

1981

Board of Regents Meeting Materials, June 24, 1981

Eastern Michigan University

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EASTERN MICHIGAN UNIVERSITY

Index of the June 24, 1981 meeting of the Board of Regents

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EASTERN MICHIGAN UNIVERSITY

Official Minutes of the Board of Regents' meeting of June 24, 1981

Board members present:

Richard N. Robb, Chairman
James T. Barnes, Jr., 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, Gary D. Hawks, Robert J. Romkema, Laurence N. Smith and Carolyn D. Spatta

Chairman Robb called the meeting to order at 12:25 p.m.

Regent Board moved and Regent Ellington seconded the preliminary minutes of the May 27, 1981, meeting be approved as distributed.

Motion carried.

Regent Barnes moved and Regent Kinzel seconded that the preliminary minutes of the Executive Session of May 27, 1981, be approved as distributed.

Motion carried.

.2416 M RESOLUTION: BRYON HORN BASEBALL ALL-AMERICAN

Regent Board moved and Regent Dyer seconded the following Resolution concerning Bryan Horn of the Eastern Michigan University baseball team:

WHEREAS, senior second-baseman Bryon Horn is a four-year member of the Eastern Michigan University varsity baseball team, and

WHEREAS, Bryon Horn is the captain of the 1981 Eastern Michigan University varsity baseball team, and

WHEREAS, Bryon Horn set Eastern Michigan single-season records for doubles with 19, assists with 170, and hits with 82 during the 1981 season, and

WHEREAS, Bryon Horn set Eastern Michigan career records for runs scored with 155, doubles with 43, sacrifices with 26 and assists with 518, and

WHEREAS, Bryon Horn helped direct the Eastern Michigan University varsity baseball team to the Mid-American Conference Tournament Championship and a berth in the NCAA Mid-East Regional Tournament, and

Resolution - continued

WHEREAS, Bryon Horn was named to the Mid-American Conference first team, the Mid-East Regional first team, and the Mid-East Regional All-Tournament team, and

WHEREAS, Bryon Horn was named first-team All-American by the NCAA Division I baseball coaches for the 1981 season, and

WHEREAS, Bryon Horn was the only player from a Northern school named to the first team, and

WHEREAS, Bryon Horn was chosen by his teammates as the winner of the 1981 Milo Danziesen "Most Valuable Player" Award, and

WHEREAS, Bryon Horn was drafted by the Detroit Tigers professional baseball club,

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents does commend and congratulate Bryon Horn for his outstanding career, which has brought great honor and recognition to the University.

-0-

Motion carried.

Coach Ronald Oestrike accepted the Resolution on behalf of Bryan Horn as he was playing professional baseball.

.2417 M RESOLUTION: MID-AMERICAN CONFERENCE TOURNAMENT CHAMPIONSHIP

Regent Dyer moved and Regent Board seconded the following Resolution concerning the Huron Baseball Team:

- WHEREAS, the Huron Baseball Team is one of 12 varsity athletic teams for men at Eastern Michigan University, and
- WHEREAS, the Huron Baseball Team compiled a nine and seven won-lost record in Mid-American Conference play (37 and 29 overall), finishing fourth in the league and qualifying for the first Mid-American Conference Tournament, and
- WHEREAS, the Huron Baseball Team won the Mid-American Conference Tournament, held in Mt. Pleasant, by defeating Central Michigan University 7-0 in the first game, Miami University 5-2 in the second game, and Central Michigan 5-4 in the championship game, thus qualifying for the NCAA Mid-East Regional Tournament, and
- WHEREAS, the Huron Baseball Team won two of four games in the Mid-East Regional Tournament held in Ann Arbor, defeating Nevada-Las Vegas 15-3 and New Orleans 18-11, and
- WHEREAS, four Hurons were named to the Mid-East Regional All Tournament Team, including senior first baseman Pat Zureich, junior second baseman Howard Simmons, senior short stop Bryon Horn and junior right fielder Jim Irwin, and
- WHEREAS, three Hurons were named to the All Mid-American Conference First Team, including Bryon Horn at second base, freshman third baseman Jim Riggs and sophomore designated hitter Gene "Bubba" Bezeau, and three others were named to the second team, including junior catcher Doug Davis, sophomore center fielder Greg Howe and junior pitcher Bryan Clutterbuck, and
- WHEREAS, Bryon Horn was selected to the All Mid-East Regional First Team and Jim Riggs and Bubba Bezeau were selected to the All Mid-East Regional Second Team, and
- WHEREAS, Greg Howe was named to the Mid-American Conference All-American First Team as a sophomore majoring in business administration with a 3.09 grade point average and Jim Irwin was named to the Mid-American Conference All-Academic Second Team as a junior majoring in business administration with a 3.00 grade point average, and
- WHEREAS, Huron team members led the Mid-American Conference in five individual categories, including Doug Davis with 47 runs batted in and 11 home runs, Greg Howe with 31 stolen bases, Jim Riggs and Howard Simmons with 52 runs scored and Bryon Horn with 19 doubles, and
- WHEREAS, six Hurons were drafted by major league baseball teams, including Doug Davis in the fourth round by the Texas Rangers, Bryan Clutterbuck in the seventh round by the Milwaukee Brewers, Mitch Zwolensky in the 11th round by the Texas Rangers, and Bryon Horn, Randy Gorgon and Pat Zureich in later rounds by the Detroit Tigers,
- NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents does commend and congratulate the Huron Baseball Team, Head Coach Ron Oestrike and Assistant Coach Roger Coryell for this outstanding season which has brought great honor and recognition to the University.

-0-

Motion carried.

Chairman Robb said he would like a copy of this Resolution sent to every member of the baseball team.

Coach Oestrike accepted congratulations from Chairman Robb and President Porter on behalf of the Eastern Michigan University baseball team.

Chairman Robb indicated that Dr. George Perkins, the President of the Faculty Council, had requested fifteen minutes to appear before the Board to speak about faculty concerns over the proposed budget cuts. He asked Dr. Perkins to come forward.

Dr. Perkins said he wanted to say that the AAUP and the Faculty Council had been working together and has completed a report on an early incentive retirement plan which would be going to the administration soon. Dr. Perkins distributed a copy of his prepared remarks and proceeded to read from his text as follows:

I have been asked to address the Board of Regents on the administrative budgetary recommendations for 1981-1982, particularly as they affect sabbatical leaves and the proposed merger of academic departments. The request comes from the EMU Faculty Council. It was made at the Council's regular meeting of June 10, 1981 and reaffirmed at the emergency meeting of June 17. I can give some sense of the mood of urgency when I remind you that no similar request has been made since the early days of the Council's founding, almost three years ago.

The request comes as a result of a budget emergency that surfaced first as rumors about a week prior to the June 10 meeting. No crisis affecting the academic mission of the university had been reported at the Faculty Council meeting of May 13. Indeed, although the Council had expressed concern some months earlier and had requested information about the financial situation of the university, the reports then forthcoming from the administration had suggested a situation manageable for the coming year without serious impact on academics. With no new information from Lansing and in spite of increasingly optimistic enrollment projections, something had changed by June 10. The impact on academics in the proposed budget was stunning, especially in the two areas that Council immediately perceived as most damaging: proposed withdrawal of support for sabbatical leaves and proposed mergers of selected academic departments.

President Porter's stance since the emergence of this crisis has been in some respects admirable. He has repeatedly asserted his willingness to change his recommendations if he can be convinced of the wisdom of the changes, and he has shared information with selected faculty, students, and staff within the past two weeks in amounts and at a level uncommon in recent history at EMU. Some of the changes he has made in his proposals in response to university reaction are clearly warranted, but serious questions remain.

Sabbatical leaves should be no longer a question. Yet the faculty remain disconcerted by the original proposal as a symptom of potential major failure in the educational priorities of the university. In the haste with which the proposal was made, important considerations seem to have been forgotten. They remain now as astonishing evidence of the extent to which obviously hasty administrative deliberations were neglectful of the fundamental academic mission of the university.

Dr. Perkins' report - continued

Withdrawing support from leaves would have been the one budgetary cut with an irreversible retroactive effect, negating substantial investments of time and money already made by the affected faculty members, as well as cancelling commitments made to and by other universities, foundations, and publishers. The adverse effect upon faculty morale would have been tremendous, the direct effect upon teaching substantial, the university's fund-raising efforts in future substantially impaired. The action would have called into question the university's contractual relationship to AAUP and the sincerity of its accreditation presentation to the North Central Association. Finally, as a crowning irony, in its eagerness to save money the administration apparently forgot the almost negligible cost of one-semester sabbaticals as it found itself mired in the complex and in this case confusing accounting system. Behind the university's accounting methods lies the simple truth that most faculty on leave at EMU are replaced either not at all or by lecturers receiving part-time salaries. The result is that after subtracting the replacement cost for one-semester sabbaticals from the saving realized from two-semester sabbaticals, the university comes out, on balance, with a program that costs little or nothing in actual dollars.

Upon mature reflection by the administration, these considerations carried weight. The request for complete funding for the half-year sabbaticals earlier approved for 1981-82 come forward now as a recommendation from President Porter. It carries with it the unanimous support of the Faculty Council.

Unfortunately, we have not achieved the same level of agreement on the proposed mergers of academic departments. The Council considered the matter twice, once in regular session and once in emergency session. Because I want to be certain the Council position is not misunderstood, I will read here the text of the second resolution:

RESOLVED: The Faculty Council wishes to express again its disapproval of the method used in arriving at a decision to merge the departments recommended for merger in the 1981-82 budget presentation to the Regents.

We respectfully request that the Regents not approve these mergers and consider alternative approaches. Examples of such options which provide significant savings include \$90,000 in campus planning, \$90,000 in general fund monies for mental health counselors which may be paid for on a fee-for-service basis as recommended by State administrators, and reductions in the budget for the IM building by elimination of varsity athletic facilities.

For significant savings in academic administration we also suggest the elimination of department heads and the substitution of department chairmen. If contractual impediments are perceived in implementing the chairmanship concept, we respectfully request that the administration enter into discussions with the AAUP with the view toward the eventual removal of such impediments.

The Regents will observe that the Council has taken no position on the merits of the proposed mergers. Nor are we opposed to mergers in principle. We are concerned only that insufficient consideration has been given to the academic effects of the proposals and insufficient attention has been paid to possible alternative solutions. There are forums within the university where these proposals should have been discussed.

The general message I have been requested to bring you with regard to both sabbatical leaves and departmental mergers is that crisis solutions to academic problems are frequently not in the best interest of the institution. Fundamental changes affecting academics should be made only after long and thorough discussion. Crisis changes should be confined to those areas where the damage can be repaired in a better budget year; it is surely a sign of poor academic management to use fiscal emergency as an excuse to bring about ill-considered basic changes in policy.

Faculty Council shares with the Regents the sense that a number of items in the current budget remain questionable. We are not sure that the cuts in the Full Time Equivalent Faculty are wise. We question the allocation for Nursing, the cut-backs in Media Services, the funding level for instructional equipment, the priorities accorded athletics. Above all, we wonder whether the Division of Academic Affairs is receiving an appropriate portion of the total university budget. The university can boast that it gives to every sport in its program a level of support that is above average for the Mid-American Conference. In support for some sports it ranks in first place. We wonder whether we can make the same claim for academics. If not, why not?

In a Statement of Principles and Recommendations on Shared Governance adopted by Faculty Council last December and presented to the administration not long after, a proposal was made for a Budget Priority Committee. Although the proposal was not then accepted by the administration, we are pleased to see that a Budget Priorities Committee is one of the recommendations to come from the North Central Association accreditation team and still more pleased to see that President Porter has taken steps to develop such a committee for the future. Had a Budget Priorities Committee been effectively at work over the past six months, we might well have escaped some of the present trauma.

Because we must deal with the situation as it stands, however, I leave you with the following recommendations:

1. Approve that portion of the budget supporting one-semester sabbatical leaves. The leaves should never been at issue. The fifteen faculty involved must be placed in a position to continue their plans and fulfill their commitments with that particular sword no longer hanging over their heads.

Dr. Perkins' report - continued

2. Withhold approval from that portion of the budget affecting department mergers. The serious issues here will not be lost if they are confronted in a more deliberate manner.

Finally, I wish to remind you that both of these recommendations represent the unanimous formal requests of a group of professionals selected by their peers to represent the faculty on educational matters affecting the entire university. Concerning the rest of the budget, the Faculty Council believes that serious problems remain. I urge you to think long and hard before closing all avenues to still further modifications.

Chairman Robb recessed the meeting at 12:45 p.m. for lunch and indicated the Board would attempt to return for the balance of the meeting at 2:30 p.m.

Chairman Robb reconvened the meeting at 2:22 p.m. and asked Regent Rush for the Faculty Affairs Committee report.

Regent Rush said in view of the hour and since most of the discussion that had taken place at the Faculty Affairs Committee meeting had been considered at the Committee of the Whole meeting he would not give a regular report.

Chairman Robb asked Regent Dyer for the Finance Committee report.

Regent Dyer asked Vice President Romkema to give the Treasurer's Report.

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

Motion carried.

.2418 M INTERNAL AUDITOR'S REPORT

Regent Dyer moved and Regent Barnes seconded that the Internal Auditor's activity report for the month of May 1981 be received and placed on file.

Motion carried.

.2419 M SELECTION OF EXTERNAL AUDITOR - Schedule

Regent Dyer moved and Regent Rush seconded that the following schedule for the Selection of the External Auditor - 1981-82 Audit be approved for implementation:

| | |
|--|--|
| June 24, 1981 | Appointment by the Chairman of the Board of Regents of a Selection Committee comprised of at least two Board members, three staff members, and one non-University person. |
| August 7, 1981 | Selection Committee will have developed selection criteria, evaluation scoring system, list of firms to be invited, draft of proposal solicitation letter, length of appointment, and other necessary materials. |
| August 24, 1981 | Approval of the above selection materials by the Board of Regents. |
| August 28, 1981 | Invitations to submit proposal mailed to all firms. |
| October 16, 1981 | Deadline for receipt of initial proposal from participating firms. |
| November 13, 1981 | Completion of initial screening of all firms and selection of "finalist" firms to be invited to on-campus presentation before the Selection Committee. |
| November 20, 1981 | Second letter of invitation mailed to finalist firms. |
| December 1, 1981 thru December 18, 1981 | Reserved for interview of finalist firms. (Each interview will probably require a minimum of two to three hours.) |
| January 15, 1982 | Selection Committee completes its work and agrees upon final recommendations to the Finance Committee. |
| January 27, 1982 | Finance Committee reviews the Selections Committee's recommendations and makes recommendation to the Board of Regents. The Board of Regents makes the appointment. |

Regent Dyer said that since he was going to be out of the country for a few weeks he would suggest Regent Barnes and Regent Rush serve on this committee.

Chairman Robb appointed Regent Barnes as chairman of the committee for the Selection of the External Auditor and appointed Regent Rush to serve on the Committee as the second board member.

Motion carried.

.2420 M GRANTS

Regent Dyer moved and Regent Milford seconded the following grants be approved:

Educational

1. A grant from the agency for International Development (AID), in the amount of \$2,913,000 for the "Yemen Basic Education Development Project."
2. A grant from the Michigan Department of Commerce, in the amount of \$12,500, for the project, "Governor's Energy Management Award Proposal."
3. A grant from the American Council of Life Insurance, in the amount of \$5,835 for the project, "Michigan Inter-University Convening on Personal and Family Financial Planning."
4. A grant from the Environmental Research Institute of Michigan, in the amount of \$5,548 for "Phase II Technology Transfer Program."
5. A grant from the Virginia State Department of Welfare, in the amount of \$2,880 for the project, "Recruitment and Retention of Foster Parents."
6. A grant from the Dearborn Public Schools, in the amount of \$2,420, for a Bilingual Vocational Education Workshop."
7. A grant from Wayne County Intermediate School District, in the amount of \$350 for the project, "Developing Parent Education Skills for Adult Educators."

Financial Aid

8. A grant from the Department of Human Services (formerly HEW), in the amount of \$7,385 for the "College Work-Study Program."
9. A grant from the Department of Human Services (formerly HEW), in the amount of \$7,072, for the "Supplemental Educational Opportunity Grants Program."

Motion carried.

.2421 M 1981-82 GENERAL FUND BUDGET - Guidelines
and
EARLY INCENTIVE RETIREMENT (EIR) PLAN

Regent Dyer moved and Regent Board seconded the following:

It is recommended the Board of Regents authorize the administration to continue University operations after June 30, 1981 and into the fiscal year 1981-82, at the current 80-81 level of allocation pending future approval of the operating budget for 1981-82.

It is also recommended that the administration be authorized to implement the staff changes associated with any approved increases and decreases in the ninety program categories set forth in Exhibit II of the proposed

1981-82 budget including the addition of the Early Incentive Retirement Plan (EIR) as added to the regular agenda of the August 26, 1981, meeting by the Committee of the Whole and the Finance Committee.

Labor agreements that have been signed will be honored and all salary increases that have been approved will be granted.

Early Incentive Retirement Plan (EIR)

The State of Michigan and Eastern Michigan University are facing the most difficult years financially in recent history. There is no question that there is a very serious cash flow problem at the state level and thus at the University level.

Recognizing this problem, and recognizing the need to provide many needed services at Eastern Michigan University which cannot be funded with existing resources, Eastern Michigan University is establishing an EIR Plan on a trial basis, in an effort to offer 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. Our concern is to have the employees involved in making the decision on their plans for the future and to downsize the work force with as little disruption as possible during these tough economic times.

The following trial plan is adopted by the Board of Regents effective this date and shall continue through June 30, 1982, but will apply only to the first employees to accept the plan who make up an aggregate total of \$400,000 in salaries.

1. Employees who accept the EIR Plan cannot be replaced for at least two (2) years and their work load will be distributed among remaining faculty and staff.
2. To be eligible for the EIR Plan the employee must have at least ten (10) years of service at Eastern Michigan University.
3. All accrued retirement benefits will continue to be paid to the employee on his or her last day of active employment.
4. Employees who elect the EIR Plan will receive one-half ($\frac{1}{2}$) their current rate of pay plus their current hospitalization coverage for two (2) years beyond their last day of active employment.
5. The EIR Plan and its effectiveness will be evaluated during the budget process in April 1982 to determine any possible extension and/or modification.

Regent Dyer noted that the Board would not be officially approving the total budget until the August Board meeting after all the proper budget materials have been prepared and sent to the members of the Board. He noted that the Board had agreed to talk about only four issues today; (1) Nursing; (2) Merger of Selected Academic Departments; (3) Sabbatical Leaves; and (4) WEMU-fm Radio Station, which may or may not be left on hold for the August meeting.

.2422 M 1981-82 BUDGET - EXPANSION OF NURSING PROGRAM

After some discussion it was moved by Regent Kinzel and seconded by Regent Ellington to amend the motion before the Board to include in next year's budget the proposed expansion of the Nursing Program.

Motion carried.

.2423 M 1981-82 BUDGET - MERGER OF SELECTED ACADEMIC DEPARTMENTS

Regent Dyer moved and Regent Barnes seconded that the merger of the selected academic departments as contained in the 1981/82 budget proposal, be approved.

Motion carried.

.2424 M 1981-82 BUDGET - SABBATICAL LEAVES

Regent Dyer moved and Regent Board seconded that the Sabbatical Leaves be approved as presented by President Porter.

Chairman Robb asked Secretary Hawks to take a roll call vote on the recommendation to include the Sabbatical Leaves in the 1981 budget.

Secretary Hawks took the roll call vote and reported that six members of the Board voted in favor of the motion, and Regents Barnes and Dyer voted against the motion.

Motion carried.

Regent Kinzel said she wanted to go on record that even though she voted for the sabbaticals this year, it does not and should not mean she is going to vote for it next year, because the Board may have to cut sabbaticals from the budget. Regents Ellington, Milford, Board and Robb expressed agreement on this issue. They suggested the administration move very cautiously next year regarding sabbaticals.

Regent Dyer moved and Regent Milford seconded that \$50,000 be added to the proposed budget for WEMU-fm.

Motion failed. (Regents Milford and Dyer voted yes for the motion)

Chairman Robb requested a report in six months on the effects of the budget cuts on WEMU-fm.

.2425 M 1981-82 BUDGET - WEMU

Regent Rush moved and Regent Barnes seconded that the Board accept President Porter's recommended budget for WEMU-fm.

Motion carried. (Regent Dyer voted no)

Secretary Hawks was asked to repeat the motion, which he did.

Motion carried. (Main motion)

Chairman Robb said he would like to see a report prepared by Vice President Spatta's office that would show a history of what happened by division. The report should show what was proposed, what the bases were, what was spent, how it finally ended up, where the cuts were made, what was actually cut, and what was not.

Chairman Robb noted that it was now 4:40 p.m. and suggested everyone take a five minute break.

At 4:58 p.m. Chairman Robb reconvened the meeting.

.2426 M 1981-82 TUITION-FEE RATES

Regent Dyer moved and Regent Milford seconded that the Board of Regents approve the following schedule of tuition rates to be effective with the Fall Semester of 1981:

| | | |
|---------------|------------------------|----------------------|
| Resident: | Undergraduate. | \$35.50/credit hour |
| | Graduate. | \$50.00/credit hour |
| Non-Resident: | Undergraduate. | \$ 89.00/credit hour |
| | Graduate | \$120.00/credit hour |

Motion carried.

.2427 M SALARY ADJUSTMENTS NON-BARGAINED-FOR STAFF

Regent Dyer moved and Regent Milford seconded that the report on the Program Development Expenditures be received and placed on file.

Motion carried.

Regent Dyer moved and Regent Milford seconded that all eligible non-bargained-for (regular) Administrative/professional staff in pay grade AP-06 through AP-09 and Clerical/Secretarial staff be granted a salary increase of five percent (5); that all eligible non-bargained-for employees in pay grade AP-10 through AP-14 be granted a salary increase of four percent (4%); that all increases be effective July 1, 1981, and the minimum and maximum of the salary ranges be adjusted by five percent (5%).

Non-bargained-for Administrative/Professional and Clerical/Secretarial employees shall be deemed to be eligible:

- (a) If employed by Eastern Michigan University on or before April 1, 1981, or
- (b) Upon written recommendation of the Vice President, if employed by Eastern Michigan University after April 1, 1981, and before July 1, 1981, and
- (c) If they are on the active payroll as of July 1, 1981, or on an approved leave of absence, in which case such increase shall become effective upon return to active employment.

It is further recommended that selected equity salary adjustments be authorized for non-bargained-for (regular) employees in salary grade AP-06 through AP-12, in accordance with the following guidelines:

- (a) These increases are estimated at \$45,000 an amount equal to 1% of the total salaries of employees in AP-10 and above. (Total increases will average 5% since AP-10 through AP-14 were recommended for a 4% adjustment.)
- (b) Increases shall be based upon the recommendations of each Divisional Vice President. Following the review of the Compensation Office, such increases will be forwarded to the Executive Council for implementation.
- (c) Priority for such increases shall be given employees below the midpoint of their salary range, who have excellent and above performance records.
- (d) All increases will be effective July 1, 1981.

Salary Adjustments - Non-Bargained-For Staff...continued

It is further recommended that the dental insurance plan for regular non-bargained-for Administrative/Professional and Clerical/Secretarial staff be revised as of July 1, 1981, as follows:

| <u>Benefit Class</u> | <u>Current</u> | <u>Revised</u> |
|---|----------------|----------------|
| Class I | 50/50 Co-pay | 100% Paid |
| Class II | 50/50 Co-pay | 75/25 Co-pay |
| Class III | 50/50 Co-pay | 50/50 Co-pay |
| Maximum annual benefit on Classes I & II | \$600 | \$800 |
| Maximum lifetime benefit on Class III | \$600 | \$800 |

It is further recommended that the President be authorized to increase salaries for the Vice Presidents. Such increases shall average 4% and shall be effective July 1, 1981.

Motion carried.

.2428 M RATIFICATION: EMU-FOP LABOR CONTRACT (Police Officers)

Regent Dyer moved and Regent Milford seconded that the agreement with the Eastern Michigan University Police Officers Chapter of the Fraternal Order of Police State Lodge of Michigan Labor Council (FOP) be approved.

(Copy on file in the Board Secretary's office)

Motion carried.

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

Regent Board reported that since the complete minutes of the meeting will be distributed at the next Board meeting, he only highlighted the activities that took place during the June 10 Committee meeting.

Regent Board moved and Regent Ellington seconded that the Student Affairs Committee report of June 10, 1981, be received and placed on file.

Motion carried.

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

.2429 M APPOINTMENTS

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

| Staff | Department | Status | Annual | Biweekly | Effective |
|--|-------------------------|--------|------------|----------|-----------|
| Allen, Delores CS-02 Clerk Typist | Academic Records | Repl. | \$ 8707.99 | \$333.78 | 5/19/81 |
| Bird, Cindy G. CS-03 Sr. Clerk Typist | Purchasing | Repl. | 9277.25 | 355.60 | 4/29/81 |
| Bishop, Edward AP-08 Sr. Accountant | Accounting | Repl. | 20,800.00 | 797.27 | 5/18/81 |
| Ehlers, Jerome PT-08 Sr. Accountant | Housing | New | 20,500.00 | 785.77 | 6/1/81 |
| Fogle, Alison CS-02 Clerk Typist | Admissions | Repl. | 8707.99 | 333.78 | 5/4/81 |
| Grantham, Priscilla CS-02 Clerk Typist | Admissions | Repl. | 8707.99 | 333.78 | 5/18/81 |
| Lamb, Corine CS-04 Secretary II | Afro-American Studies | Repl. | 10,058.35 | 385.54 | 5/25/81 |
| Law, Mark FM-21 Electrician | Physical Plant | Repl. | | 9.21/hr | 5/11/81 |
| Muenzenmeyer, Linda PT-04 Resident Manager | Housing | Repl. | 11,106.61 | 425.72 | 5/1/81 |
| Smith, Maurene PT-04 Resident Manager | Housing | Repl. | 11,106.61 | 425.72 | 5/11/81 |
| Moniodis, Paul N. PT-08 Operations Research Analyst | Univ. Planning & Analy. | New | 17,570 | 673.46 | 6-29-81 |
| Everson, Brenda CS-03 Sr. Clerk Typist | Academic Services | Repl. | 9277.25 | 355.60 | 6-8-81 |
| Jackson, Jerral L. PT-05 Resident Unit Admin. | Housing | Repl. | 12,127.99 | 464.87 | 7-1-81 |
| Maciorowski, Lisa PT-05 Resident Unit Admin. | Housing | Repl | 12,127.99 | 464.87 | 7-1-81 |

Appointments - continuedStaff

| | <u>Department</u> | <u>Status</u> | <u>Annual</u> | <u>Biweekly</u> | <u>Effective</u> |
|---|---|---------------|---------------|-----------------|------------------|
| Baker, Sandra CS-03 Sr. Clerk | Univ. Computing | Repl. | \$9277.25 | \$355.60 | 5-26-81 |
| Barclay, Rosalyn AP-10 Coordinator, | Health Serv. Counseling Counseling Cntr. | New | \$31,000 | \$1188.24 | 7-1-81 |
| Rodgers, Kevin PT-06 Sr. Computer Operator | Univ. Computing | New | \$13,765.08 | \$527.62 | 5-20-81 |

Faculty - Lecturers (Temporary Employees)

| | <u>Percent</u> | <u>Department</u> | <u>Semester</u> | <u>Salary</u> | <u>Effective</u> |
|----------------------|----------------|-----------------------------------|------------------------|---------------|------------------|
| Aggarwal, Vinay | 33.33% | Acctg & Fin | Spring | \$ 1,650 | 5/4/81 |
| Al-Batal, Mahmoud | 50.00% | Yemen Project | Spring | 1,350 | 5/4/81 |
| Blixt, Albert | 33.33% | Admin Services & Business Educ | Spring | 1,500 | 5/4/81 |
| Browning, Nancy | 8.33% | Foreign Lang | Winter | 550 | 2/6/81 |
| Cordes, Karen | 33.33% | Acctg & Fin | Spring | 1,350 | 5/4/81 |
| Dapogny, Gail | | Music | Winter (Substitute) | 115 | 3/9/81 |
| Davis, Thomas | | Teacher Educ | Winter (Consultant) | 312 | 1/6/81 |
| Farkas, George | 66.67% | ORIS | Spring | 3,000 | 5/4/81 |
| Fitzgerald, Clifford | 50.00% | Indust Tech | Spring | 1,485 | 5/4/81 |
| | 50.00% | Bilingual Voc Ed | Spring | 1,485 | 5/4/81 |
| | | Bilingual Voc Ed | Winter (1 wk) | 397 | 4/27/81 |
| Forrest, Christine | 66.66% | Teacher Educ | Spring | 2,200 | 5/4/81 |
| Franks, Gina L. | | Upward Bound | Spring | 267 | 6/15/81 |
| Frydenberg, Gro | 100.00% | Yemen Project | Spring | 2,160 | 4/27/81 |

Faculty - Lecturers (Temporary Employees) Cont'd

| | <u>Percent</u> | <u>Department</u> | <u>Semester</u> | <u>Salary</u> | <u>Effective</u> |
|----------------------|----------------|-------------------|---------------------------|---------------|----------------------------------|
| Harvey, Barbara | | Teacher Educ | Spring (1 day only) | \$ 92 | 5/4/81 |
| | 16.66% | Teacher Educ | Winter | 1,100 | 3/7/81 |
| Hill, Kenneth | 33.33% | Afro-American | Spring | 1,740 | 5/4/81 |
| Holdwick, Lloyd | | Special Educ | Winter (Honorarium) | 35 | 3/31/81 |
| Hurd, Leon | 10.00 | ORIS | Spring | 270 | 5/4/81 |
| Kellogg, Walter | 50.00% | Upward Bound | Spring | 534 | 6/15/81 |
| Kirkendall, Carolyn | 50.00% | Library | Spring | 1,485 | 5/4/81 |
| Kolar, Patrick | 100.00% | Swaziland Proj | | 2,760 | 5/10/81 - 6/30/81 |
| | 100.00% | Swaziland Proj | | 450 | 5/1 - 5/9/81 |
| Kowitz, Johanna | 60.00% | Foreign Lang | Winter | 4,050 | 3/13/81 |
| | 20.00% | Bilingual | Winter | 1,350 | 3/13/81 |
| McCullough, Michelle | 33.33% | Foreign Lang | Spring | 1,350 | 5/4/81 |
| McFadden, Emily | 75.00% | Social Work | Spring | 2,557 | 5/4/81 |
| | 25.00% | Sociology | Spring | 853 | 5/4/81 |
| Messier, Ronald | 66.67% | History | Spring | 3,300 | 5/16-6-28/81 |
| | | History | Spring | 1,493 | " " |
| | | | (Administrative override) | | |
| Milden, Randy | 33.33% | Psychology | Spring | 1,350 | 5/4/81 |
| Miller, Jacquelyn | 33.33% | Teacher Educ | Spring | 1,100 | 5/4/81 |
| Mink, George | 100.00% | Social Work | Spring | 3,410 | 5/4/81 |
| Morado, Carolyn | 33.33% | Teacher Educ | Spring | 1,100 | 5/4/81 |
| Nalepka, Bill | 100.00% | Acctg & Fin | Spring | 3,872 | 5/4/81 |
| Neff, Alois | 33.33% | Management | Spring | 1,550 | 5/4/81 |
| Norr, Saad | 100.00% | Yemen Project | Annual | 1,572 | bi-weekly 4/1/81 - 3/25/83 |
| Qualls, Pamela | 50.00% | Upward Bound | Spring | 534 | 6/15/81 |
| Reddick, Maureen | | Stu Tchg | Winter (1 day only) | 50 | 12/29/80 |

Faculty - Lecturers (Temporary Employees) Cont'd

| | <u>Percent</u> | <u>Department</u> | <u>Semester</u> | <u>Salary</u> | <u>Effective</u> |
|----------------------|----------------|-------------------|------------------------|---------------|------------------|
| Redmer, Timothy | 33.33% | Acctg & Fin | Spring | \$1,350 | 5/4/81 |
| Ruffner, Emily | 33.33% | History | Spring | 1,650 | 5/9/81 |
| St. John, Barbara | 100.00% | Teacher Educ | Spring | 4,070 | 5/4/81 |
| Sherman, Richard | 50.00% | ORIS | Spring | 1,650 | 5/4/81 |
| Sperka, Deanna | 33.33% | Indust Educ | Spring | 1,350 | 5/4/81 |
| Springfield, Betty | 33.33% | Teacher Educ | Spring | 1,100 | 5/4/81 |
| Srinivasulu, S. L. | 100.00% | Acctg & Fin | Spring | 4,400 | 5/4/81 |
| Stoessel, Robert | 33.33% | Acctg & Fin | Spring | 1,350 | 5/4/81 |
| Stovall, Bennie | 50.00% | Social Work | Spring | 1,760 | 5/4/81 |
| Swan, William | 33.33% | Afro-American | Spring | 1,800 | 5/4/81 |
| Tait, Douglas | 33.33% | Indust Educ | Spring | 1,350 | 5/4/81 |
| Thomas, Nola | 100.00% | Social Work | Spring | 3,520 | 5/4/81 |
| Twining, Dianne | 25.00% | Upward Bound | Spring | 267 | 6/15/81 |
| Wirth, Antoinette | 33.33% | Indust Educ | Spring | 1,100 | 5/4/81 |
| Wood, Walter | 33.33% | ORIS | Spring | 1,500 | 5/4/81 |
| Young, Gordon | 66.67% | History | Spring | 3,300 | 5/16/80 |
| Ziefert, Marjorie | 100.00% | Social Work | Spring | 3,256 | 5/4/81 |
| Garfield, Jerry | 50.00% | Social Work | Spring | 1,595 | 5/4/81 |
| Gerber, Joyce | 66.66% | Teacher Educ | Spring | 2,450 | 5/4/81 |
| Graham, John | 100.00% | College of Tech | Spring | 5,720 | 5/4/81 |
| Grant III, Ylyses | | Upward Bound | Spring | 534 | 6/15/81 |
| Gruszczynski, Gloria | 66.66% | Teacher Educ | Spring | 2,700 | 5/4/81 |
| Hagiwara, Anne | 33.33% | Foreign Lang | Spring | 1,350 | 5/4/81 |
| Hamp, Steven | | Geography | Spring (1 day only) | 238 | 5/5/81 |

| <u>Graduate Assistants</u> | <u>Department</u> | <u>Semester(s)</u> | <u>Salary</u> | <u>Effective</u> |
|----------------------------|--------------------|--------------------|---------------|------------------|
| Armstrong, Peter | Graduate School | Spring | \$ 788 | 5/4/81 |
| Bandekar, Vijay | Graduate School | Spring | 788 | 5/4/81 |
| Budday, Jil | Sociology | Spring | 419 | 5/4/81 |
| Coran, James | Bilingual | Spring | 788 | 5/4/81 |
| Cotter, James | Biology | Spring | 591 | 5/4/81 |
| Hussain, A.H.M. | Physics | Spring | 838 | 5/4/81 |
| Issa, Faduma | International Proj | Spring | 788 | 5/4/81 |
| Jung, Kee-Yong | Chemistry | Spring | 630 | 5/4/81 |
| Jung, Yong-Woon | Chemistry | Spring | 630 | 5/4/81 |
| Khorshid, Wafa | Graduate School | Spring | 788 | 5/4/81 |
| Kuo, Thau-Ming | Chemistry | Spring | 630 | 5/4/81 |
| LaValle, Marcia | Foreign Language | Spring | 788 | 5/4/81 |
| Levy, Michael | Industrial Educ | Spring | 788 | 5/4/81 |
| Lopez, Juan | Chemistry | Spring | 788 | 5/4/81 |
| Lounsbury, Jr., John | Geography | Spring | 788 | 5/4/81 |
| Mao, Fu-Sheng | Industrial Tech | Spring | 394 | 5/4/81 |
| McDonald, Lydia | Geography | Spring | 838 | 5/4/81 |
| Pan, Lichuan | Chemistry | Spring | 670 | 5/4/81 |
| Panahi, Jamsheed | Biology | Spring | 591 | 5/4/81 |
| Pietroski, Richard | Biology | Spring | 788 | 5/4/81 |
| Roach, Kathleen | Industrial Educ | Spring | 394 | 5/4/81 |
| Rodriguez, Issiah | Foreign Lang | Spring | 788 | 5/4/81 |
| Samuel Avalino | Industrial Educ | Spring | 394 | 5/4/81 |
| Shubin, Michelle | Biology | Spring | 394 | 5/4/81 |
| Stevenson, Dallas | Sociology | Spring | 419 | 5/4/81 |
| Trevino, Jesus | Foreign Language | Spring | 788 | 5/4/81 |

Supplemental Appointments - (Added Workload for Regular Employees)

| | <u>Rank</u> | <u>Department</u> | <u>Percent</u> | <u>Term</u> | <u>Salary</u> | <u>Effectiv</u> |
|-------------------|----------------|--------------------|------------------|------------------------|----------------|------------------|
| Aebersold, Jo Ann | Asst Professor | Foreign Lang | 8.33% | Winter | \$ 525 | 2/6/81 |
| Anderson, Loren | Asst Professor | Acctg & Fin | | Winter (Substitute) | 207 | 3/10/81 |
| Angelocci, Angelo | Professor | Sociology | | Spring | 100 | 5/4/81 |
| Badii, Larry | Professor | Mathematics | 50.00% | Spring | 3,013 | 5/4/81 |
| Belskus, Albert | Assoc Prof | Acctg & Fin | 50.00% | Spring | 2,574 | 5/4/81 |
| Belt, Gordon | Assoc Prof | Student Tchg | 50.00% | Spring | 2,627 | 5/4/81 |
| Brewer, Stephen | Professor | Chemistry | 25.00% | Spring/ Summer | 4,000 | 5/4/81 |
| Cantrell, Douglas | Asst Prof | Management | 100.00% | Spring | 5,322 | 5/4/81 |
| Clark, George | Assoc Prof | Acctg & Fin | 100.00% | Spring | 6,239 | 5/4/81 |
| Cline, William | Professor | Bilingual | 50.00% | Spring | 2,678 | 5/4/81 |
| Cooper, Rolland | Instructor | Acctg & Fin | 100.00% | Spring | 3,960 | 5/4/81 |
| Corbacho, Henry | Assoc Prof | Student Tchg | 67.00% | Spring | 3,982 | 5/4/81 |
| Crowner, Robert | Assoc Prof | ORIS Management | 50.00% 50.00% | Spring Spring | 3,025 3,025 | 5/4/81 5/4/81 |
| Decker, Bernard | Assoc Prof | English | 50.00% | Spring | 2,369 | 5/4/81 |
| Fensch, Charles | Professor | Art | 50.00% | Spring | 1,650 | 5/5/81 |
| Fenz, Emmanuel | Assoc Prof | History | 100.00% | Spring | 8,806 | 5/9/81 |
| Fesmire, Walter | Professor | Acctg & Fin | 50.00% | Spring | 3,080 | 5/4/81 |
| Found, Elaine | Assoc Prof | Home Econ | 100.00% | Spring | 5,993 | 5/4/81 |
| Friedemann, Marie | Instructor | Nursing | | Winter | 50 | 2/19/81 |
| Fulton, C. Wayne | Professor | Special Educ | 40.00% | Spring | 2,273 | 5/5/81 |
| Garfield, Juanita | Professor | Acad Serv Cntr | 50.00% | Spring | 2,827 | 5/4/81 |
| Ginther, John | Professor | Mathematics | 33.34% | Spring | 1,050 | 5/6/81 |
| Gwaltney, Thomas | Professor | Teacher Educ | | Spring | 87 | 5/4/81 |
| Hall, Lorene | Assoc Prof | Student Tchg | 100.00% | Spring | 4,968 | 5/4/81 |
| Hawley, Everett | Instructor | Acctg & Fin | 50.00% | Winter (Substitute) | 2,988 | 2/4/81 |

Supplemental Appointments - (Added Workload for Regular Employees)

| | <u>Rank</u> | <u>Department</u> | <u>Percent</u> | <u>Term</u> | <u>Salary</u> | <u>Effectiv</u> |
|-----------------------|-------------|------------------------------|----------------|------------------------|---------------|-------------------------|
| Helbig, Alethea | Assoc Prof | ORD | | Spring | \$ 132 | |
| Hoitash, Charles | Assoc Prof | Management | 100.00% | Spring | 6,270 | 5/4/81 |
| Jackson, Edna | Instructor | Medical Tech | 100.00% | Spring | 3,820 | 5/4/81 |
| Johnson, James | Assoc Prof | Acad Serv Cntr | 50.00% | Spring | 2,626 | 5/4/81 |
| Krebs, Robert | Professor | Swaziland | 100.00% | Annual | 42,458 | 6/21/81 |
| | Professor | Swaziland | | Spring (3 wks) | 1,225 | 5/31/81 |
| Kuwik, Paul | Professor | Bilingual | 100.00% | Winter (1 wk) | 788 | 4/27/81 |
| Laird, Joan | Asst Prof | Social Work | 50.00% | Spring | 2,143 | 5/4/81 |
| Ludlow, Robert | Asst Prof | Marketing | | Winter | 414 | 3/17/81 |
| | Asst Prof | Marketing | | Spring (3 wks) | 2,115 | 5/25/81 |
| MacMahan, Jr., Horace | Professor | Geography | 50.00% | Spring | 3,009 | 5/4/81 |
| Marr, Maurice | Instructor | Acctg & Fin | | Winter (Substitute) | 325 | 4/14/81 |
| McLennan, Marshall | Assoc Prof | Teacher Educ | | Spring | 278 | 5/5/81 |
| Milske, Paul | Asst Prof | Biology | 50.00% | Spring | 2,452 | 5/4/81 |
| Mohl, Ronald | Assoc Prof | English | | Winter | 36 | 3/31/81 |
| | | | | Spring | 36 | 5/11/81 |
| | | | | | | (Correspondence Course) |
| | | | | | | (Correspondence Course) |
| Neeb, Leon | Assoc Prof | Student Tchg | 67.00% | Spring | 3,531 | 5/4/81 |
| | Assoc Prof | Teacher Educ | 33.00% | Spring | 1,764 | 5/4/81 |
| | Assoc Prof | Teacher Educ | 33.33% | Spring | 1,100 | 5/5/81 |
| Nightingale, Jack | Asst Prof | Management | 100.00% | Spring | 4,400 | 5/4/81 |
| Ojala, Carl | Assoc Prof | Geography | | Spring | 26,500 | 5/4/81 |
| | | | | | | (Market Adjustment) |
| Pearson, Donald | Professor | Economics | 100.00% | Spring | 5,597 | 5/4/81 |
| Pisoni, John | Asst Prof | Foreign Lang | 8.33% | Winter | 525 | 2/6/81 |
| Raphael, Constantine | Professor | Teacher Educ | | Spring | 158 | 5/26/81 |
| Robek, Mary | Professor | Admin Services & Bus Educ | 33.33% | Spring | 2,265 | 5/4/81 |
| Robinson, Robert | Assoc Prof | Student Tchg | 100.00% | Spring | 5,492 | 5/4/81 |

Supplemental Appointments - (Added Workload for Regular Employees)

| | <u>Rank</u> | <u>Department</u> | <u>Percent</u> | <u>Term</u> | <u>Salary</u> | <u>Effectiv</u> |
|--------------------|-------------|-------------------|----------------|------------------------|---------------|----------------------|
| Ruiz, Reynaldo | Asst Prof | Bilingual | 50.00% | Spring | \$2,183 | 5/4/81 |
| Sperling, William | Asst Prof | Biology | 40.00% | Spring | 1,100 | 5/9/81 |
| Spitz, A. Edward | Professor | Marketing | | Spring | 794 | 5/28/81 |
| | Professor | Marketing | | Spring | 2,779 | 5/25/81 6/14/81 |
| Stahl, Charles | Instructor | Acctg & Finance | 50.00% | Spring | 1,940 | 5/4/81 |
| Stevens, Suzanne | Assoc Prof | Biology | 40.00% | Spring | 1,050 | 5/5/81 |
| Tammany, David | Professor | Art | 50.00% | Spring | 3,009 | 5/4/81 |
| Tymm, Marshall | Assoc Prof | English | 100.00% | Summer | 4,566 | 6/11/81 - 7/29/81 |
| Wahi, Kishor | Professor | College of Educ | | Winter (Honorarium) | 300 | 2/16/81 |
| Walker, Glenn | Assoc Prof | Medical Tech | 6.66% | Spring | 105 | 5/5/81 |
| Warren, Bruce | Professor | Sociology | | Spring | 100 | 5/4/81 |
| Warren, Patricia | Professor | Sociology | 50.00% | Spring | 3,070 | 5/4/81 |
| | Professor | Sociology | | Winter (Honorarium) | 580 | 3/3/81 |
| Weeks, John | Assoc Prof | Indust Tech | 100.00% | Spring | 5,881 | 5/4/81 |
| Willoughby, Robert | Professor | HPER&D | 100.00% | Spring | 6,202 | 5/4/81 |
| Woronoff, Israel | Professor | Educ Psych | 100.00% | Spring | 7,735 | 5/4/81 |

Motion carried.

.2430 M SEPARATIONS

Regent Kinzel moved and Regent Milford seconded the Separations be approved:

| Staff | Rank/Job Title | Department | Effective |
|---|---------------------------------------|----------------|-----------|
| Carlson, Patricia Leaving Area | CS-03 Senior Clerk | Financial Aid | 5-29-81 |
| Hamman, Sally J. Following Layoff | FM-05 2nd Cook | Food Services | 1-5-81 |
| Maciorowski, Joseph F. Personal | AP-05 Res. Unit Adm. | Housing | 7-1-81 |
| Muwakkil, Ishaq Other position | FM-10 Grp Ldr/Custodian | Physical Plant | 5-28-81 |
| Pederson, Penelope K. Return to school | CS-03 Senior Clerk | Admissions | 6-12-81 |
| Tsui, Philip S. Return to school | AP-06 Program Specialist | Housing | 7-31-81 |
| Davenport, Marlene K. Other position | AP-06 Information Specialist | Info Services | 6-3-81 |
| Spalding, Diane Quit w/o notice | FM-06 Custodian | Physical Plant | 6-10-81 |
| Vinson, Sharlee B. Leaving Area | CS-03 Secretary | Teacher Educ | 6-12-81 |
| <u>Staff Retiring</u> | | | |
| Gardner, Raymond H. | FM-10 Locker Rm. Attendant | HPER&D | 6-30-81 |
| Gray, Frances H. | PT-07 Coordinator of Alumni Relations | | 5-30-81 |
| King, Dayne | AP-09 Manager | Parking | 5-30-81 |
| Poling, Clinton | FM-21 Skilled Trades | Physical Plant | 5-18-81 |

Motion carried.

.2431 M CHANGES OF STATUS

Regent Kinzel moved and Regent Barnes seconded the Changes of Status be approved:

| | |
|---------------------|---|
| Bellers, Dale P. | From: FM-13 Driver Warehouseperson-Univ. Stores To: FM-13 Equip Operator-Audiovisual Effective: 6/8/81 Hourly: \$6.71 |
| Berjeski, Marsha A. | From: CS-03 Sr. Clerk Typist - Health Service To: CS-04 Library Assistant II Effective: 5/20/81 Annual: \$10,058.35 Biweekly: \$385.54 |
| Griffin, Sarah | From: PT-05 Chef - McKenny Union To: Layoff Effective: 6/30/81 |
| King, Patricia | From: CS-03 Sr. Clerk Typist - Public Safety To: CS-04 Secretary II - Academic Services Effective: 5/14/81 Annual: \$10,058.35 Biweekly: \$385.54 |
| Kluska, Betty J. | From: CS-05 Sr. Secretary - Teacher Education To: CS-06 Adm. Secretary - Continuing Education Effective: 5/18/81 Annual: \$14,102.70 Biweekly: \$540.56 |
| Laycock, Angelina | From: AP-08 Program Director - Institute for Study of Children & Family To: Layoff Effective: 5/15/81 |
| Smith, Marilyn J. | From: CS-04 Secretary II - Academic Services To: CS-03 Secretary - Psychology Effective: 4/28/81 Annual: \$9555.38 Biweekly: \$366.26 |
| Wolfe, Chris | From: AP-07 Assistant Coach - Athletics To: AP-08 Assistant Head Coach - Athletics Effective: 5/18/81 Annual: \$19,292.03 Biweekly: \$739.47 |

Changes of Status - continued

Coscarelli, Ricardo From: AP-10 Mgr. University Computing
 To: AP-13 Acting Executive Director Univ. Computing
 Effective: May 1, 1981
 Annual: \$33,500
 Biweekly: \$1284.07

Miller, Dawn From: CS-05 Sr. Secretary - Placement
 To: CS-07 Executive Secretary - V/P for Administration
 Effective: May 18, 1981
 Annual: \$14,589.23
 Biweekly: \$559.21

FACULTY

| | | |
|-------------------|---|--|
| Aebersold, Jo Ann | Assistant Professor Foreign Language | From: Foreign Language To: Medical Leave Effective 1/15/81 - 3/9/81 |
| Kowitz, Johanna | Lecturer Foreign Language | From: Foreign Language To: Medical Leave Effective 2/26/81 |
| Libby, Patricia | Instructor Accounting & Finance | From: Accounting & Finance To: Sick Leave Effective 2/4/81 - 4/24/81 |
| Weeks, Clifford | Assistant Professor Accounting & Finance | From: Accounting & Finance To: Sick Leave Effective 2/24/81 - 3/18/81 |
| Kuwik, Paul | Professor Industrial Education | From: \$26,792 To: \$31,442 Effective 5-4-81 |

Motion carried.

.2432 M LEAVES OF ABSENCE

Regent Kinzel moved and Regent Barnes seconded the Leaves of Absence be approved:

| | |
|----------------------|---|
| Hardin, Dorothy | FM-04 Housekeeper in Physical Plant be granted a medical leave, without pay, from 5/21/81 to 9/21/81. |
| Maynard, Brenda Kaye | CS-03 Secretary in Career Planning & Placement be granted an educational leave, without pay, from 6/1/81 to 6/1/82. |
| Pinkston, Cordie | FM-04 Housekeeper in Physical Plant be granted a medical leave, without pay, from 5/12/81 to 6/15/81. |
| Siemers, William | CS-04 Supervising Clerk in Mailroom be granted a medical leave, without pay, from 5/17/81 to 8/17/81. |

Motion carried.

After some discussion, Chairman Robb said the recommendation on the North Central Report, Institutional Response and Executive Summary should be put on the agenda for a future meeting of the Board. Also, he said the recommendation on the report of the College of Business Accreditation should be postponed until a future meeting.

Regent Kinzel distributed a copy of a letter President Porter had received from Dr. Christiaan Barnard of the University of Cape Town, South Africa, saying he would be pleased to be the Winter 1982 Commencement speaker.

Chairman Robb asked Regent Rush to give a report on the Michigan Association of Governing Boards he had attended.

Regent Rush reported that he attended the Michigan Association of Governing Board's meeting held at Michigan Tech in Houghton, Michigan on June 12-13, 1981. Regent Rush highlighted some of the events of that meeting, such as:

- (1) Tour of New Student Complex
- (2) Community Drive for One Million Dollars
- (3) Discussion on Council for Advancement & Support of Higher Education
- (4) Heard report on Public Attitudes on Higher Education
- (5) Urged support of House Bill #501

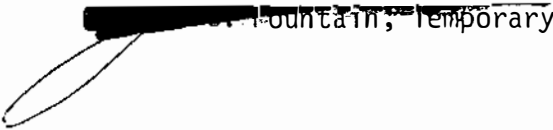
Regent Barnes moved and Regent Dyer seconded that Regent Rush's report be received and placed on file.

Motion carried.

It was agreed there would not be a Board meeting in July and the next meeting of the Board will be August 26, 1981.

Chairman Robb adjourned the meeting at 5:45 p.m.

Respectfully submitted:

 Mountain, Temporary Secretary