

1981

Board of Regents Meeting Materials, September 23, 1981

Eastern Michigan University

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EASTERN MICHIGAN UNIVERSITY

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EASTERN MICHIGAN UNIVERSITY
Board of Regents

Official minutes of the Board of Regents' meeting of September 23, 1981

Board members present:

Richard N. Robb, Chairman
James T. Barnes, Warren L. Board, Timothy J. Dyer, Geraldine M.
Ellington, Dolores A. Kinzel, Beth W. Milford and Carleton K. Rush

Administration present:

President John W. Porter
Vice Presidents: Anthony H. Evans, John C. Fountain, Robert J. Romkema,
Laurence N. Smith and Carolyn D. Spatta

Chairman Robb called the meeting to order at 11:13 a.m.

Regent Milford moved and Regent Ellington seconded that the preliminary minutes of the regular Board of Regents meeting held on August 26, 1981, be approved as distributed.

Regent Dyer moved and Regent Rush seconded a motion to approve the minutes of the Executive Session of August 26, 1981. Regent Board asked that the preliminary minutes of the Executive Session be amended. He stated he would forward suggested changes to the Board Secretary. Regent Rush moved and Regent Dyer seconded a motion to table the minutes.

Motion carried.

Chairman Robb asked Regent Board to introduce Mr. Courtney McAnuff, Director of Financial Aid, to give a report. Mr. McAnuff gave his report outlining his concerns in the area of financial aid.

Chairman Robb asked Regent Board to give the Student Affairs Committee report.

Regent Board reported that the minutes of the September 16, 1981 meeting of the Student Affairs Committee was included in the agenda today. He reviewed some of the topics that were covered at that meeting.

Regent Board moved and Regent Ellington seconded the Student Affairs Committee report of September 16, 1981 be received and placed on file.

Motion carried.

.2457 M STUDENT CONDUCT CODE -- JUDICIAL STRUCTURE

Regent Board moved and Regent Rush seconded that the Board of Regents approve the changes in the Student Conduct Code and Judicial Structure.

(A copy is on file in the Office of the Board Secretary.)

Regent Board asked Dean White to explain the changes that were recommended in the Student Conduct Code and Judicial Structure.

Motion carried.

Chairman Robb asked permission of the Board to change the order of the agenda so that a report could be heard from Mr. John VanOtterloo on the Independent Fiscal Analysis of the University. Permission was granted.

Mr. VanOtterloo gave a brief overview of his report (which was distributed to the members of the Board) regarding the financial state of the University. A question and answer period followed.

.2458 M VAN OTTERLOO REPORT -- INDEPENDENT FISCAL ANALYSIS

Regent Dyer moved and Regent Barnes seconded that the report on the Independent Fiscal Analysis of the University by Mr. VanOtterloo be received and placed on file.

Motion carried.

Chairman Robb noted that during the lunch hour the Board would have to go into an Executive Session to discuss some legal matters.

.2459 M EXECUTIVE SESSION

Regent Rush moved and Regent Dyer seconded that the Board go into Executive Session to discuss the pending legal matters.

Chairman Robb asked Secretary Fountain to take a roll call vote on this motion.

Secretary Fountain reported that all eight members of the Board voted "yea" and the Motion for an Executive Session carried unanimously.

Motion carried.

Chairman Robb recessed the meeting at 12:45 p.m. for lunch and the Executive Session saying they would reconvene at 2:30 p.m.

Chairman Robb reconvened the meeting at 3:30 p.m.

.2460 M RESOLUTION -- NATIONAL MINDPOWER WEEK

The Chairman asked Regent Rush to read a Resolution on National Mindpower Week:

- WHEREAS, the Council for Advancement and Support of Education has declared October three through eleven National Mindpower Week, and
- WHEREAS, the 1964 Michigan Citizens Committee on Higher Education determined that "the whole future of our state is inextricably interwoven with the future of our higher educational institutions, and this inter-relationship must always be kept in mind," and
- WHEREAS, previous generations of Michigan residents believed so strongly in the value of higher learning that they committed their support and resources to vital colleges and universities, providing succeeding generations with benefits many times greater in value than the initial investment, and
- WHEREAS, Michigan's investment in education has provided bountiful returns to Michiganians, enriching the quality of life by fulfilling the capacity of men and women to live creative, human and sensitive lives, and
- WHEREAS, Eastern Michigan University is one of the state's centers of experimentation, discovery and learning where the creation of new knowledge has led to great advancements in education, the fine arts, natural sciences, business, health and human services and technology, demonstrating clearly that "Michigan's Energy is Mindpower," and
- WHEREAS, William G. Milliken, Governor of the State of Michigan, has declared October three through eleven as Michigan Mindpower Week as a re-affirmation of the value of a college education to the individual and to society, for recognition of the contributions, problems and needs of colleges and universities as they try to respond to the priorities of society during the 1980's, and for the encouragement of continued public commitment to education in Michigan, and

WHEREAS, the Michigan Association of Governing Boards has affirmed its support of this campaign by planning a variety of programs throughout the year to publicize Michigan's colleges and universities, the contributions they are making and their commitment to public service;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents does support the activities of Michigan Mindpower Week and National Mindpower Week October three to eleven and expresses its recognition that "Michigan's Energy is Mindpower."

Regent Rush moved and Regent Dyer seconded that the National Mindpower Week Resolution be adopted.

Motion carried.

Chairman Robb asked Regent Kinzel to give the Educational Policies Committee report.

.2461 M ORD ANNUAL REPORT

Regent Kinzel moved and Regent Dyer seconded that the Office of Research and Development Annual Report be received and placed on file.

Regent Kinzel asked Dr. Antionette Schiesler, the Director of ORD, to come forward and comment on the report.

Motion carried.

.2462 M ACADEMIC PROGRAM REVIEW PROCESS -- Report

Regent Kinzel moved and Regent Board seconded that the Progress Report on Academic Program Review Process be received and placed on file.

Motion carried.

.2463 M APPOINTMENTS

Regent Kinzel moved and Regent Dyer seconded the Appointments be approved:

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
Adams, Janice	40.00%	Student Tchg	Summer	\$ 1,610	6/29/81
Aggarwal, Vinay	50.00%	Acctg & Finance	Summer	1,650	6/29/81
Ahmad, Imtiaz	100.00%	ORIS	Fall/Wi	30,000	9/1/81
Anderson, Virginia	93.30%	Chemistry	Fall	7,000	9/1/81
Armstrong, John	40.00%	Guid & Counsel	Summer	1,100	6/29/81
Aukee, Waino	16.67%	Educ Ldrshp	Fall	1,100	9/1/81
	40.00%	Educ Ldrshp	Summer	1,100	6/29/81
Barr, William	16.67%	Educ Ldrshp	Fall	1,100	9/1/81
Bartz, Curtis	40.00%	Educ Ldrshp	Fall	1,100	6/29/81
Bateman, Kenneth	100.00%	Teacher Educ	Summer	1,100	8/10/81
Bayerl, John	40.00%	Guid & Counsel	Summer	1,100	6/19/81
Beckman, Michael	30.00%	Educ Ldrshp	Summer	413	6/29/81
Beer, Robert	100.00%	Biology	Summer	6,000	6/29/81
Beerbaum, Lois	6.67%	Medical Tech	Summer (3 days)	270	7/16/81
Beutler, Suzanne	66.66%	Teacher Educ	Summer	2,200	6/29/81
Bond, Jean	66.66%	Teacher Educ	Summer	2,200	6/29/81
Bonney, Charles	20.00%	Sociology	Summer	1,350	6/29/81
Bottrell, Cynthia	50.00%	Biology	Fall/Wi	6,750	9/1/81
Braciszkeski, Terry	40.00%	Educ Psych	Summer	1,100	6/29/81
Brammer, William	20.00%	Acctg & Finance	Fall	1,350	9/1/81
Brooks, Thelma	100.00%	Teacher Educ	Summer	1,100	8/10/81
Burley, Michael	40.00%	Educ Ldrshp	Summer	1,100	6/29/81

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
Callard, Esther	40.00%	Teacher Educ	Summer	\$ 1,100	6/29/81
Carr, Robert	40.00%	Teacher Educ	Summer	1,100	6/29/81
Carroll, Carole	9.00%	Student Tchg	Summer	365	6/29/81
Chambers, John	20.00%	Acctg & Finance	Fall	1,350	9/1/81
Chung, Oke	100.00%	Library	Fall/Wi	13,500	9/1/81
Clancy, Peter	100.00%	Educ Ldrshp	Annual (Grant renewed)	41,800	7/1/81
Cochran, Gloria	16.67%	Psychology	Fall	1,100	9/1/81
Cooper, Jane	6.67%	Medical Tech	Summer (3 days)	270	7/2/81
Cordes, Karen	20.00%	Acctg & Finance	Fall	1,350	9/1/81
Cudaback, Jack	40.00%	Educ Psych	Summer	1,100	6/29/81
Damren, Betty	80.00%	Teacher Educ	Summer	2,200	6/29/81
Davis, John	66.67%	Economics	Summer	2,700	6/29/81
Dietz, John	25.00% 100.00%	Special Educ Special Educ	Fall Summer	1,650 3,300	9/1/81 6/29/81
DiPonio, Mario	66.66%	Teacher Educ	Summer	2,200	6/29/81
Ditzhazy, Helen		Educ Ldrshp	Summer (1 day only)	92	6/29/81
Dobransky, Judy		HPER&D	Summer (Honorarium)	100	7/15/81
Elkowitz, Earl	40.00%	Teacher Educ	Summer	1,100	6/29/81
English, John	40.00%	Educ Ldrshp	Summer	1,100	6/29/81
Enssle, Manfred	66.66%	History	Summer (47 days)	3,300	6/21/81
Erdlitz, Kathleen	40.00%	Special Educ	Summer	1,100	6/29/81
Pears, Paula	75.00%	Teacher Educ	Summer (2 wks)	880	8/10/81
Finney, Peter	33.33%	Teacher Educ	Summer	1,100	6/29/81
Fitzgerald, Clifford	100.00%	Indust Tech	Summer	2,430	6/29/81

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
Fournier, Thomas	16.67	Guid & Counsel	Fall	\$ 1,100	9/1/81
Fourshe, Patric	33.33%	Art	Summer	1,350	6/29/81
Franks, Gina	25.00%	Upward Bound	Summer	333	7/1/81
Garvelink, Roger	16.67%	Educ Ldrshp	Fall	1,100	9/1/91
Garver, George	40.00%	Educ Ldrshp	Summer	1,100	6/29/81
Goff, Charles	100.00%	Foreign Lang	Summer	3,600	6/29/81
Goodenday, Kenneth	100.00%	Marketing	Fall/Wi (Adjunct Professor)	18,375	9/1/81
Graham, John	100.00%	Chemistry	Summer	5,720	6/29/81
Grant, Ulyses	50.00%	Upward Bound	Summer	666	7/1/81
Gregerson, Harvey	16.67%	Special Educ	Fall	1,100	9/1/81
	40.00%	Special Educ	Summer	1,100	6/29/81
Hanson, James	100.00%	Yemen Project	Annual	40,876	7/1/81-2/4/82
Herman, Jerry	16.67%	Educ Ldrshp	Fall	1,100	9/1/81
Hibbard, Janice	40.00%	Special Educ	Summer	1,100	6/29/81
Higgins, Francis		Educ Ldrshp	Summer (1 day only)	92	6/29/81
Hinderer, Robert	20.00%	Interdis Tech	Fall	900	9/1/81
Hoffner, Vernon	33.33%	ORIS	Summer	1,500	6/29/81
Holdwick, Lloyd	16.67%	Special Educ	Fall	1,100	9/1/81
Hotaling	80.00	Teacher Educ	Summer	2,200	6/29/81
Hurley, Toby	50.00%	Home Economics	Fall/Wi	9,000	9/1/81
Hussain, Nemah	100.00%	ORIS	Fall (Adjunct Professor)	13,300	9/1/81
Hussen, Nur	100.00%	Yemen Project	Annual	35,083	7/1/81
Ingram, Anthony	100.00%		Summer	3,928	7/6/81
Jansen, Charles	33.33%	History Dept	Summer (47 days)	1,650	6/7/81 - 7/23/81
Jeffrey, John		Educ Ldrshp	Summer (1 day only)	92	6/29/81

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
Jenks, Robert	100.00%	Educ Ldrshp	Summer (2 wks)	\$ 1,100	7/13/81 - 7/24/81
Johnson, Kenneth	26.67%	Special Educ	Fall	1,800	9/1/81
	13.00%	Student Tchg	Summer	234	6/29/81
Jones, Annie	16.67%	Guidance & Coun	Fall	1,100	9/1/81
Katner, Norman	16.67%	Educ Ldrshp	Fall	1,100	9/1/81
Kellogg, Walter	50.00%	Upward Bound	Summer	666	7/1/81
Kim, Suk	20.00%	Acctg & Finance	Fall	1,350	9/1/81
Kiracofe, John	20.00%	Political Science	Fall	1,650	9/1/81
Kirkendall, Carolyn	50.00%	Library	Fall/Wi	6,750	9/1/81
Kokoszka, Robert	100.00%	Special Educ	Summer	3,300	6/29/81
Kolar, Patrick	50.00%	Library	Fall	3,375	9/1/81
	50.00%	Swaziland Proj	Su/Fa	4,636	7/21/81 - 1/2/82
	100.00%	Swaziland Proj		1,046	7/1/81 - 7/20/81
Kowitz, Johanna	66.67%	Foreign Lang	Summer	2,700	6/29/81
Kraushaar, Donald	50.00%	Health Admin	Summer	2,219	6/29/81
Krishnan, Nallan	33.33%	ORIS	Summer	1,350	6/29/81
Kropp, Joseph	50.00%	Home Econ	Fall/Wi	9,800	9/1/81
LeCesne, Terrel	40.00%	Educ Ldrshp	Summer	1,100	6/29/81
Lennox, Ted	68.57	Special Educ	Summer	2,000	6/29/81
Little, Judith	88.00%	Home Econ	Fall/Wi	20,000	9/1/81
Lombard, James	16.67%	Educ Ldrshp	Fall	1,100	9/1/81
		Educ Ldrshp	Summer	92	6/29/81
			(1 day only)		
Loudin, Jack	40.00%	Special Educ	Summer	1,100	6/29/81
Lukasavitz, Raymond	50.00%	Speech	Fall/Wi	6,750	9/1/81
Mahone, Charlie	50.00%	Acctg & Finance	Summer	1,650	6/29/81
Matson, Max	40.00%	Educ Ldrshp	Summer	1,100	6/29/81
McCafferty, Arthur	45.00%	Educ Ldrshp	Summer	687	6/29/81

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
McCarron, James	100.00%	Swaziland Proj	Annual	\$22,515	7/1/81 - 12/19/81
McFadden, Emily	75.00%	Social Work	Summer	2,558	6/29/81
McQuillan, Marcia	18.00%	Student Teaching	Summer	729	6/29/81
Meier, Cynthia	100.00%	Speech & Drama	Fall/Wi	13,500	9/1/81
Mendler, Janet	20.00%	English	Fall	1,350	9/1/81
Meretta, Kristy	.52%	Music	Summer	132	6/29/81
Merrick, Richard	100.00%	Swaziland	Annual	23,464	7/1/81 - 2/20/82
Messer, Wallace	66.66%	Teacher Educ	Summer	2,200	6/29/81
Mickle, Annette	5.92%	Medical Tech	Summer (3 days)	240	7/28/81
Mink, George	50.00%	Social Work	Summer	1,705	6/29/81
Mirel, Barbara	40.00%	English	Fall	2,700	9/1/81
Mitchell, Donald	33.33%	Educ Ldrshp	Summer	1,100	6/29/81
Moore, Elizabeth	100.00%	Nursing Educ	Summer	4,050	6/29/81
Morton, Linda		HPER&D	Summer (Honorarium)	50	7/14/81
Mott, Elayne	50.00%	Home Econ	Fall/Wi	9,000	9/1/81
Muldary, Thomas	20.00%	Psychology	Fall	1,350	9/1/81
Myers, Gary	40.00%	Teacher Educ	Summer	1,100	6/29/81
Neff, Alois	20.00%	Management	Fall	1,550	9/1/81
	33.33%	Management	Summer	1,550	6/29/81
Nemerovski, Kenneth	33.33%	Management	Summer	1,350	6/29/81
Nichols, Donald		Educ Ldrshp	Summer (1 day only)	92	6/29/81
Noor, Saad	100.00%	Yemen Project	Annual	40,860	7/1/81
O'Leary, Rand	2.22%	Medical Tech	Summer (1 day)	90	8/6/81
Olson, Stanley	33.33%	Educ Ldrshp	Summer	1,100	6/29/81

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
Orr, Lynn	25.00%	Upward Bound	Summer	\$ 330	7/1/81
Paige, Anthony	20.00%	Management	Fall	1,350	9/1/81
Parks, Anita	40.00%	Teacher Educ	Summer	1,100	6/29/81
Pearson, William	40.00%	Educ Ldrshp	Summer	1,100	6/29/81
Peets, Elvin	16.67%	Educ Ldrshp	Fall	1,100	9/1/81
Perkins, Barbara	100.00%	English	Su/Wi/Sp	7,400	7/1/81
Powers, Thomas	33.33%	Management	Summer	1,550	6/29/81
Prins, Jan	100.00%	Swaziland Proj.	Annual	14,814	7/1/-11/25/81
Provost, Keith	20.00%	Management	Fall	1,350	9/1/81
Qualls, Pamela	50.00%	Upward Bound	Summer	666	7/1/81
Raske, Mary A.	100.00%	Special Educ	Summer (2 wk)	1,100	8/10/81
	68.57	Special Educ	Summer	2,000	6/29/81
Reddick, Maureen	40.00%	Special Educ	Summer	1,100	6/29/81
Redmer, Timothy	20.00%	Acctg & Finance	Fall	1,350	9/1/81
Reeves, Pamela	100.00%	Library	Fall/Wi	20,000	9/1/81
Riopelle, Kenneth	100.00%	Educ Ldrshp	Annual	27,900	7/1/81
Roman, Nancy	40.00%	Special Educ	Summer	1,100	6/29/81
Rubin, William	2.22%	Medical Tech	Summer (1 day)	90	6/30/81
Runyon, John	20.00%	Management	Fall	1,350	9/1/81
Ruokolainen, David	80.00%	Physics & Astro	Summer	2,200	6/29/81
Russell, John	100.00%	Psychology	Fall/Wi	13,500	9/1/81
Sabertehrani, Mohammad	50.00%	ORIS	Summer	2,750	6/29/81
Schmuckal, Jr., Ralph	20.00%	Management	Fall	1,350	9/1/81
	20.00%	Acctg & Finance	Fall	1,350	9/1/81
Schulze, Josephine	40.00%	English	Fall	2,700	9/1/81
Schwarte, Barbara	33.33%	Foreign Lang	Summer	1,350	6/29/81
Sharifi-Fardi, Mohsen	100.00%	Acctg & Finance	Fall/Wi (Adjunct Professor)	34,000	9/1/81
	100.00%	Acctg & Finance	Summer	7,480	7/1/81

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
Sheldon, Donald	16.67%	Educ Ldrshp	Fall	\$ 1,100	9/1/81
Sherman, William	2.22%	Medical Tech	Summer (1 day)	90	7/14/81
Sholtis, Leonard	20.00%	Management	Fall	1,550	9/1/81
Signorella, Margaret	20.00%	Psychology	Fall	1,350	9/1/81
Sleeman, Allison	100.00%	Library	Fall/Wi	13,500	9/1/81
	100.00%	Library	Summer	3,150	6/29/81
Snyder, William	42.85	Teacher Educ	Summer	1,350	6/29/81
Springfield, Betty	33.33%	Teacher Educ	Summer	1,350	6/29/81
Srinivasulu, S. L.	100.00%	Acctg & Finance	Fall/Wi	27,250	9/1/81
Ssengoba, Cora	100.00%	Swaziland	Annual	16,847	7/1-12/19/81
Stanbury, Harry	33.33%	Educ Ldrshp	Summer	1,100	6/29/81
Stoessel, Robert	40.00%	Acctg & Finance	Fall	2,700	9/1/81
	33.33%	Acctg & Finance	Summer	1,350	6/29/81
Stovall, Bennie	25.00%	Social Work	Summer	880	7/15/81
Strumwasser, Jennifer	33.33%	Teacher Educ	Summer	1,100	6/29/81
Stuckey, Marsha	40.00%	English	Fall	2,700	9/1/81
Suss-Kadushin, Wendy	13.33%	Guid & Counsel	Fall	900	9/1/81
	40.00%	Guid & Counsel	Summer	1,100	6/29/81
Switzer, Larry	.74	Medical Tech	Summer	30	8/4/81
Tabler, David	20.00%	English	Fall	1,350	9/1/81
Tazzioli, Denise		HPER&D	Summer (Honorarium)	50	7/14/81
Thomas, Nola	50.00%	Social Work	Summer	1,760	6/29/81
Tobias, Jr., Thomas	100.00%	Teacher Educ	Summer	1,100	8/10-8/21/81
	66.66%	Teacher Educ	Summer	2,200	6/29/81
		Teacher Educ	Spring (Consultant)	40	6/17/81
Trevethan, Donnalyn		HPER&D	Summer	50	7/17/81
Tull, Fisher	50.00%	Music	Summer (1 wk)	825	6/29/81

Faculty - Lecturers (Temporary Employees)

	<u>Percent</u>	<u>Department</u>	<u>Semester</u>	<u>Salary</u>	<u>Effective</u>
Twining, Dianne	25.00%	Upward Bound	Summer	\$ 330	7/1/81
Ward, Thomas	66.67%	Psychology	Summer	2,700	6/29/81
Ward, Veronica	100.00%	Yemen Proj	Annual	26,650	6/20/81
White, Howard	100.00%	Chemistry	Fall/Wi (Adjunct Professor)	27,560	9/1/81
Wieland, Richard	20.00%	Management	Fall	1,550	9/1/81
	33.33%	Management	Summer	1,550	6/29/81
Williams, Jeanne	50.00%	Student Tchg	Summer	1,575	6/29/81
Williams, Paul	.83	Guid & Counsel	Fall	550	9/1/81
Willnus, Harry	33.33%	Teacher Educ	Summer	1,100	6/29/81
Winbury, Blanche	100.00%	Library	Fall/Wi	13,500	9/1/81
	100.00%	Library	Summer	2,250	7/6/-8/7/81
Wixson, Stanton	80.00%	Special Educ	Summer	2,200	6/29/81
Wood, Ann	80.00%	Special Educ	Summer	2,200	6/29/81
Wright, Sandra	20.00%	Management	Fall	1,350	9/1/81
Wussow, Walter	66.67%	History	Summer	3,300	6/7/-7/23/81
		History	Summer	1,595	" "
			(Administrative Override)		
Wyche, Vera	40.00%	Educ Ldrshp	Summer	1,100	6/29/81
Yaco, Rosemary	40.00%	English	Fall	2,700	9/1/81
Yanofsky, Brenda	13.33%	Guid & Counsel	Fall	900	9/1/81
Zajac, Elaine	.88	Music	Summer	240	6/29/81
Ziehmer, T. Richard	40.00%	Educ Ldrship	Summer	1,100	6/29/81

<u>Graduate Assistants</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Salary</u>	<u>Effective</u>
Adams, John	Art	Fall/Wi	\$3,350	9/8/81
Alesandrini, Eugene	Speech	Fall/Wi	3,150	9/8/81
Al-zubaidi, Hadi	Special Educ	Fall/Wi	3,150	9/8/81
Ankney, Janet	Physics	Fall/Wi	3,350	9/8/81
Asher, Edward	Speech	Fall	1,675	9/8/81
Assenmacher, John	Speech	Fall/Wi	3,150	9/8/81
Bean, Karen	Geography	Summer	788	6/29/81
Belknap, Katherine	English	Fall/Wi	3,350	9/8/81
Bloch, Mary	English	Fall/Wi	3,350	9/8/81
Bomer, DeLain	Music	Fall/Wi	3,350	9/8/81
Boyer, Rebecca	Speech	Fall/Wi	3,150	9/8/81
Braciszkeski, Marla	Educ Psych	Fall/Wi	3,250	9/8/81
Carroll, David	Art	Fall/Wi	1,675	9/8/81
Chang, Yi-Ching	Home Econ	Fall/Wi	3,350	9/8/81
Chase, Donald	Speech	Fall/Wi	3,150	9/8/81
Chou, Tsao-Gen	Chemistry	Summer	630	6/29/81
Cloutier, Candace	English	Fall	1,675	9/8/81
Cope, Jon	School Psych	Fall/Wi	3,150	9/8/81
Coran, James	Bilingual Voc Ed	Summer	739	6/25/81
Diehr, Mary	English	Fall/Wi	3,350	9/8/81
Dodd, Mark	English	Fall/Wi	3,150	9/8/81
Dombkowski-Schumaker, Julie	Guid & Counsel	Fall/Wi	3,150	9/8/81
Friedman, Rita	English	Fall/Wi	3,350	9/8/81
Fritsch, Phyllis	Marketing	Fall/Wi	3,350	9/8/81
Gasper, Arnold	College of Bus College of Bus	Fall/Wi Summer	3,350 788	9/8/81 7/1/81
Glatefelter, Arthur	Biology	Summer	419	6/29/81
Harpster, Barbara	Special Educ	Fall	788	9/8/81

<u>Graduate Assistants</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Salary</u>	<u>Effective</u>
Headley, Pauline	History	Fall	\$ 788	9/8/81
Heckenkamp, Linda	Art	Fall	837	9/8/81
Hoddy, Martha	Home Econ	Fall/Wi	3,150	9/8/81
Hollander, Thomas	History	Fall	788	9/8/81
Hotaling, Eric	Art	Fall/Wi	1,675	9/8/81
Houser, Melanie	Marketing	Fall/Wi	3,350	9/8/81
Hughes, Michael	Marketing	Fall/Wi	3,350	9/8/81
Hunt, Louis	School Psych	Fall/Wi	3,150	9/8/81
Inman, Dennis	Biology	Summer	591	6/29/81
Jakpor, Riase	Bus & Ind Educ	Fall/Wi	3,150	9/8/81
Johnson, Kerry	Guid & Counsel	Fall/Wi	3,150	9/8/81
Kaarre, Lois	Music	Fall/Wi	3,350	9/8/81
Kahn, Rachel	Art	Fall	1,575	9/8/81
Katon, Richard	Political Sci	Fall/Wi	3,150	9/8/81
Knox, Robert	Educ Ldrshp	Fall/Wi	3,150	9/8/81
Kono, Chiyo	English	Fall/Wi	3,350	9/8/81
Kwon, Do Ha	Special Educ	Fall/Wi	1,575	9/8/81
LaValle, Marcia	Foreign Lang	Fall/Wi	3,150	9/8/81
Leacox, Maureen	English	Fall/Wi	3,150	9/8/81
Levy, Michael	Indust Educ	Summer	394	6/29/81
Lord, Ruth	Special Educ	Fall/Wi	3,150	9/8/81
Lounsbury, Jr., John	Geography Geography	Fall/Wi Summer	3,350 788	9/8/81 6/29/81
Lusk, John	English	Fall/Wi	3,150	9/8/81
Mansfield, Alan	Biology	Summer	419	6/29/81
Mansfield, Dianne	Art	Fall	788	9/8/81
Massiha, Gholam	Physics	Summer	788	6/29/81

<u>Graduate Assistants</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Salary</u>	<u>Effective</u>
Maul, Donna	Music	Fall/Wi	\$3,350	9/8/81
Meconi, Jean	Special Educ	Winter	788	1/11/82
Merchant, Renee	Management	Fall/Wi	3,150	9/8/81
Miller, Darryl	Art	Fall/Wi	1,675	9/8/81
Moberg, Kathryn	Geography	Summer	788	6/29/81
Nino, Jaime	Chemistry	Summer	788	6/29/81
Nott, Robin	Speech	Fall/Wi	3,150	9/8/81
Paul, Mary	English	Fall/Wi	3,150	9/8/81
Penamatsa, Mallikarjun	College of Bus	Fall	788	9/8/81
Peterson, Lynn	History	Fall	788	9/8/81
Phillips, Sharon	Home Econ	Fall/Wi	3,150	9/8/81
Quinn, Boyd	Art	Fall/Wi	1,675	9/8/81
Roach, Kathleen	Industrial Educ	Summer	394	6/29/81
Rodabaugh, Gary	Biology	Summer	394	6/29/81
Rodriguez, Issiah	Foreign Lang	Fall/Wi	3,350	9/8/81
	Foreign Lang	Summer	838	6/29/81
Samaniego, Cristobal	Industrial Tech	Fall	1,575	9/8/81
Samuel, Avalino	Industrial Educ	Summer	295	6/29/81
Schullery, Nancy	College of Bus	Fall/Wi	3,350	9/8/81
Steterlin, Robert	Political Sci	Fall/Wi	1,675	9/8/81
Sessler, Bobbie	Teacher Educ	Fall/Wi	3,150	9/8/81
Snyder, Nancy	History	Fall	788	9/8/81
Sulik, Gregory	Music	Fall/Wi	3,150	9/8/81
Spry, Raymond	Management	Fall	1,675	9/8/81
Taylor, Deanna	Teacher Educ	Fall/Wi	3,150	9/8/81
Torres-Isea, Ramon	Physics	Fall/Wi	3,250	9/8/81
Toutant, Pamela	Political Sci	Fall/Wi	1,575	9/8/81
Trabue, Jack	Art	Fall/Wi	1,675	9/8/81

<u>Graduate Assistants</u>	<u>Department</u>	<u>Semester(s)</u>	<u>Salary</u>	<u>Effective</u>
Travis, Carrita	Music	Fall/Wi	\$3,350	9/8/81
Thomas, Gerald	Industrial Educ	Fall/Wi	3,150	9/8/81
Trevino, Jesus	Foreign Language	Summer	838	6/29/81
Trivedi, Ketan	Chemistry	Summer	670	6/29/81
Vaitkevicius, Mary	Educ Psych	Fall/Wi	1,575	9/8/81
Valentine, Gail	Biology	Summer	629	6/29/81
Walker, David	Political Science	Fall/Wi	1,675	9/8/81
Walz, Randy	Art	Fall/Wi	2,363	9/8/81
Wilke, Grace	School Psych	Fall/Wi	3,350	9/8/81
Winklepleck, Chrisann	Music	Fall/Wi	3,350	9/8/81
Wreford, Fred	Biology	Summer	419	6/29/81

Supplemental Appointments - (Added Workload for Regular Employees)

	<u>Rank</u>	<u>Department</u>	<u>Percent</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Amos, Charles	Asst Prof	Music	.55%	Summer	\$ 234	6/29/81
Anderson, Roberta	Asst Prof	Stu Tchg	13.00%	Summer	524	6/29/81
Angelocci, Angelo	Professor	Sociology		Summer	100 (Honorarium)	6/29/81
Banks, Gary	Assoc Prof	HPER&D		Summer	50 (Honorarium)	7/15/81
Beginin, Igor	Assoc Prof	Art	50.00%	Summer	2,376	6/29/81
Belskus, Albert	Assoc Prof	Marketing	50.00%	Summer	2,574	6/29/81
Beltsos, Nicholas	Asst Prof	Management	100.00%	Summer	5,195	6/29/81
Bender, Lewis	Asst Prof	Political Sci	33.33%	Summer	1,359	6/29/81
Braden, Joseph	Professor	Marketing	50.00%	Summer	3,127	6/29/81
Brandon, Ernest	Asst Prof	Music	.55	Summer	183	6/29/81
Brower, George	Professor	Educ Ldrshp	33.33%	Summer	1,100	6/29/81
Brown, Kaaren	Asst Prof	Social Work	50.00%	Summer	1,920	6/29/81
Bushey, James	Assoc Prof	Educ Psych	66.66%	Summer	3,760	6/29/81
Camp, Richaurd	Asst Prof	Management	50.00%	Summer	2,197	6/29/81
Caputo, George	Asst Prof	Stu Tchg	50.00%	Summer	2,550	6/29/81
Carpenter, Arthur	Asst Prof	Teacher Educ	34.00%	Summer	1,819	6/29/81
	Asst Prof	Library	66.00%	Summer	3,431	6/29/81
Chowdhry, Pradeep	Asst Prof	Management	100.00%	Summer	4,510	6/29/81
Cline, William	Professor	Foreign Lang	100.00%	Summer	5,427	6/29/81
Conley, James	Professor	Management	100.00%	Summer	6,167	6/29/81
Corbacho, Henry	Assoc Prof	Teacher Educ	100.00%	Summer	1,621	8/10-21/81
Corbacho, Henry	Assoc Prof	Student Tchg	86.00%	Summer	4,299	6/29/81
Danek, Jagdish	Assoc Prof	Management	100.00%	Summer	6,023	6/29/81
DeLoach, Carolyn	Assoc Prof	Nursing Educ	27.00%	Summer	1,158	6/29-7/10/81
Delventhal, Norman	Asst Prof	Indust Tech	100.00%	Summer	1,418	8/10-21/81
Eggers, Carter	Professor	Music	22.00%	Summer	943	6/29/81

Supplemental Appointments - (Added Workload for Regular Employees)

	<u>Rank</u>	<u>Department</u>	<u>Percent</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Ellis, Wayne	Asst Prof	ORIS	100.00%	Summer	\$4,487	6/29/81
Fensch, Charles	Professor	Art	100.00%	Summer	1,603	6/29-7/12/81
Fenz, Emanuel	Assoc Prof	History	100.00%	Summer	4,787	6/21-8/6/81
				Summer	1,596	6/21-8/6/81
				(Administrative Override)		
			100.00%	Summer	2,547	8/7-8/31/81
				Summer	849	8/7-8/31/81
				(Administrative Override)		
Gledhill, Roger	Assoc Prof	ORIS	100.00%	Summer	5,940	6/29/81
Gurt, Joseph	Professor	Music	38.88%	Summer	1,860	6/29/81
Harlow, Howard	Assoc Prof	Management	100.00%	Summer	6,820	6/29/81
Henderson, James	Instructor	ORIS	50.00%	Summer	1,870	6/29/81
Hill, Rodney	Assoc Prof	Music	.55%	Summer	234	6/29/81
Hoitash, Charles	Assoc Prof	Management	100.00%	Summer	6,270	6/29/81
Holoka, James	Assoc Prof	Foreign Lang	100.00%	Summer	4,274	6/29/81
Hutchins, Ronald	Asst Prof	Acctg & Finance	50.00%	Summer	3,157	6/29/81
Jain, Tribhowan	Assoc Prof	Acctg & Finance	50.00%	Summer	2,971	6/29/81
Jennings, Gerald	Professor	Indust Educ	50.00%	Summer	2,781	6/29/81
Johnson, David	Asst Prof	Mathematics	100.00%	Summer	811	8/10-8/14/81
Johnson, Marvin	Professor	HPER&D		Summer	200	6/15-7/16/81
				(Gymnastics Program)		
Keillor, Jamie	Instructor	Acctg & Fin	100.00%	Summer	3,941	6/29/81
Kersten, Lawrence	Assoc Prof	Sociology	50.00%	Summer	2,815	6/29/81
Kuwik, Paul	Professor	Bilingual Voc Educ	100.00%	Summer	6,917	6/29/81
Lawniczak, Donald	Assoc Prof	English	42.85%	Summer	1,650	6/29/81
Lowe, Emily	Assoc Prof	Music	100.00%	Summer	1,438	7/21-8/4/81
	Assoc Prof	Music	25.00%	Summer	1,036	6/29/81
Ludlow, Robert	Asst Prof	Marketing	100.00%	Summer	5,170	6/29/81
MacMahon, Horace	Professor	Geography	100.00%	Summer	402	8/26-30/81

Supplemental Appointments - (Added Workload for Regular Employees)

	<u>Rank</u>	<u>Department</u>	<u>Percent</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Martin, NOra	Professor	Special Educ	100.00%	Summer	\$1,100	6/29/81
McDole, Thomas	Asst Prof	Indust Educ	50.00%	Summer	1,929	6/29/81
	Asst Prof	Indust Educ	100.00%	Summer	751	8/10-8/14/81
McDonald, James	Professor	Faculty Resch	100.00%	Summer	2,000	5/4/81
McLennan, Marshall	Assoc Prof	Geography	25.00%	Summer	1,044	6/29/81
McSurely, Hugh	Assoc Prof	Marketing	100.00%	Summer	6,600	6/29/81
Metler, John	Professor	Educ Psych		Summer	92	6/28/81
				(1 day only)		
Moss, Gordon	Assoc Prof	Sociology	50.00%	Summer	2,599	6/29/81
Nau, Paul	Professor	Guid & Counsel	33.33%	Summer	1,050	7/6/81
				(9 days)		
Neuhaus, Colin	Professor	Marketing	50.00%	Summer	3,071	6/29/81
Nicholson, Elva	Assoc Prof	Chemistry	15.00%	Summer	790	6/29/81
Nightingale, Jack	Asst Prof	Medical Tech	6.67%	Summer	315	8/11/81
				(3 days)		
Ogden, Lawrence	Professor	Geography		Summer	2,045	8/22-9/6/81
Osborn, Carroll	Assoc Prof	Indust Educ	100.00%	Summer	5,059	6/29/81
PaDelford, Harold	Assoc Prof	Indust Educ	100.00%	Summer	5,381	6/29/81
Pearson, Donald	Professor	Economics	100.00%	Summer	763	7/20-8/8/81
Phillips, Donald	Assoc Prof	Chemistry		Summer	334	8/26-8/30/81
Plank, Max	Professor	Music	100.00%	Summer	4,500	6/29/81
Reed, Russell	Assoc Prof	Music	25.00%	Summer	1,193	6/29/81
Reichbach, Gwendolyn	Asst Prof	Home Econ	100.00%	Summer	750	8/10-8/14/81
Ristau, Robert	Professor	Adm Serv & Bus Educ	100.00%	Summer	1,144	8/10-8/14/81
Sachdev, Sushil	Asst Prof	Mathematics	50.00%	Summer	2,035	6/29/81
Sanchez, Pedro	Assoc Prof	ORIS	100.00%	Summer	5,500	6/29/81
Saxon, Charles	Asst Prof	ORIS	50.00%	Summer	2,360	6/29/81
Schaub, Raymond	Assoc Prof	Foreign Lang	100.00%	Summer	5,003	6/29/81

Supplemental Appointments - (Added Workload for Regular Employees)

	<u>Rank</u>	<u>Department</u>	<u>Percent</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Smith, John	Asst Prof	Music	5.00%	Summer	\$ 176	6/29/81
Sperling, William	Asst Prof	Biology		Summer	354	8/26-8/30/81
Spitz, Edward	Professor	Marketing	100.00%	Summer	6,793	6/29/81
Stevens, Suzanne	Assoc Prof	Biology		Summer	324	8/24-8/30/81
	Assoc Prof	Biology	14.27%	Summer	1,150	7/5/81
Thayer, Louis	Professor	Guid & Counsel	100.00%	Summer	953	8/10/81
Trochet, Paul	Asst Prof	Physics		Summer	326	8/26-8/30/81
	Asst Prof	Physics	100.00%	Summer (2 weeks)	1,207	6/29/81
Truax, Terry	Instructor	ORIS	50.00%	Summer	2,092	6/29/81
Tse, Enoch	Assoc Prof	Mathematics	50.00%	Summer	2,709	6/29/81
Turner, Daniel	Professor	Geography	100.00%	Summer	2,014	8/22/-9/6/81
Voght, Geoffrey	Assoc Prof	Foreign Lang	100.00%	Summer	4,373	6/29/81
Walter, James	Asst Prof	Mathematics	50.00%	Summer	2,284	6/29/81
Ward, Robert	Assoc Prof	Geography		Spring (2.5 days)	354	5/12/81
Warren, Bruce	Professor	Sociology		Spring (Honorarium)	50	6/3/81
Warren, Patricia	Professor	Sociology	50.00%	Summer	2,870	6/29/81
	Professor	Sociology	50.00%	Summer	3,070	6/29/81
Weber, LaVerne	Asst Prof	Teacher Educ		Summer	776	8/3-8/7/81
Weeks, John	Assoc Prof	College of Tech		Summer (1 day)	250	7/18/81
Wilson, Herbert	Asst Prof	Indust Educ	100.00%	Summer	4,226	6/29/81
Wimmer, Vega	Asst Prof	Special Educ	75.00%	Annual	22,116	6/29/81
Witten, Charles	Professor	HPER&D		Summer (Honorarium)	50	7/13/81
Witten, Winifred	Asst Prof	HPER&D	100.00%	Summer	900	7/13/81
Wittke, Reinhard	Professor	History	100.00%	Summer	6,414	6/23-7/14 -
	Professor	History	100.00%	Summer	2,138	7/16-8/10/81 " "
				(Administrative Override)		

Supplemental Appointments - (Added Workload for Regular Employees)

	<u>Rank</u>	<u>Department</u>	<u>Percent</u>	<u>Term</u>	<u>Salary</u>	<u>Effective</u>
Wood, Judith	Asst Prof	Nursing Educ		Summer	\$ 56 (Honorarium)	7/13/81
Wooley, Jon	Assoc Prof	Physics		Summer	341	8/26-8/30/8
Yager, Jay	Professor	Art	50.00%	Summer	2,678	6/29/81
Young, Kenneth	Assoc Prof	ORIS	50.00%	Summer	2,795	6/29/81

New Faculty Appointments

<u>Name</u>	<u>Department</u>	<u>Salary</u>	<u>Effective</u>
Ametrando, Irene M.	Assist. Prof., Guid & Counseling	\$20,000	9-1-81
Graham, John C.	Professor, Technology	31,586	9-1-81
Harlow, Howard R.	Assoc. Prof., Management	31,000	9-1-81
Jagodzinski, Paul W.	Assist. Prof., Chemistry	18,500	9-1-81
McManus, John L.	Assist. Prof., Psychology	18,500	9-1-81
McPherson, William H.	Assoc. Prof., Ind. Technology	26,500	9-1-81
Meitzen, Mark	Assist. Prof., Economics	18,600	9-1-81
Norton, Willis P.	Assist. Prof., Indus. Technology	24,500	9-1-81
Pathak, Chandra P.	Assoc. Prof., Acctg. & Finance	31,500	9-1-81
Prince, J. Whitney	Assist. Prof., Music	16,500	9-1-81
Rusiniak, Kenneth W.	Assist. Prof., Psychology	18,800	9-1-81
Sabertehrani, Mohammad H.	Assist. Prof., Marketing	25,000	9-1-81
Uhlener, Lorraine M.	Assist. Prof., Management	24,500	9-1-81
VanSyckle, Larry D.	Assist. Prof., Acctg. & Finance	28,000	9-1-81
Woodland, Bill M.	Assist. Prof., Economics	18,600	9-1-81
Zirk, Willard D.	Instructor, Music	15,500	9-1-81
Powers, Thomas L.	Instructor, Management	20,000	9-1-81

Appointments - continued

Staff	Department	Status	Annual	Biweekly	Effective
Barnes, Leonette M. CS-03 Senior Clerk	Financial Aid	New	\$ 9,741.11	\$373.38	9-1-81
Chambers, Karla CS-04 Grad. Admissions Clerk	Graduate School	Repl.	10,561.35	404.82	8-18-81
Chapman, Judy H. CS-05 Senior Secretary	Graduate School	Repl.	11,640.39	446.18	8-24-81
Currier, Cheryl Ann CS-03 Senior Clerk	Admissions	New	9,741.11	373.38	8-10-81
Green, Alan PT-05 Res. Unit Administrator	Housing	Repl.	13,000.00	498.29	8-10-81
Lopez, Hilda M. CS-03 Secretary	Art (50%)	New	9,741.11	373.38	8-19-81
Mac Kinnon, Linda Dupuis CS-03 Senior Clerk	Admissions	New	9,741.11	373.38	8-10-81
Monarch, Mark B. FM-21 Stationary Engineer Boiler Oper.	Heating Plant	Repl.			8-24-81
Smith, Ellen J. CS-03 Senior Clerk Typist	Development	Repl.	9,741.11	373.38	8-17-81
Van Valkenburg, Mary CS-03 Sr. Clerk	Academic Records & Certification	Repl.	9,741.11	373.38	8-24-81
Elliott, Gordon C. FM-06 Custodian	Physical Plant Custodial	Repl.			8-10-81
Heinrich, Wanda CS-02 Clerk Typist	Academ. Rec. & Cert.	Repl.	9,143.41	350.47	8-17-81

Motion carried.

.2464 M SEPARATIONS

Regent Kinzel moved and Regent Dyer seconded the Separations be approved.

<u>Staff</u>	<u>Rank/Job Title</u>	<u>Department</u>	<u>Effective</u>
Bernard, Gayle E. Return to school	CS-04 Sr. Account Clerk	Univ. Stores	8-14-81
Bozsik, Jeffrey Return to school	CS-03 Postal Clerk	Univ. Mailroom	8-21-81
Cobb, Charles Discharged	FM-06 Custodian	Phys. Plant Custodial	8-26-81
Connolly, Diane M. Other position	CS-05 Sr. Secretary	Bilingual Voc. Ed	8-31-81
Evans, Robin G. Other position	CS-04 Supervising Clerk	McKenny Union	8-21-81
Kuhns, Mary Jo Personal	CS-04 Secretary II	DECA	7-10-81
Lang, Elizabeth A. Other Position	CS-01 Centrex Oper.	Serv. Oper. Tele. Serv.	8-21-81
Renner, William Leaving area	FM-13 Storekeeper/ Warehouse person	McKenny Food Service	9-18-81
Rommelhardt, Kristin Maternity	CS-05 Sr. Secretary	Economics	6-2-81
Schultz, Robert M. Other position	AP-12 Dir. of Account.	Accounting	8-25-81
Williams, Laurie Lee Quit without notice	Clerical - 50% Secretary (temp.)	Curr. Reserve Library	8-24-81

FACULTY

Harris, Ralph L. Denied tenure	Associate Professor	Marketing	8-21-81
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RETIREMENTS

Hutson, Naomi	FM-10 Custodial Grp. Ldr.	Phys. Plant/ Housing	8-28-81
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Motion carried.

.2465 M CHANGES OF STATUS

Regent Kinzel moved and Regent Dyer seconded. the Changes of Status be approved.

FACULTY

Beck, Mary	Associate Professor Library	From: Library To: Leave without pay Effective 10/23/81 - 12/23/81
Devine, Elton	Department Head Accounting & Finance	From: Accounting & Finance To: Professor Effective: 6/29/81
Foster, Milton	Department Head English	From: English To: Professor Effective: 7/1/81
Heine, Donna	Instructor Occup Therapy	From: Occup Therapy To: Child Care Leave Effective: 9/1/81
Ingram, Betty	Associate Professor English	From: English To: Personal Leave Effective: 9/1/81
Johnson, Thomas	Professor Adm Serv & Bus Educ	From: Administrative Services & Business Educ To: Personal Leave Effective: 9/1/81
Lederman, Edward	Associate Professor Educ Psych	From: Educ Psychology To: Personal Leave Effective: 9/1/81
Long, Clayton	Department Head ORIS	From: ORIS To: Assoc Professor Effective: 6/29/81
Manning, Brenda	Assistant Professor Chemistry	From: Chemistry To: Leave of Absence Effective: 9/1/81
May, George	Professor History & Phil	From: History & Phil To: Partial Retirement Effective: 9/1/81
McCoy, Robert	Acting Assoc Dean College of Business	From: College of Business To: Leave without pay Effective: 7/1/81 - 6/30/82

Changes of Status Continued

FACULTY

Moore, John	Professor Chemistry	From: Chemistry To: Leave of Absence Effective: 9/1/81
Morgan, Robert	Associate Professor Admin Serv & Bus Ed	From: Admin Serv & Bus Ed To: Reduced load (25%) Effective: 9/1/81
Pannesi, Ronald	Assistant Professor Management	From: Management To: Leave of Absence Effective: 5/1/81
Samonte, Quirico	Professor Teacher Education	From: Teacher Education To: Leave of Absence Effective: 11/22/81 - 12/23/81
Shankwiler, Beverly	Assistant Professor Art	From: Art To: Sick Leave Effective: 6/29/81
Weber, Laverne	Assistant Professor Media Services	From: Media Services (12 month appt) To: Academic Year - Faculty Appt Effective: 9/1/81

STAFF

Carrico, Carol Ellen	From: CS-03 Secretary, Economics To: CS-05 Senior Secretary, International Proj. Effective: August 5, 1981 Biweekly: \$446.18
Dugan, Anne	From: PT-05 Food Serv. Supr., Food Services To: AP-06 Asst. Unit Manager, Food Services Effective: August 3, 1981 Biweekly: \$610.00
Everson, Brenda A.	From: CS-03 Sr. Clerk Typist, Academic Services To: CS-04 Secretary II, Financial Aid Effective: August 31, 1981 Biweekly: \$404.82
Hall, Malone	From: Temporary Custodial To: CS-03 Postal Clerk, Mailroom Effective: August 24, 1981 Biweekly: \$471.89
Heinen, Karen F.	From: Temporary Clerical To: CS-03 Secretary (50%), Clerical Pool Effective: August 31, 1981 Biweekly: \$373.38 FTE

Changes of Status - continued

Lay, Tammy K.	From: CS-03 Secretary, Home Economics To: CS-04 Secretary II (50%) University Relations Effective: August 19, 1981 Biweekly: \$404.82
Rauschl, Kathellen	From: CS-03 Secretary, Special Education To: CS-05 Sr. Secretary, Home Economics Effective: August 17, 1981 Biweekly: \$446.18
Rowland, Mildred	From: FM-05 2nd Cook, Hoyt Dining Center To: FM-06 Custodian, Physical Plant Effective: August 25, 1981 Biweekly:

Motion carried.

.2466 M LEAVES OF ABSENCE

Regent Kinzel moved and Regent Board seconded the Leaves of Absence be approved.

Jacques, Virginia	CS-04 Secretary II in Cashier's Office be granted a medical leave, without pay, from 7-1-81 to 10-1-81.
Oldham, John	AP-09 Assistant Director of Business Operations (50%) in McKenny Union University Conferences (50%) be granted a personal leave of absence, without pay, from 8-19-81 to 10-16-81.
Overkleeft, Hendrik Jr.	FM-13 Swimming Pool Attendant in Physical Plant Custodial be granted an educational leave, without pay, from 7-24-81 to 9-7-81.

Motion carried.

.2467 M STATEMENT OF INTENT -- WASHTENAW COMMUNITY COLLEGE
and EASTERN MICHIGAN UNIVERSITY

Regent Kinzel moved and Regent Dyer seconded that the Board of Regents receive the Statement of Intent between Washtenaw Community College and Eastern Michigan University with an understanding that the statement is scheduled for signing on October 28, 1981, as follows:

STATEMENT OF INTENT
WASHTENAW COMMUNITY COLLEGE
AND
EASTERN MICHIGAN UNIVERSITY

Preface

The proximity of Eastern Michigan University and Washtenaw Community College, coupled with the intent of the governing boards and staffs of both institutions to pursue complementary rather than competing educational missions, offers a unique opportunity for effective and cost-efficient educational service to the citizens of the Washtenaw County area.

Statement of Intent

This Statement of Intent is made this Twenty-seventh Day of October, 1981 between Eastern Michigan University (EMU), acting with the authorization of its Board of Regents, and Washtenaw Community College (WCC), acting with the authorization of its Board of Trustees, for the purposes and on the terms and conditions expressed herein.

1. Description of the Institutions. Washtenaw Community College offers instruction in occupational education, general and college transfer education, developmental education, and continuing education and community services. To assist students from a variety of educational backgrounds, the College provides counseling, financial aid, job placement, and other supportive student services. The College welcomes persons of all ages and backgrounds who have the desire to prepare for or pursue college-level studies. The College offers associate degree and one-year certificate programs and enables students who do not seek a college degree or certificate to take individual courses, seminars, and workshops.

Eastern Michigan University is a multi-purpose State institution which provides undergraduate programs in liberal arts, science, education, business, public service, health professions and technology. The University offers graduate study in selected disciplines which may lead to the Master's and Specialists's degree. Service provided at the state, national and international levels are also important components of the University's academic mission. The University also provides a variety of curricular, co-curricular, and extra-curricular experiences within an environment which is intended to encourage personal growth and social contribution among students, faculty and staff.

2. Purposes. This statement of intent is designed to reflect the mutual intention of WCC and EMU to consult and cooperate in achieving the following purposes:
 - A. To provide, through program-to-program agreements, educational opportunities at EMU for students who were recipients of specific associate degrees from WCC.
 - B. To create a joint planning process designed to encourage non-duplication of specialized courses and programs, to enhance associate degree-level programs at WCC and to enhance baccalaureate-level programs at EMU.
 - C. To create the opportunity for students at each institution to take courses at the other institution through mechanisms to be cooperatively developed.
 - D. To promote the shared use of facilities, equipment, and services.
 - E. To promote cooperation in offering non-credit community service programs to citizens in the Washtenaw County area.
 - F. To provide for an ongoing structure of consultation between EMU and WCC, including the appointment by each institution of a Liaison Officer and persons to serve on a coordinating committee.

3. Term of Memorandum. This Memorandum is effective as of the date of its execution for an initial period of five (5) years unless sooner terminated by the President of either institution by providing a written notice twelve (12) months in advance of such termination. This Memorandum may be modified, or supplemented in writing at any time by the mutual consent of both Presidents.

4. Limitation of Liability. Neither EMU nor WCC shall become by reason of this Statement, responsible or liable for any obligation, whether by statute, contract, tort, or otherwise, of the other except such obligations as may be assumed by one of them with the expressed consent of the other.

Dr. Richard N. Robb
Chairperson, Board of Regents
Eastern Michigan University

Date

Ann Cleary Kettles
Chairperson, Board of Trustees
Washtenaw Community College

John W. Porter, President
Eastern Michigan University

Date

Gunder A. Myran, President
Washtenaw Community College

Motion carried.

Chairman Robb asked Regent Rush to give the Faculty Affairs Committee report.

Regent Rush moved and Regent Board seconded the Faculty Affairs Committee report be received and placed on file.

Motion carried.

Chairman Robb asked Regent Dyer for the Finance Committee report.

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

Motion carried.

.2468 M INTERNAL AUDITOR'S REPORTS

Regent Dyer moved and Regent Rush seconded that the Internal Auditor's reports be received and placed on file:

- (a) Audit activity report for the month of August 1981
- (b) Audit Reports and Responses:
 - 1. Central Food Stores dated August 5, 1981
 - 2. Pharmacy Inventory dated August 19, 1981

Motion carried.

.2469 M GRANTS

Regent Dyer moved and Regent Board seconded the following educational grants and/or contracts be approved:

1. A grant from the Michigan Department of Social Services, in the amount of \$311,800 for a "Foster Parent Education Program."
2. A grant from the U. S. Department of Education, in the amount of \$84,480, for a "E.M.U. Reading Academy."
3. A grant from the Institute of International Education, in the amount of \$30,860, for a "Pakistani Fellowship Program."
4. A grant from the U. S. Department of Education, in the amount of \$22,345, for a "Cooperative Vocational and Special Education Preparation Program."

Motion carried.

.2470 M EIR - ALTERNATE #1 CONTRACT and RESOLUTION

Regent Dyer moved and Regent Barnes seconded the Board of Regents approve the Alternate #1 Contract, "Resignation Agreement by and between Eastern Michigan University and Employees Eligible for the Early Incentive Retirement Plan, and the Early Incentive Retirement Plan Resolution of the Board of Regents," as follows:

WHEREAS the Board of Regents on June 24, 1981 approved an Early Incentive Retirement Plan as a means of downsizing the work force with as little disruption as possible during this difficult economic period; and

WHEREAS the University recognizes the need to provide many needed services at Eastern Michigan University which cannot be funded with existing resources; and

WHEREAS the University believes a convenient and reasonable program to encourage eligible employees to make a decision to retire from the University for retirement purposes or to seek other employment is preferable to layoffs; and

WHEREAS questions have arisen regarding several operational components of the plan to which the Board of Regents desire to now provide further direction and otherwise clarify its intent: Therefore be it

RESOLVED, That the following terms, conditions, rules and regulations shall apply:

1. The Early Incentive Retirement Plan as approved June 24, 1981 shall be amended and is hereby superseded by the terms and conditions hereinafter set forth.
2. The terms, conditions, rules and regulations as herein provided shall apply to all non-bargained for employees whose formal applications for Early Incentive Retirement have not been accepted and formally approved by the President of Eastern Michigan University.
3. It is the overriding purpose of the Early Incentive Retirement Plan that cost savings be realized through downsizing of the workforce. It is therefore the aim of the Board of Regents that such savings shall be realized by holding vacant for at least two (2) years the position of employees who elect to terminate under the plan and redistributing their work load among remaining faculty and staff. However, it is recognized that certain positions are necessary to ongoing operations and/or that the work load of said positions cannot reasonably be distributed among existing faculty and staff. The University therefore reserves the right to deny any application for the EIR where, in the President's best judgment, the applicant's position is deemed essential to ongoing operations and the necessary coverage cannot be realized through reasonable realignment of existing staff and appropriate cost savings to the University.

4. To be eligible to apply for EIR the employee must have completed at least ten (10) years of regular full-time paid continuous service at the University. Employees on a regular eight (8) month or ten (10) month continuing appointment shall be credited with a full year for such service. Employees on a paid medical, sabbatical or other paid leave from the University shall likewise receive credit for such service. Authorized unpaid leaves of absence will not constitute a break in service but shall not be creditable for the purpose of meeting the ten (10) year service requirement.
5. Applications for Early Incentive Retirement may be obtained from the University's Staff Benefits Office (see attached enclosure 1). Because the purpose of the plan is to effect immediate reductions in expenditures for the University, eligible employees will have their applications considered in the order in which they are received. The Staff Benefits Office will time and date stamp all applications and provide employees with receipts as proof of submission. Employees who apply prior to completing the necessary service with the University will have their applications returned but may reapply upon achieving eligibility.
6. Employees who apply and are subsequently accepted by the University for the EIR Plan shall receive Early Incentive Retirement payments equal to one-half their base salary for two (2) years in exchange for surrender of their employment contract rights. Said payments shall be computed as of their last date of active service and shall thereafter be payable on a biweekly basis in fifty-two (52) equal installments. For a period of twenty-four (24) months following the effective date of an employee's resignation, the University shall also provide hospitalization insurance which is in force for full-time non-bargained-for employees as of the date of resignation, subject to the understanding that the employee shall immediately forfeit all rights to this benefit should he or she otherwise become eligible to receive hospitalization insurance coverage through another source. Should the employee later become ineligible for hospitalization insurance coverage through said other source he or she may have said coverage reinstated upon appropriate written application to the University. Within twenty (20) calendar days of the employee becoming eligible for hospitalization insurance coverage through another source the employee must serve appropriate written notice upon the University that his or her hospitalization insurance coverage is to be terminated. Said

notice shall be by certified mail to the University's Staff Benefits Office. Failure to so notify the University shall result in the employee becoming liable to the University in an amount equal to any and all payments made by the University toward hospitalization insurance coverage for which the employee was not entitled. Any or all such sums owed the University by virtue of the employee's noncompliance with the provisions herein set forth, may be deducted from any outstanding sums payable by the University to the employee, or may otherwise be collected by the University through appropriate civil process.

7. The University's contribution to dental insurance, long-term disability insurance and other insurance coverages shall terminate effective the first date following the employee's last date of active employment with the University. The University's contributions to MPSERS and TIAA-CREF will also terminate effective the first date following the employee's last date of active employment with the University.
8. Employees who have been laid off or served notice of layoff by the University, or who have themselves served notice upon the University of their retirement, prior to receipt of formal application for Early Incentive Retirement by the University, shall not be eligible for the Early Incentive Retirement Plan.
9. Employees approved for Early Incentive Retirement shall not be eligible for payment of 50% of their unused accrued sick leave computed as of their last date of active service with the University at the applicable salary rate.
10. Employees approved for Early Incentive Retirement shall be eligible for lump sum payment of accrued annual leave effective the last date of the employee's active employment with the University.
11. In consideration of the University's acceptance and approval of an employee's application for Early Incentive Retirement, employees shall be required to waive any and all claims of whatever nature, whether under federal, state, or University rules, which arise out of their employment by the University or as a result of a resignation Agreement entered into with the University. By way of illustration and not by way of limitation employees shall waive any and all seniority or tenure rights, all entitlements to future wage and benefit increases, all rights to any and all insurance coverages other than

hospitalization insurance coverage as hereinabove described, and any and all rights they may have to continued employment or reemployment with the University.

12. Except as may otherwise be required by law, early incentive retirement payments shall not be subject to University TIAA/CREF or MPSERS contributions nor shall they be subject to F.I.C.A. (social security), state and federal income tax withholdings. Sums in payment of accrued annual leave shall be subject to University TIAA/CREF or MPSERS contributions and shall be subject to F.I.C.A. (social security), state and federal income tax withholdings. The University will make appropriate disclosure of payments made in the relevant calendar year on Internal Revenue Forms W-2 or 1099, whichever is applicable.
13. All applicants approved for termination under the terms of the University's Early Incentive Retirement Plan shall be required to execute an individual resignation agreement with the University which shall describe the benefits and obligations of the parties. (see attached enclosure 2) No applicant shall be approved or shall otherwise be eligible for EIR benefits until said agreement is duly executed by the parties, which agreement shall expressly supersede all earlier oral or written agreements between the employee and the University and constitute the parties' sole and entire agreement.
14. The EIR Plan is established on a trial basis and shall apply only to the first employees to be approved by the University who make up an aggregate total of \$400,000 in salaries. The EIR Plan and its effectiveness will be reevaluated not later than April 30, 1982 to determine any possible extension and/or modification. Applications from employees whose salaries will cause the University to exceed this amount will be returned. The date of termination shall be as agreed by the parties and shall be not earlier than fourteen (14) days nor later than sixty (60) days after the date of submission of the application. Exceptions to these limits shall require express written approval by the President.
15. The President shall be authorized to adopt appropriate systems, terms, conditions, rules and regulations in furtherance of the EIR Plan.

, Alternate #1

RESIGNATION AGREEMENT BY AND BETWEEN
EASTERN MICHIGAN UNIVERSITY AND [INSERT NAME OF EMPLOYEE]

You have been employed by the University since [INSERT DATE OF LAST HIRE]. Pursuant to this Agreement, you have agreed voluntarily to terminate your employment with the University effective [INSERT LAST DATE OF ACTIVE SERVICE]. With the signing of this Agreement, your rights and obligations as an employee will end effective at [INSERT LAST DAY OF ACTIVE SERVICE].

In consideration for your agreement to surrender your employment rights with the University, including all vestiges of your employment status, the University will pay you the sum of \$ _____ under the terms and conditions set forth below.

This Agreement does not affect or alter any rights, privileges, or options you now have under the pension(s) in which you participate and to which the University makes contributions, or your right to payment for unused annual leave as accrued and carried forward for your use as of [INSERT LAST DATE OF ACTIVE SERVICE].

The University agrees, in exchange for the surrender of your employment contract rights as an employee of Eastern Michigan University, to pay you the sum of \$ _____ which is equivalent to one (1) year's salary at the applicable [INSERT LAST DATE OF ACTIVE SERVICE], salary rate. Payments are to be made on a biweekly basis in fifty-two (52) equal installments commencing on or about [INSERT DATE OF ISSUE OF FIRST CHECK]. Such payments will be sent to you or your designee at [INSERT ADDRESS DESIGNATED BY APPLICANT].

In addition, the University agrees to pay you the sum of \$ _____ in payment of your unused annual leave as accrued and

carried forward for your use as of [INSERT LAST DATE OF ACTIVE SERVICE].

Payment of accrued annual leave as hereinabove provided shall be in lump sum and shall be tendered to you on [INSERT LAST DATE OF ACTIVE SERVICE], the last date of your employment with the University.

For a period of twenty-four (24) months following the effective date of your resignation, the University agrees to provide hospitalization insurance which is in force for full-time non-bargained-for employees as of the date of your resignation, subject to the understanding that you shall immediately forfeit all rights to this benefit should you otherwise become eligible to receive hospitalization insurance coverage through another source. Should you later become ineligible for hospitalization insurance through said other source you may have said coverage reinstated upon appropriate written application to the University. It is understood and agreed that within twenty (20) calendar days of your becoming eligible for hospitalization insurance coverage through another source you must serve appropriate written notice upon the University that your hospitalization insurance coverage is to be terminated. Said notice shall be by certified mail to the University's Staff Benefits Office. It is further understood and agreed that your failure to so notify the University shall result in your becoming liable to the University in an amount equal to any and all payments made by the University toward hospitalization insurance coverage for which you were not entitled. It is understood and agreed that any or all such sums owed the University by virtue of your noncompliance with the provisions herein set forth, may be deducted from any outstanding sums payable by the University to you, or may otherwise be collected by the University through appropriate civil process.

Except as herein provided, it is also expressly understood between you and the University that you have waived any and all claims of whatever nature, whether under federal, state, or University rules, which arise out of your employment by the University or as a result of this Agreement. By way of illustration and not by way of limitation, you shall waive any and all seniority or tenure rights, all entitlements to future wage and benefit increases, all rights to any and all insurance coverages other than hospitalization insurance coverage as hereinabove described, and any and all rights you may have to continued employment or reemployment with the University.

Except as may otherwise be required by law the aforementioned sum of \$ _____ which is payable to you in exchange for surrender of your employment contract rights, shall not be subject to University TIAA-CREF or MPSERS contributions nor shall it be subject to F.I.C.A. (social security), state and federal income tax withholdings. The sum of \$ _____ in payment of your accrued annual leave shall be subject to University TIAA-CREF or MPSERS contributions and shall be subject to F.I.C.A. (social security), state and federal income tax withholdings. The University will make appropriate disclosure of payments made in the relevant calendar year on Internal Revenue Forms W-2 or 1099, whichever is applicable.

In the event of your death before payment of the entire EIR payments as hereinabove provided, you designate [INSERT NAME OF DESIGNATED BENEFICIARY] of [INSERT ADDRESS OF DESIGNATED BENEFICIARY], being your [INSERT NATURE OF RELATIONSHIP OF BENEFICIARY], as your designated beneficiary to receive the remaining payments as they come due. The

University agrees to make such payments, if any, to your designated beneficiary from and after your death upon receipt of satisfactory evidence thereof (certified death certificate) and may require receipt for each such payment from the designated beneficiary. It is agreed that such payments shall be of the same effect as if paid to you directly in your lifetime.

All earlier oral or written agreements between the University and you about your employment at the University are superseded by this Agreement.

For EASTERN MICHIGAN UNIVERSITY:

I agree.

President

Chairman, Board of Regents

I attest.

I attest.

Date

Date

Motion carried.

Chairman Robb asked that discussion of the 1980-81 Year-End Balances (General Fund), and the 1980-81 Year-End Balances (Auxiliary Fund) be delayed until the meeting next month.

.2471 M GENERAL FUND SICK LEAVE - Allocation

Regent Dyer moved and Regent Rush seconded that the administration be authorized to provide an allocation of \$110,000 to the General Fund sick leave provision account #19970 -- in addition to expenditures already made during fiscal year 1980-81 as reported on page 62 of the General Fund Final Status Report.

Motion carried.

.2472 M 1982-83 PLANNING ASSUMPTIONS

Regent Dyer moved and Regent Barnes seconded the report on the 1982-83 Planning Assumptions be received and placed on file.

Motion carried.

Chairman Robb asked that discussion on the Report of Intercollegiate Athletics be postponed until the meeting next month.

Chairman Robb stated the recommendation that Dr. Frederick Whims be appointed Vice President for Administration be postponed indefinitely.

Chairman Robb asked Regent Rush to make a report on the last meeting of the Michigan Association of Governing Boards and to read a Resolution.

.2473 M RESOLUTION - MICHIGAN ASSOCIATION OF GOVERNING BOARDS

Chairman Rush moved and Regent Board seconded the Michigan Association of Governing Board Incorporation be received and placed on file.

BE IT RESOLVED: That Eastern Michigan University Board of Regents determines that it should be one of the incorporators of the proposed new corporation called "Michigan Association of Governing Boards of Colleges and Universities". The Board Secretary is authorized to sign the Articles of Incorporation on behalf of the Board.

Motion carried.

Regent Rush requested that legal counsel review the Resolution to determine if it is appropriate for passage.

Chairman Robb thanked Vice President Spatta for a job well done and wished her the best for the future as this was her last meeting with the Board.

Chairman Robb noted the next Board meeting will be October 28, 1981.

Meeting adjourned 4:45 p.m.

Respectfully submitted: