employees and monitor attitude trends. The 1984 Post Employment Survey Report provided an excellent base from which to continue tracking former employees attitudes. The 1984 study also provided practical information about former employees' perceptions of their quality of working life at the University. The results and findings of this study raised important questions and provided a sound starting point to generate more complete explanations for turnover. In fact, the Human Resources Department has continued to use the same questionnaire.

Upon termination, every employee is provided with the original post employment questionnaire used in the 1984 study. This questionnaire is either mailed to the employee or given to him/her at the exit interview. It is completely confidential and voluntary. The return rate has been steady at just over 25 percent of these mail-in questionnaires. This return rate is slightly higher than the return rate of 23.5 percent for the 1984 study. A follow-up report is planned for April of 1986, a full two years after the 1984 report.

Information has been gathered on two separate tracking instruments: the questionnaire developed for the 1984 study and an abbreviated questionnaire from which data is coded to an on-line data base for easy access. Copies of both questionnaires are attached. Personal exit interviews are also conducted using the abbreviated questionnaire. This has been done for about half (56 percent) of the terminated employees. Those who leave the University without notice or fail to schedule an exit interview are sent the original 1984 questionnaire.

This interim report summarizes the major findings from the abbreviated questionnaire used at the exit interview for the period June 1984 through September of 1985. Since June of 1984, when Human Resources began the exit interview procedure, 122 (56% percent) former employees have received exit interviews. The following sections summarize the responses from this group of former employees.

TERMINATION RATES

During the period June of 1984 through September of 1985, a total of 217 employees left the University. This resulted in a 9.9 percent termination rate for 1984, and a projected rate of 10.9 percent for 1985 (based on nine months of actual turnover experience). Table 1 displays the turnover rates from 1979 through 1985 by employment group.

FACTORS INFLUENCING TERMINATION

On the abbreviated questionnaire used at the exit interview, respondents were asked to rank the three most compelling reasons for terminating from a list of forty-eight within six different categories (personal/family, health, salary/benefits, career/education, conflicts and job dissatisfaction).

ALL EMPLOYEE GROUPS

Respondents most frequently cited a better job opportunity (34 percent), retirement (21 percent), and returned to school (9 percent) as the main reasons for leaving. The reasons ranked second by most respondents were inadequate promotional opportunity (7 percent), low rate of pay (17 percent), and better job opportunity (5 percent). The reasons ranked third by most respondents were low rate of pay (8 percent), inadequate promotional opportunity (7 percent), and inadequate opportunity for meaningful input (3 percent). Table 2 depicts percentages for all employee groups and Table 3 depicts a separate breakdown for each employee subgroup.

FACULTY GROUP

During the period surveyed a total of forty-eight faculty members terminated their employment with the University. A total of seventeen questionnaires have been completed and coded onto the data base, representing 35 percent of the total.

Faculty most frequently identified retirement (35 percent), better job opportunity (24 percent), and appointment expired (12 percent) as the most compelling reasons for leaving the University. The second most compelling reason cited by respondents was a long commuting distance (12 percent). There was minimal response to the third most compelling reason given for leaving.

ADMINISTRATIVE/PROFESSIONAL GROUP

During the period surveyed a total of thirty-seven administrative/professional (non-bargained-for) employees terminated their employment with the University. Twenty-six questionnaires have been completed and coded onto the data base, representing 70 percent of the total.

Administrative/professional respondents most often cited a better job opportunity (46 percent), retirement (15 percent), and return to school (8 percent) as the most compelling reasons for leaving the University. The second reason most often given was dissatisfaction with working hours (12 percent). The third reason most often given was a three-way split between better job opportunity, a low rate of pay and inadequate promotional opportunities (at 8 percent each).

CLERICAL/SECRETARIAL GROUP

During the period surveyed a total of sixty-two clerical/secretarial employees terminated their employment with the University. Thirty-five questionnaires have been completed and coded onto the data base, representing 56 percent of the total.

Clerical/secretarial respondents most frequently cited a better job opportunity (20 percent), returned to school (20 percent), and retirement (17 percent) as the most compelling reasons for leaving the University. The second reason was inadequate promotional opportunity (11 percent), and the third was low rate of pay (9 percent).

PROFESSIONAL/TECHNICAL GROUP

A total of forty-eight professional/technical (bargained-for) employees terminated their employment with the University. A total of thirty-four questionnaires have been completed and coded onto the data base, representing 71 percent of the total.

Professional/technical respondents most often identified a better job opportunity (53 percent), inadequate promotional opportunity (12 percent), retirement (6 percent), and spouse accepted another position (6 percent) as the most compelling reasons for leaving the University. The second reason most often cited by respondents was a better job opportunity and a low rate of pay (15 percent each). The third reason most frequently identified was inadequate promotional opportunities and a low rate of pay (15 percent each).

FOOD SERVICE/MAINTENANCE GROUP

A total of twenty-two food service/maintenance employees terminated their employment with the University. A total of ten questionnaires have been completed and coded, representing 45 percent of the total.

Food service/maintenance respondents most often identified retirement (70 percent) as the most compelling reason for leaving the University. Response was minimal to the second and third reasons for leaving.

SUMMARY

Human Resources has been able to gather exit interview information on 122 of the employees who chose to leave the University since June of 1984. This represents the opinion of 56 percent of those terminating. The influencing factors for this group did not vary a great deal from the 1984 study. Overall, respondents attributed their separation to three main causal factors: a better job opportunity, retirement and returned to school.

Based upon the projected fourth quarter for 1985, the average turnover percentage will go up by one percent from the previous year, which was 9.9 percent. The increase if spread evenly across all employee groups, from 5.1 percent in 1984 to 6.4 percent projected in 1985.

RECOMMENDATIONS

It is recommended that Human Resources continue to use only the abbreviated questionnaire and exit interview procedure after March of 1986 when the follow-up report is completed. The response rate possible with the shorter exit interview is currently twice that of the longer questionnaire. To increase the response for the abbreviated questionnaire, Human Resources will begin to send it to those who were unable to attend an exit interview, in place of the longer questionnaire developed for the 1984 study.

It is also recommended that the updated Post Employment Study, to be completed in April of 1986, be a direct and simple analysis of the information which is suitable for transmittal to the Quality of Work Life (QWL) Council. It is further recommended that the QWL Council formulate recommendations and consolidate the results of the original and updated post employment studies with the QWL survey results, making suggestions for intervention.

Motion carried.

.3214 M APPOINTMENTS

Sec. 9

Regent Guastello moved and Regent Titsworth seconded the Appointments be approved:

CHAPMAN, TERRI

Instructor, Center of Educational Resources, effective October 1, 1985, at an academic year salary of \$19,000.

Education

A.M.L.S. - University of Michigan, 4/27/84
B.A. - Central Michigan University, 5/77

Experience

1984 - Present Eastern Michigan University
1983 - 1984 Michigan State University, Geology Branch Library
1979 - 1983 Michigan State University, Monograph Acquisitions

Milton E. Lewis, Jr.
Executive Director of Human Resources
AP-14 B/M
Biweekly: \$2184.83 Annual \$57,000
Effective: January 2, 1986

Ronald E. Goldenberg
Dean of Graduate School
AP-14 W/M
Biweekly: \$2223.16 Annual \$58,000
Effective: December 30, 1985

Changes of Status of Senior Level Administrators

Ann Kettles
 Director of Academic Services
 AP-12 W/F
 Biweekly: \$1,667.37 Annual \$43,500
 Effective: November 13, 1985

Mary Brooks
 Director Risk Management, Procurement & Stores
 AP-12 B/F
 Biweekly: \$1667.37 Annual \$43,500 Effective Sept. 26, 1985

John Fountain
 Executive Director Publicity & Promotions
 AP-14 W/M
 Biweekly: \$2,511.51 Annual \$65,523
 Effective: November 1, 1985

David Moore
 Interim Director McKenny Union/University Conferences
 AP-11 W/M
 Biweekly: \$1486.60 Annual \$38,784
 Effective: November 4, 1985

APPOINTMENTS, Graduate Assistants (Student Employees)

<u>Name</u>	<u>Account Numbers</u>	<u>Protected Classes</u>	<u>Semester(s)</u>	<u>Salary</u>	<u>Effective</u>
Billes, Elaine	22901	F/W	Fa/Wi	\$3,900	10/1/85
Brown, Marifran	10730	W/F	Fa/Wi	3,800	9/4/85
Fox, Roderick	22901	B/M	Fa/Wi	2,850	
Harris, Paul	10410	B/M	Fa	1,900	9/4/85
Hillebrand, Debbie	13530	W/F	Wi	1,900	1/6/86
Howley-Visel, Mary	11040	F/W	Fa/Wi	4,000	9/4/85
Johnson, Jennie	10550	W/F	Fa/Wi	3,800	9/4/85
Jones, Lonnie	11047	M/B	Fa	1,900	9/4/85
Lauer, Janet	15942	W/F	Fa/Wi	3,800	9/4/85
Levine, Barbara	23035	W/F	Fa	224	9/4/85
Mandavia, Udayan	16160	AP/M	Fa/Wi	3,800	9/4/85
Patterson, William	22901	M/W	Fa/Wi	4,000	10/1/85
Ptaszek, Mark	11047	M/W	Wi	950	1/6/86
Scott, Charlotte	11047	F/W	Wi	950	1/6/86
Simmons, Susan	13520	W/F	Wi	2,000	1/6/85
Sloan, Kevin	22901	M/B	Fa/Wi	3,900	10/1/85
Tang, Yifan	20421	AP/M	Fa/Wi	3,900	9/4/85
Vining, Stewart	10240	W/M	Fa/Wi	4,000	9/4/85
Wolfe, Lisa	10560	F/W	Wi	1,900	1/6/86
Zeta, Evanthia	16477	W/F	Fa	1,393	10/2/85

APPOINTMENTS, Supplemental (Additional work for faculty)

<u>Name</u>	<u>Rank</u>	<u>Account Numbers</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Adams, Leah	Professor	10730	Fa	\$ 1,050	9/4/85
Amati, Karen	Instructor	11040	Fa	1,100	9/11/85
Belt, Gordon	Associate	10730	Fa	1,100	9/9/85
Bemish, Lawrence	Assistant	10790	Fa	2,300	9/13/85
Boyer, Lee	Professor	10605	Fa	450	9/16/85
Buckeye, Donald	Professor	10360	Fa	1,050	9/14/85
	Professor	23192	Fa	50	10/5/85
Delanski-Smith, Deborah	Assistant	10930	Fa	525	8/28/85
Easto, Patrick	Professor	10410	Fa	1,575	8/28/85
Evans, Gary	Professor	10420	Fa	1,050	9/27/85
Gonzalez, Joseph	Associate	10790	Su	1,050	7/1/85
Graham, John	Professor	22121	Su	5,652	7/1/85
Gwaltney, Thomas	Professor	10605	Fa	1,575	9/9/85
Haddan, Eugene	Professor	10605	Fa	88	9/14/85
Hansen, Ruth	Assistant	10950	Fa/Wi	2,000	8/28/85
	Assistant	10950	Su	500	7/1/85
Hawkins, William	Instructor	11040	Fa	1,100	9/11/85
Helbig, Alethea	Professor	13515	Fa/Wi/Sp/Wu	2,500	9/1/85- 6/30/86
Hicks, Kenneth	Professor	10250			
Hoitash, Charles	Professor	15440	Sp/Su	391	9/1/84
Horton, David	Associate	10605	Fa	138	8/28/85
Jennings, Gerald	Professor	13515	Fa/Wi	3,033	8/28/85
	Professor	23192	Fa	50	10/5/85
	Professor	11040	Fa	1,100	8/28/85
Johnson, David	Assistant	10360	Fa	2,100	9/10/85
Jordan, Eunice	Professor	13515	Fa/Wi/Sp	2,500	9/1/85
Kromer, William	Professor	10750	Fa	1,050	9/18/85
	Professor	10750	Fa	1,050	9/9/85
	Professor	23004	Fa	1,173	8/23/85
Lake, Marylyn	Associate	13515	Fa/Wi	2,521	8/28/85
Larson, Russell	Professor	13515	Fa/Wi/Sp	2,500	9/1/85
Martin, F. Elaine	Assistant	23082	Su	2,000	7/1/85
McCombs, Gary	Instructor	15440	Su	313	7/1/85
McCracken, Sally	Professor	104520	Fa	1,050	11/1/85
McFadden, Emily	Associate	23207	Fa	115	10/18/85
McLennan, Marshall	Professor	15440	Fa/Wi/Sp/Su	157	7/1/85

APPOINTMENTS, Supplemental (continued)

<u>Name</u>	<u>Rank</u>	<u>Account Number</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Meis, Ruby	Professor	13515	Fa/Wi/Sp	\$ 2,500	8/28/85
Meyer, Earl	Assistant	11040	Fa	3,963	8/28/85
Pedersen, Erik	Professor	10780	Fa	174	8/28/85
Phillips, Donald	Professor	23192	Fa	50	10/5/85
Porter, James	Associate	20422	Fa	2,712	12/1/85
	Associate	20422	Fa	2,712	11/1/85
	Associate	20422	Fa	2,712	10/1/85
	Associate	20422	Fa	2,712	9/1/85
Preston, John	Assistant	11040	Fa	1,050	9/4/85
	Assistant	11047	Su	1,575	7/1/85
Rankin, Joanne	Professor	10350	Fa	1,575	9/9/85
Robek, Mary	Professor	15440	Su	50	8/16/85
Sanchez, Pedro	Associate	14330	Fa	4,007	8/28/85
Sayles-Folks, Sherry	Assistant	23201	Fa	750	9/23/85
Sinclair, Frank	Associate	13515	Fa/Wi/Sp	2,500	9/1/85
Sparks, Georgea	Assistant	10730	Fa	1,625	10/7/85
Stevens, Suzanne	Professor	13515	Fa/Wi/Sp	2,500	9/1/85-
Trochet, Daniel	Associate	10420	Fa	100	10/10/85
Voght, Geoffrey	Instructor	10310	Sp	525	5/2/85
Ward, Robert	Professor	10330	Su	1,050	8/12/85
Warren, Patricia	Professor	23207	Fa	400	10/18/85
Weiser, Jerome	Professor	13515	Fa/Wi/Sp	2,500	9/1/85
Westrum, Ronald	Professor	10605	Fa	60	9/16/85
	Professor	16041	Su	3,268	7/1/85
Wright, Eleanor	Associate	15440	Fa	157	8/28/85
Yager, Jay	Professor	16041	Su	1,842	8/16/85
Yahrmatter, Arthur	Associate	10420	Fa	1,650	9/11/85
Young, Phyllis	Assistant	15440	Su	74	7/1/85

APPOINTMENTS - continued
Staff

			Race/Sex	Biweekly	Effective
Bates, Joyce	CS-03 Secretary	Career Services	B/F	\$428.38	10-28-85
Booth, Daniel P.	FM-21 Stat. Engineer	Heating Plant	W/M	10.09/hr.	10-28-85
Brady, Brad K.	PT-07 Academic Advisor	Academic Serv.	B/M	709.11	11-4-85
Brothers, Janis M.	CS-05 Sr. Secretary	Univ. Planning	W/F	518.26	10-14-85
Collins, Sylvia	PT-07 Asst. Mgr. Oper.	Career Services	B/F	676.27	10-14-85
DeBoer, Melissa J.	CS-03 Merch. Clerk	Bookstore	W/F	428.38	8-19-85
Grubaugh, Harold	FM-06 Custodian	Physical Plant	W/M	6.80/hr.	10-28-85
Hinson, Cynthia L.	CS-05 Sr. Secretary	Publicity & Pro.	W/F	518.26	11-18-85
Holley, Kathi L.	PT-07 Adm. Officer	Admissions	B/F	735.94	10-21-85
Holtsberry, Karen L.	CS-05 Sr. Secretary	ORIS	W/F	518.26	10-28-85
Lambo-Hale, Dylan J.	CS-03 Secretary	Records	B/F	428.38	10-30-85
Lewis, Debbie D.	CS-03 Clerk	Admissions	W/F	428.38	10-14-84

Appointments - continued

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			Race/Sex	Biweekly	Effective
Liabenow, Lawrence FM-06 Custodian	Physical Plant		W/M	\$6.80/hr.	10-14-84
McDonald, Marsha J. CS-03 Secretary	Children & Fam.		W/F	411.90	9-8-85
Miller, Colby J. PT-06 Programmer	Computing		W/M	709.11	10-14-85
Moore, Rhonda CS-04 Libr. Assistant	Library		B/F	466.98	10-7-85
Murphy, Mary CS-04 Libr. Assistant	Library		W/F	466.98	9-23-85
Preston, Aaron W. PT-07 Asst. Plant Engineer	Phy. Plant		B/M	703.32	10-7-85
Schenk, Janet CS-04 Secretary II	ORIS	50%	W/F	233.49	9-24-85
Socha, Lucy CS-03 Secretary	Career Services		W/F	428.38	11-4-85
Walker, Alida PT-07 Budget Mgr.	Univ. Planning		B/F	785.77	10-29-85
Watkins, Vivian PT-05 Asst. Coordin.	Child Care	75%	B/F	390.00	10-1-85
Williams, Sandra AP-11 Assoc. Ex. Dir.	Aux. Enterprises		W/F	1648.20	11-4-85
Wright, Rochelle CS-03 Account Clerk	Cashier		B/F	428.38	10-8-85
Meyer, Kenneth L. PT-08 Employer Rel. Associate	Career Services		W/M	843.27	11-11-85

Motion carried.

.3215 M SEPARATIONS

Sec. 10

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

		Race Sex	Date Hired	Date Separated
Barden, Ned T. Other position	Assistant Professor Biology	W/M	8-29-79	8-31-85
Beer, Harold Other position	Engineer Radio/Television	W/M	1-17-83	10-18-85
Ferguson, Robin Jo Personal	Secretary II Teacher Educ.	W/F	11-26-79	11-8-85
Galimore, Elizabeth Other position	Lab Supervisor Child Development	W/F	8-26-82	10-10-85
Gillesse, Deborah Maternity	Secretary Campus Life	W/F	1-12-84	5-10-85
Green, Beth Other position	Supervisor Laboratory Serv. Chemistry	W/F	1-2-85	10-3-85
Guenin, Martha Personal	Adm. Associate II Special Ed	W/F	1974	10-11-85
Hunt, Robert Other position	Asst. Track Coach 50%	W/M	9-1-78	9-22-85
Krishnan, K. S. Other position	Assoc. Professor ORIS	AP/M	12-31-84	10-16-85
Miller, Walter C. Other position	Director, McKenny Union	W/M	1-2-80	10-25-85
Nelson, Jacqueline Personal	Secretary II College of A & S	B/F	7-26-82	4-16-85
Parent, Robert G. Other position	Assistant Professor Industrial Tech.	W/M	9-1-82	8-23-85

Separations - continued

		Race Sex	Date Hired	Date Separated	
Reynolds, Birgitt M. Leaving Area	Secretary II Cont. Educ.	CS-04	W/F	8-29-78	9-3-84
Roberts, Jewell Discharged	Custodian		W/F	3-3-80	9-25-85
Scherrer, Joan Personal	Secretary II Children & Famil.	CS-04	W/F	8-9-82	2-14-85
Tippett, Nancy D. Other position	Stu. Publications Secretary II	CS-04	W/F	4-22-85	10-25-85

Retirements

Baker, Eunice	PT-05 Food Service Supervisor		B/F	11-11-56	1-6-1986
Poling, Pauline	CS-07 Executive Secretary University Relations		W/F	8-21-59	1-31-1986
Wilson, Lorraine	CS-03 Secretary Academic Records		W/F	5-1968	10-11-1985

Motion carried.

.3216 M CHANGES OF STATUS,

Sec. 11

Regent Guastello moved and Regent Titswroth seconded the Changes of Status be approved:

Arbogast, Kathryn	Housing	From: CS-05 Account Spec-Financial Aid To: CS-05 Account Spec-Housing Effective: 10-21-85
Caudill, Patricia	Auxiliary Ent.	From: CS-05 Sr. Secretary-Ind. Techn. To: CS-06 Adm. Secretary - Aux. Enterp. Effective: 10-14-85
Everson, Brenda A.	Sociology	From: CS-04 Secretary II-Financial Aid To: CS-05 Sr. Secretary-Sociology Effective: 9-23-85
Fountain, John	Publ & Prom.	From: AP-15 V/P for Univ. Relations To: AP-14 Exec. Dir. Publ. & Prom. Effective: 11-1-85
Hardrick, Cheryl	Physical Plant	From: FM-04 Housekeeper To: FM-06 Custodian Effective: 10-14-85
Jones, Ann L.	Records	From: CS-03 Clerk - Admissions To: CS-03 Clerk - Records Effective: 9-30-85
Miller, Sherry L.	Music	From: CS-04 Secretary II - Music To: CS-05 Sr. Secretary - Music Effective: 10-14-85
Misselhorn, Paula	Admissions	From: CS-03 Clerk - Admissions To: CS-04 Supv. Clerk - Admissions Effective: 9-5-85
Moore, David	McKenny Union	From: Interim AP-11 Oper & Aux. Enterp. To: Interim AP-11 University Confer. Effective: 11-4-85
Owen, Linda D.	Physical Plant	From: FM-06 Custodian To: PT-05 Custodial Foreperson Effective: 10-21-85

Ramsey, Patricia	Mich Ec Council 50%	From: CS-05 Sr. Secretary - Sociology To: CS-04 Secretary II - Mi Econom C Effective: 9-30-85
Tassie, Patricia M.	Admissions	From: CS-03 Secretary - Career Serv. To: PT-07 Admissions Officer - Adm. Effective: 9-23-85
Temerowski, Linda	Computing	From: PT-05 Operator To: PT-06 Prog/Analyst Effective: 9-30-85
Will, Ruth L.	Library	From: CS-03 Account Clerk - Library To: CS-04 Library Asst. II Effective: 9-30-85
Brooks, Mary C.	Business & Fin.	From: AP-11 Assistant to V/P for B & F. To: AP-12 Director, Risk Management Effective: 9-26-85
Kettles, Ann	Academic Serv.	From: AP-09 Assist. Director To: AP-12 Director, Academic Services Effective: 11-13-85

Faculty

DelCampo, Robert	Acting Dept. Head HECR	From: Acting Department Head To: Associate Professor 100% Effective: 8/28/85
Hubbard, John	Department Head Foreign Languages & Bilingual Studies	From: Department Head To: Professor - 100% Effective: 8/28/85
Nightingale, John	Assistant Professor Management	From: Personal Leave To: 100% Effective: 12/30/85
Truzzi, Marcello	Department Head Sociology	From: Department Head To: Professor - 100% Effective: 8/28/85

Motion carried.

.3217 M LEAVES OF ABSENCE

Sec. 12

Regent Guastello moved and Regent Titsworth seconded the Leaves of Absence be approved:

Czajka, Charlotte CS-03 Secretary, International Projects	From: 100% To: Medical Leave w/o pay Effective: 9-4-85 to 12-4-85
Donohue, Robert FM-21 Electrician, Physical Plant	From: 100 % To: Personal Leave w/o pay Effective: 1-1-86 to 4-1-86
Griggs, Emma FM-01 Food Service Attendant	From: 100% To: Medical Leave w/o pay Effective: 10-3-85 to 12-5-85
Johnson, Lori A. CS-04 Sr. Account Clerk	From: 100% To: Maternity Leave w/o pay Effective: 10-17-85 to 1-16-86
Kinloch, Mary Elaine CS-05 Account Specialist, Bookstore	From: 100% To: Maternity Leave w/o pay Effective: 10-7-85 to 1-10-86
Lucas, Kathleen FM-06 Custodian, Physical Plant	From: 100% To: Medical Leave w/o pay Effective: 10-14-85 to 1-14-86
Ottosson, Frans FM-06 Custodian, Physical Plant	From: 100% To: Medical Leave (Compensatory) Effective: 10-8-85 to 1-8-86
Riddle (Densel) Denise FM-06 Custodian, Physical Plant	From: 100% To: Medical Leave w/o pay Effective: 10-10-85 to 12-11-85

Leaves of Absence - continued

Taylor, Mary Kay
CS-05 Sr. Secretary, Teacher Ed.

From: 100%
To: Medical Leave w/o pay
Effective: 9-30-85 to 11-22-85

Wright, Sandra
AP-10 Director, Continuing Ed.

From: 100%
To: Educational Leave w/o pay
Effective: 10-26-85 to 6-25-86

Faculty

Bush-Bacelis, Jean
Instructor
Management

From: 100%
To: Leave without pay
Effective: 12/30/85

Hicks, Kenneth
Professor
Chemistry

From: 100%
To: Leave without pay
Effective: 8/28/85

Tse, Enoch
Associate Professor
Computer Science

From: Professional Leave
To: Extension of Leave
without Pay
Effective: 8/28/85

Umar, Amjad
Associate Professor
Computer Science

From: 100%
To: Professional Leave
without Pay
Effective: 8/28/85

Motion carried.

.3218 M / PREPARATION FOR NORTH CENTRAL ASSOCIATION VISIT

Sec. 14

Regent Guastello moved and Regent Titsworth seconded the report on the preparation for the focused visit from the North Central Association be received and placed on file.

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

Motion carried.

.3219 M WEEKLY APPOINTMENT/VACANCY REPORT

Sec. 15

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

Motion carried.

.3220 M REORGANIZATION -- BUSINESS & FINANCE DIVISION

Sec. 16

Regent Guastello moved and Regent Derezinski seconded that the Board of Regents receive and place on file the revised Business and Finance Division Organizational chart dated 11-15-85 and other materials which describe the combined supervision of the Offices of Purchasing and Service Operations.

Motion carried.

.3221 M AGREEMENT: UAW LOCAL 1976

Sec. 17

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents approve the Agreement between Eastern Michigan University and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Technical, Office and Professional Local 1976 and that the President and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

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

Motion carried.

Sec. 18

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents approve a revision in its Educational Opportunities policy (Chapter 3, pp. 78-79) to update the current policy regarding tuition assistance for regular employees and to include the provision of a Tuition Waiver Program for employee spouses and dependent children granted EMU-AAUP, UAW Local 1975 and UAW 1976 employees through the collective bargaining process, and non-bargained for employees by Board action at its October meeting.

Motion carried.

.3223 M PAINT RESEARCH ASSOCIATION FACILITY

Sec. 19

Regent Guastello moved and Regent Robb seconded that the Board of Regents express its preliminary support of a proposal wherein Eastern Michigan University would provide research and office space for the Paint Research Association. Also, that the administration be directed to engage appropriate consultants to develop preliminary plans, cost estimates, a financing proposal, an operating budget and a lease proposal for a new building or an addition to Sill Hall of approximately 6,000 square feet to house the research and office activities of the Paint Research Association for further consideration by the Board of Regents.

It is further recommended that the administration be directed on behalf of the Board of Regents to seek proper legislative authorization to construct a self-liquidating facility of approximately 6,000 square feet at a cost of approximately \$800,000 to house the Paint Research Association.

Motion carried.

.3224 M RESIDENCY PROPOSAL FOR TUITION PURPOSES

Sec. 20

Regent Guastello moved and Regent Titsworth seconded that the revised Residence Classification for Tuition Purposes Policy be approved by the Board of Regents and placed on file and that the administration establish and implement a formal Residence Classification for Tuition Purposes Appeal Procedure.

Motion carried.

.3225 M 1984/85 FUNCTION 8 SCHOLARSHIP SUMMARY & 86/87 SCHOLARSHIP BUDGET

Sec. 21

Regent Guastello moved and Regent Robb seconded that the Board of Regents authorize for 1986-87 an expenditure of \$2,624,988 for Function 8 Awards and Scholarships--an increase of \$240,876 over the 1985-86 authorization.

Motion carried.

.3226 M 1984/85 FINANCIAL STATEMENT & MANAGEMENT LETTER -- Arthur Young

Sec. 22

Regent Guastello moved and Regent Titsworth seconded the Board of Regents receive and place on file the following:

1. The Auditor's recommendations and the University responses
2. The audited Financial Statement for All Funds; and
3. The audited Financial Statement for Residences and other facilities with pledged income.

Motion carried.

Sec. 23 & 24 were covered at the Finance Committee.

.3227 M UNIVERSITY COMPUTING -- FUNDING AUTHORIZATION

Sec. 25

Regent Guastello moved and Regent Titsworth seconded that the Board of Regents approve a recurring above-base General Fund 1985-86 budget adjustment of \$496,337 in accordance with the Revised University Computing Above-Base Request dated December 3, 1985.

Also, recommended that the Board of Regents authorize the University administration to proceed with the contingency plans to borrow -- either internally or externally -- such funds as may be required to fund the first phase (1985-86) of the Plan.

Motion carried.

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

Regent Derezinski reported that the committee met on December 17th and among other topics they heard reports on the following:

1. Child Care
2. 1986-87 Scholarship Program
3. Course Fees
4. Residency Proposal for Tuition Purposes
5. Rec/IM Outdoor Project
6. McKenny Hall Project

Regent Derezinski moved and Regent Titsworth seconded the report be received and placed on file.

Motion carried.

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

.3228 M FOURTH QUARTER: AFFIRMATIVE ACTION PLAN

Sec. 27

Regent Burton moved and Regent Robb seconded the report on the Fourth Quarter; Affirmative Action Plan be received and placed on file.

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

Motion carried.

.3229 M REORGANIZATION: CENTER FOR EDUCATIONAL RESOURCES

Sec. 28

Regent Burton moved and Regent Titsworth seconded that the Center of Educational Resources be reorganized into a Center of Learning Resources and Technologies and that Dr. Morell D. Boone, Director of the Center of Educational Resources (AP-13), be reclassified to Dean of Learning Resources and Technologies (AP-14), effective January 1, 1986,

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

Motion carried.

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

Sec. 30

Regent Robb noted this committee met earlier in the day and heard discussions on

1. Accuracy in Academia
2. Location of Senior Administrators Offices
3. Provost's Report

Regent Robb moved and Regent Burton seconded the report be received and placed on file.

Motion carried.

Chairman Simmons noted he would entertain a motion for an Executive Session.

Regent Robb moved and Regent Burton seconded the Board of Regents go into Executive Session at this time. A roll call vote was taken, and it was reported all Regents voted yea.

Motion carried.

Chairman Simmons noted the meeting would recess at this time 12:30 p.m. and they would go into Executive Session as well has the luncheon, and return approximately 2 p.m.

Chairman Simmons reconvened the meeting at 2 p.m. and noted that no action was taken during the Executive Session. But he did have an announcement of some changes in the dates of future regular meetings of the Board, he asked Regent Titsworth to make the recommendation.

Regent Titsworth moved and Regent Burton seconded the following schedule for regular meetings of the Board:

January 29, 1986	.....	(instead of January 22)
February	.....	(no meeting)
March 5	.....	(10:00 a.m. at Lansing Hilton instead of March 26)
April 16	.....	(instead of April 23)
May 28	.....	(regular schedule)
June 25	.....	(regular schedule)

Motion carried.

Chairman Simmons asked President Porter to introduce the guests present that will speak at the Forum regarding the Urban Education Alliance for 1986/87.

President Porter noted it was his pleasure to introduce Dr. Joseph F. Pollack Superintendent of the Flint Community Schools, Dr. Odell Nails, Superintendent of the Pontiac City Schools, and Dr. Richard J. Halik, Superintendent of the Lansing Public Schools, who will present their support of the Urban Education Alliance.

A very informative forum was held with open communication. Chairman Simmons thanked each one for their participation in the forum.

Regent Derezinski moved and Regent Robb seconded the meeting be adjourned at 3:05 p.m. Next meeting will be January 29, 1986.

Respectfully submitted:

Board of Regents