

1980

Board of Regents Meeting Materials, January 16, 1980

Eastern Michigan University

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EASTERN MICHIGAN UNIVERSITY

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EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS

Official Minutes of Meeting of January 16, 1980

Board members present:

Richard N. Robb, Chairman
Linda D. Bernard, Warren L. Board, Timothy J. Dyer, Dolores A. Kinzel,
Beth W. Milford and Carleton K. Rush

Board member absent:

James T. Barnes

Administration present:

President John W. Porter
Vice Presidents: Anthony H. Evans, Gary D. Hawks, Robert J. Romkema
and Laurence N. Smith
Acting Vice President Raymond LaBounty

Chairman Robb called the meeting to order at 11:08 a.m.

Regent Dyer moved and Regent Rush seconded the minutes of the December 5, 1979, meeting be approved as distributed.

Motion carried.

Chairman Robb said the presentation on the Recreational/Intramural Facility (Section #8 on the agenda) is going to be held in the Alumni Lounge where representatives of the architectural firm, and the financial advisors will be available. The meeting was moved to the Alumni Lounge for that presentation at 11:10 a.m.

Chairman Robb asked Vice President Romkema to give an overview of the presentation to be made. Vice President Romkema noted that Vice President Smith would be giving a report of the planning committee; Robert England the Director of Intramurals, would talk about the philosophy and usage committee; and Harold Farris a student, would talk about the student information sub-committee.

Vice President Romkema said that following the reports, he would ask Mr. Donald C. Anderson, Vice President for Ralph Calder & Associates, Inc., our architectural firm for this project, to make a presentation of the building plans. Mr. Joseph

M. Mengden, Executive Vice President, and Mr. Thomas G. Gavin, Assistant Vice President of First of Michigan Corporation would give the final presentation on financing proposals. Vice President Romkema said that following those reports Regent Dyer would make a recommendation to the members of the Board.

Vice President Romkema introduced Vice President Smith who provided the audience with the names of committee members and explained the process that was followed by the committee. He said this committee was very pleased about the possibility of a building that is dedicated to intramural and recreational use. Vice President Smith introduced Bob England for his subcommittee report on the philosophy and usage of the building.

Bob England reviewed the current week's schedule for Warner gymnasium which showed that this facility was being used more than one hundred percent of the time. He said this required some non-organized recreational activities to be cancelled to provide for scheduled activities. Mr. England reported that his committee wanted unstructured activities as a number one priority. He said they would like this new facility to be open twenty-four hours a day. Intramurals, he said, would be a number two priority. He pointed out that faculty and staff could be included in the plans for using the new facility, but they would have to pay their fair share as the students are going to be paying for the bulk of the building. Mr. England said he felt they needed a student board to decide who should use the facility and when. He said he felt that if the students had to pay for the bulk of the building it is only fair that they have a say as to who uses it. He said he thought the building was a very positive thing for Eastern.

Regent Dyer asked Mr. England if he would provide the audience with statistics on the present facility as compared to facilities at other MAC institutions.

Mr. England indicated that he did not have that information with him, but he had conducted several surveys which showed that Eastern has the poorest Intramural-Recreational facility in the Mid-American Conference.

Regent Kinzel asked for an explanation of the system used at Bowling Green University to let guests use their facilities.

Mr. England explained that a special fee is charged for guest use of that facility and it would be his hope that the same thing would happen at Eastern. He said the student body or governing board would decide this when the facility was completed.

Alex Agase, the Athletic Director, explained that the community people in Bowling Green are permitted to use the facilities for a fee in the summer. The facility is not available for community use when the students are on campus.

Chairman Robb asked Mr. England if there would be time and space available in the proposed facilities for all intramural needs and still permit open time for recreational use.

Mr. England said he would hope so, it should provide the intramural program a great relief.

Vice President Smith introduced Harold Farris, a student in charge of the Student Information Committee. Mr. Farris thanked the Board for allowing the students to be involved in the presentation to the Board and to serve on the committee. He indicated that there was just not enough space on Eastern's campus for athletics, intramurals, recreational facilities and many other things which is a well known fact. He said there was a growing need on campus and throughout the country for individuals to be more conscious of physical fitness. He said there is a lot of stress on many university campuses, and there is a need for physical fitness and recreation. He said he was very pleased the Board of Regents had recognized this need and were moving forward. He said he felt this new facility would help keep students on campus over the weekends. He said he planned to take a presentation to the students to help promote the facility and he challenged the members of the Board of Regents to assist in that direction. Mr. Farris continued that there is no need for a sales job as there is no need to sell, the need is very evident to everyone; the University does need this facility.

Chairman Robb asked Mr. Farris for his plan to present the facility to the student body.

Mr. Farris said he planned to develop a slide presentation and invite all students at the University to attend one of several presentations. It was his plan to go into the dormitories and the fraternity houses to explain the need. The slide presentation he is preparing will be running continuously in several buildings (such as Pray-Harrold). He said he would be back before the Board of Regents in March with the signatures of students he has contacted who want to have this new facility.

Regent Kinzel asked if the students were going to vote on this issue. Mr. Farris said they would not unless required to do so, as the facility would not be open until 1982 so there was really no interest in a vote by the students now.

Regent Board asked Mr. Farris how he planned to present the pitch to the commuting students. Mr. Farris said again that he was not going to sell anything, and actually there is a committee of 19,000 students, and in effect the committee would be voting when they sign the petitions. He said the presentation would be going most of the time in the Pray-Harrold Building as that building is used by most of the students on campus.

Regent Dyer asked Mr. Farris how he planned to answer the question of increased fees. Mr. Farris said the building would speak for itself.

Regent Rush asked if the presentation today would be the same one the students will see. Mr. Farris said no, they will be shown a different presentation which would include photographs and information on recreational and intramural facilities at other universities.

Regent Bernard asked if the new facility would create new staff positions and new student jobs. Mr. Farris said they would hope to have more professional and student help when the building is completed.

Vice President Romkema introduced Mr. Dennis C. Anderson, Vice President of Ralph Calder & Associates, Inc., and asked him to present the drawings and the layout of the facility.

Mr. Anderson reviewed through the overhead projector several drawings of the proposed facility and answered several questions from the Regents concerning the use of space within the facility.

Mr. Joseph M. Mengden from First of Michigan Corporation was introduced by Vice President Romkema.

Mr. Mengden gave a very brief history of his personal background. He said the target for the proposed project was \$8.1 million for Phase 1-A. He said the cost for Phase 1-B would be approximately \$1,750,000. He said the schedules developed for the payments were based on the understanding that the facility would not be available for occupancy until 1982, thus, there would be no additional charge to the students until the building is occupied. He said this would necessitate the borrowing of the total \$11,880,000. He said only interest would be paid for the first few years that the building was under construction. He said there would be thirty years of payments which would amount to about \$1.5 million per year. He said there was a different financing proposal for Phase 2, which is a fifty meter swimming pool and club pool; he said the estimated cost for that would be \$4.5 million. He explained that they would pledge some revenues from the dormitories and apartment fees to pay off this facility.

After several questions were answered concerning financing of the facility the Board decided at 12:26 p.m. to return to the Regents Room for the continuation of the discussion of this proposal.

At 12:41 Chairman Robb reconvened the meeting in the Regents Room.

After further discussion and several questions were asked regarding the new intramural/recreational facility, it was agreed to revise the Board agenda to consider Section #8 at this time.

Regent Rush said he would like to make a brief statement on behalf of the students and the Student Affairs Committee. He reported that the students felt they should be given the opportunity to consider this proposal before final action was taken on the project. He said that commitment will be met because the Board would not take final action on the Recreational/Intramural facility until March. He said he wanted to point out that the students wanted a fixed limit on the student costs; and he said it looked like the Board is attempting to do that also. However, if the enrollment declines the costs would probably increase. He said the students said intramurals were their first concern and that was covered mostly in Phase 1-A. But Phase 1-B also has physical education and athletic costs involved. He said the students would like a student board to control the use of the facility and the students wanted to be certain that there would be no payments required on behalf of the students until the facility was constructed and ready for use. Regent Rush directed several questions regarding the financing of the proposed facility to Mr. Mengden, which he answered.

Regent Dyer asked several questions concerning interest rates and fixed costs which were answered by Vice President Romkema.

Regent Rush asked several questions regarding the added costs for the refinancing of Trust #6526. He was advised that it was approximately two percent increased interest costs. Mr. Mengden said he would have more detailed figures at the March meeting.

Regent Rush asked if the contract would provide a deadline for construction to be completed and a penalty clause if it were not completed on time. Mr. Dennis Anderson said that was very commonly a part of contract procedure and the contractor would provide for liquidated damages if the construction were not completed on schedule.

.2175 M RECREATIONAL/INTRAMURAL FACILITY

Regent Dyer moved and Regent Board seconded that the Board of Regents approve the preliminary building plans and funding plans for a new recreational/intramural facility -- Phases I-A, I-B, and II -- as presented herewith.

It is further recommended that the Board of Regents direct the administration to (a) continue architectural planning for this facility; (b) continue planning relative to financing of the various phases; and (c) seek legislative authorization for construction of the facility.

The administration is directed to report on progress in these endeavors in order that the Board may make a final decision to proceed with this project in its March 1980 meeting.

It is also recommended that the Board of Regents endorse the concept of a student-staff management committee to develop and administer policies and procedures concerning allocation of use of the new facility by the various members of the campus community, and to develop and recommend operating budgets.

Regent Rush asked if there was a maximum figure on how much they plan to spend on the architectural fees. Mr. Anderson said no, but one half of the fee would be paid by the end of March, or approximately 40% to 50% of \$645,000. He said this is the same plan all architectural firms use when working with the state.

Regent Rush pointed out that the Board spent about \$125,000 on previous studies and now they have this one, he didn't want to make a big point of it, but they really have spent a lot of money on this project. He said he wanted to point out again that the students want a majority of the membership of the management committee to be students, and he wanted to make certain that was understood.

Regent Board moved and Regent Kinzel seconded that the fourth paragraph of the recommendation in Section #8, be revised to read as follows:

"It is also recommended that the Board of Regents endorse the concept of a student/staff management committee with the majority of the committee membership being made up of students, to develop and administer the policies and procedures concerning allocation of use of the new facility by the various members of the campus community, and to develop and recommend operating budgets."

Amendment to the motion carried.

The question was called for on the main motion, and that motion Carried.

Regent Bernard asked if further consideration could be given to the outward appearance of the facility. It would be her personal hope that the facility would reflect the look of the 1980's.

Chairman Robb said this was a very happy day for him since it was something he has wanted since he was first appointed to the Board. He said that more than that, it should be a very happy day to our present and future students.

Chairman Robb said that since it was now 1:04 p.m. the Board would break for lunch and return at 2 p.m.

At 2:05 p.m. Chairman Robb reconvened the meeting, and asked if there could be agreement from the Board to again deviate from the printed agenda, so that Section #15, the Tuition Reciprocity Contract - Ohio Board of Regents, could be considered while Dr. James F. Weber, the Director of Higher Education Management Services of the Michigan Department of Education was present.

Regent Kinzel moved and Regent Rush seconded that the order of the agenda be changed so that Section #15 could be considered at this time.

Motion carried.

.2176 M TUITION RECIPROCITY CONTRACT -- Ohio Board of Regents

Regent Kinzel moved and Regent Rush seconded that the Board of Regents of Eastern Michigan University approve the amendment to the Tuition Reciprocity Contract as proposed by the Ohio Board of Regents' action of October 19, 1979; and request the State Board of Education to take similar action; and request the State Board to seek approval of the House and Senate Appropriations Committees, as required by Act No. 251 of the Public Acts of 1972.

Motion carried.

Amendment to Tuition Reciprocity Contract with Ohio Board of Regents

Under the provisions of Act No. 251 of the Public Acts of 1972, the State Board of Education approved a tuition reciprocity contract with the Ohio Board of Regents on April 4, 1978, which was previously approved by the Board of Regents of Eastern Michigan University on March 15, 1978.

(addendum 1) The contract permits Michigan students to attend the University of Toledo at Ohio resident rates, and Ohio students to attend Eastern Michigan University at Michigan resident rates. The agreement went into effect for the fall, 1978 term.

Upon completion of the first year of operation, a substantial imbalance of student enrollment has occurred. For fall term, 1979, a total of 174 Ohio students are attending Eastern Michigan University, and 894 Michigan residents are attending the University of Toledo, at resident tuition rates.

In order to attain an equitable balance under the agreement, the Ohio Board of Regents has taken action to modify the agreement to restrict Michigan enrollments to residents of Monroe County. As approximately 70 per cent of the Michigan students currently covered by the agreement are residents of Monroe County, this proposed modification would preserve the benefits of in-state resident tuition rates for the majority of participants. The proposed amendment to the contract, was approved by the Ohio Board of Regents on October 19, 1979.

The administration finds acceptable the proposed modification to the Michigan-Ohio Tuition Reciprocity Contract to restrict reciprocity at the University of Toledo to only Monroe County Michigan residents and students currently enrolled under the agreement, as well as other changes as noted.

It should be noted that this change will probably benefit Eastern as a greater number of the Michigan students who are no longer eligible for tuition reciprocity at Toledo may enroll. Also, we have been experiencing a significant increase in the number of Ohio students attending and interested in Eastern as a result of the tuition reciprocity agreement.

Regent Kinzel asked Dr. James F. Weber, the Director of Higher Education Management Services of the Michigan Department of Education, to come forward and answer questions from the Board regarding this recommendation.

Dr. Weber gave a brief history of the legislation and the process that had preceded this recommendation; he then explained the procedure to be followed after the Board action today.

After a lengthy discussion on the need to protect the students, it was generally agreed that Dr. Weber should talk with the Ohio Board of Regents about Eastern's Board of Regents concern, and this should be done when they talk about an extension of the present agreement. It was suggested he take someone with him when he talks to the Ohio Board of Regents when he is negotiating the extension.

.2177 M TUITION RECIPROCITY CONTRACT -- Future Amendment

It was moved by Regent Bernard and seconded by Regent Kinzel that Dr. Weber should attempt to negotiate the contract in such a manner that would allow students attending Eastern Michigan University under this agreement to receive Michigan tuition rates, should this agreement be terminated, as long as they are pursuing a degree program for a period of time not to exceed five years from the date of first enrollment.

Motion carried.

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

Regent Rush reported that his committee met on January 10, 1980. He said this committee has made a change in reporting on the committee's meetings. He said the minutes of the January meeting were distributed earlier in the day, as it was not possible to prepare the minutes in time for inclusion with the Board agenda.

Regent Rush pointed out that the February meeting will be held on February 14, and the March meeting on March 13.

He reported that in his last report over the next few months the Student Affairs Committee would be discussing a series of topics related to students' academic experiences. Initiated by Student Body President Judy Keenan, the topics include academic advising, special support programs, quality of teaching and curriculum development. At the January meeting the first topic, academic advising, was introduced. Regent Rush said this was in keeping with the committee's practice of introducing a topic at one meeting, discussing it at another and taking action at the next. He said this practice had worked very well for all participants, and especially for student members who are thereby able to return to their constituent groups for further discussion prior to final action being taken. This approach, he reported, not only broadened student involvement but served to enhance the quality of the committee's work.

Regent Rush said he asked that the minutes on these topics be kept rather comprehensive and that documents provided to the committee be circulated along with the minutes to members of the Board. He pointed out the introductory comments on academic advising in the minutes as well as the attachments that were with the minutes they received earlier in the day.

He reported further that the Student Affairs Committee heard a report on the Recreational/Intramural Facility, saying the students on the committee seemed very excited about the prospect of having an recreational/intramural facility. However, they did point out that their support was dependent upon the facility's primary purpose being for recreation/intramural and not for instruction or intercollegiate athletics. He said that Student Body President Judy Keenan, speaking on behalf of the student members of the committee, also indicated that student support was dependent upon having a student management committee concept similar to that at Bowling Green. He said that Judy underscored the unanimity of the students on this point.

The Student Affairs Committee also had an opportunity to review and discuss the proposed 1980-81 and 1981-82 academic calendars. It unanimously passed a motion endorsing them.

The committee also heard status reports on the weekend activities task force, Humanitarian Day, Humanizing the campus, and on bus service.

Regent Rush said the committee took two other actions at their January meeting. It unanimously approved a motion endorsing the administrative proposal for

reducing physical education requirements as presented to the Board at its December meeting. And the committee heard a report on minority perspectives. The committee voted unanimously to accept the report as fulfilling the initial committee charge, recognizing that the report's recommendations are of an on-going nature needing continual University involvement. The motion included referring the report to President Porter so that there would be continued administrative deliberation and action where appropriate.

It was moved by Regent Rush and supported by Regent Milford that the Student Affairs Committee report be received and placed on file.

Motion carried.

Chairman Robb said he would give the Faculty Affairs Committee report on the meeting that was held just prior to the Board meeting.

Chairman Robb said there was an extended discussion concerning half-time employment of faculty members. They also discussed:

- (1) Honorary Degree Policy
- (2) Personnel Search Process
- (3) A letter to faculty members to indicate the faculty appointment and salaries. Dr. Evans will look into this possibility.
- (4) Letters of notification when scholarships are awarded both to the students and to the individual that provided the funds, so they will know who is receiving the award, and the student will know who provided the award.
- (5) A discussion regarding the registration process, and a proposal to reduce the number of physical education credit hour requirement.

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

Motion carried.

Chairman Robb asked Regent Board to proceed with the Finance Committee report while Regent Dyer had stepped out of the room.

Regent Board asked Vice President Romkema to provide the Treasurer's Report, which he did. Vice President Romkema made several comments and answered several questions from the floor regarding the Treasurer's Report.

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

Motion carried.

.2178 M INTERNAL AUDITOR'S REPORT

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

- (a) Audit activity report for the month of December 1979
- (b) Audit Reports and Responses:
 - 1. Check destruction dated December 7, 1979 -- no response necessary
 - 2. Station WEMU-fm dated December 11, 1979 -- no response necessary
 - 3. Vending Machine Revenue Controls dated December 13, 1979

Regent Dyer explained that this had been a very good month, and there were no disagreements between the individuals involved.

Motion carried.

.2179 M EDUCATIONAL GRANTS

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

1. A grant from the United States Agency for International Development, in the amount of \$552,621, for the "Primary Curriculum Development Project in Swaziland."
2. A grant from the State of Michigan - Department of Social Services, in the amount of \$315,505, for the "Foster Parent Education Program."
3. A grant from the Research Foundation, City University of New York/United States Office of Education, in the amount of \$125,596, for the "Consumer Education Development Program - A National Study, Phase II."
4. A grant from the State of Michigan - Department of Education, in the amount of \$12,500, for the project, "Basic Vocational Teacher Education."
5. A grant from the Department of Health, Education & Welfare - Public Health Service, in the amount of \$11,286, for the "Nursing Loan Program."
6. A grant from the Department of Health, Education & Welfare - Public Health Service; in the amount of \$3,878, for the "Occupational Therapy, B. S. Program."
7. A grant from the Michigan Council for the Arts, in the amount of \$3,549, for the project, "Visual Communications: A Case Study."
8. A grant from the Plymouth-Canton School District, in the amount of \$90.00 for a one-day training session on "Psychology of the Adult Learner."

Regent Dyer noted that all but two of the grants were continuing grants.

Regent Rush commended the administration on an excellent report but noted that the number of proposals submitted was actually minus 4%, rather than a plus 3%. After some discussion the administration agreed that there had been an error in the report. Regent Rush said that it was still a good report.

Motion carried.

.2180 M BUDGET TRANSFERS

Regent Dyer moved and Regent Bernard seconded that the budget transfers for the period of October 1 through December 14, 1979, be received and placed on file.

Regent Dyer commented that there was nothing unusual in this report.

Regent Board asked about the apparent decentralization of the Graduate School recruiting program from the regular admissions recruiting program.

President Porter explained that the past program was only for undergraduates, and there had not been a need for a graduate admissions program in the past. He said 85% of the graduate students are in the College of Education, and it looked like the numbers could not be maintained in that college. We must provide a more aggressive admissions program for the graduate school.

Motion carried.

.2181 M EMPLOYEE FRINGE BENEFITS

Regent Dyer moved and Regent Rush seconded that the following adjustments to selected personnel policies and insurance coverage be implemented. These changes are recommended to assure compliance with the 1978 Amendments to the Age Discrimination in Employment Act under which the protected age was raised from 65 to 70.

Retirement Age - Effective February 1, 1980 - Policy

Regular retirement age for faculty members and staff is sixty years of age, and compulsory retirement age is on or before June 30 of the fiscal year in which an employee's 70th birthday falls. Faculty members planning to retire before age 70 should inform their department heads a year in advance of the retirement.

Life Insurance - Effective July 1, 1979 - Policy

Life Insurance benefits for employees at age 65 shall be reduced by 35% with no further reduction (based upon age) thereafter.

Long-Term Disability Benefits - Effective July 1, 1979 - Policy

The eligibility period for Long-Term Disability benefits (with respect to age) shall be as follows:

For eligible employees whose total disability commenced at or prior to age sixty, the current benefits will continue to be provided (i.e., benefits will be payable) up to age 65.

Long-Term Disability Benefits - Continued

For eligible employees whose total disability commences after age sixty, benefits will cease five (5) years after the commencement of total disability or age 70, whichever is sooner.

Long-Term Disability Benefits - University's Contribution - Effective December 1, 1979

The University shall increase its contribution towards the cost of maintaining the Long-Term Disability Insurance Program for each participating employee to \$0.80 per \$100 of monthly benefit (of a new total premium rate of \$1.03 per \$100 of monthly benefit.)

Medical Insurance - Effective February 1, 1980 - Policy

The University shall provide Blue Cross/Blue Shield "Exact-Fill Complementary Coverage" (such "Exact-Fill" coverage, in combination with Medicare, will provide employees at age 65 and older coverage that is "exactly" the same as coverage provided for pre-65 employees).

Medicare "Part B" Reimbursement - Effective July 1, 1979 - Policy

The University will reimburse employees for the cost of Medicare "Part B" on a quarterly basis following presentation by the employee of proof of payment for such Medicare "Part B" benefits. Such reimbursement shall be retroactive to July 1, 1979.

Regent Dyer explained that the proposal was very clear and there was really no choice since the changes were required by Federal legislature.

Motion carried.

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

.2182 M HONORARY DEGREE POLICY

Regent Kinzel moved and Regent Rush seconded that the policy on the granting of Honorary Degrees be approved.

Granting of Honorary Degrees - Policy

A. Purpose

Eastern Michigan University recognizes excellence in service or vocation by awarding honorary degrees to deserving recipients at commencements, inaugurals, and other special University occasions. This policy sets forth the guidelines and procedures to be followed in selection of the honorary degree recipients.

B. Criteria

Honorary degree granting should be consistent with the goals and directions of the University. One or more of the following criteria should be used as guidelines for determining worthiness of honorary degree candidates. No single criterion should be treated as a sine qua non.

- . Outstanding contributions in a vocation, well above the normal expectations of the position.
- . Outstanding contributions or service to Eastern Michigan University.
- . Outstanding contributions to society through involvement in government, philanthropy, or social and civic affairs at the local, state, national or international level.
- . Outstanding contributions in any area of endeavor well beyond expectations based on the individual's formal educational training.
- . Outstanding contributions by alumni of Eastern Michigan University.
- . Honor brought to Eastern Michigan University as a result of bestowing the degree.

C. Nominating Procedure

- . Any member of the Eastern Michigan University community may nominate candidates for honorary degrees.
- . Information regarding the honorary degree criteria and nominating process will be made available to the Eastern Michigan University community through communications in the Echo, Focus and Eastern Magazine, Undergraduate and Graduate Catalogs.
- . The official nominating form for honorary degrees will be available in the Office of the Vice President for University Relations. The form will indicate the honorary degree criteria, selection and nominating dates for commencements, and procedures for submission of nominations.

Granting of Honorary Degrees - continued

- . The office of the Vice President for University Relations will receive all honorary degree nominations and periodically transmit them to the Educational Policies Committee and to the Honorary Degree Committee of the Faculty Council for review.
- . The deadline dates for submitting nominations for commencements are MAY 1 for the Winter commencement, and NOVEMBER 1 for the Spring commencement.

D. Selection Process

- . Board policy stipulates that the Educational Policies Committee has the responsibility for making final recommendation to the Board on honorary degrees.
- . The Honorary Degree Committee of the Faculty Council will provide on a recurring basis the Educational Policies Committee with a list of desirable honorary degree recipients. Three members of the honorary degree committee of the faculty council will meet with the three members of the Educational Policies Committee to reach a consensus on all nominations.
- . Consider all nominations which have been recommended, the Educational Policies Committee will prepare an "eligible candidates list" and make final recommendations to the Board.
- . The expected timetable for consideration of nominees for a given commencement is as follows:
 - Educational Policies Committee review -- the month following the nomination deadline.
 - Board of Regents approval -- complete four months in advance of commencement, if possible.
- . The Board of Regents will select the candidates for honorary degrees from the "eligible candidates list", giving consideration to the availability of candidates and overall diversity of the group of recipients. The initial invitation to the prospective honorary degree recipient will be conducted through the Office of the University President.
- . Individuals will be maintained on the "eligible candidates list" for a maximum of two years, at which time they must be reconsidered by the Educational Policies Committee for continuation.

Granting of Honorary Degrees - continued

- Commencement speakers will be selected by the President of Eastern Michigan University, with the advice and consent of the Board of Regents. The speaker will generally receive an honorary degree but will not require the approval of the Educational Policies Committee.

Regent Kinzel asked Secretary Hawks if he would distribute some revisions to this proposed policy, which he did. Regent Kinzel proceeded to offer an explanation of the revisions. After some discussion it was moved by Regent Kinzel and seconded by Regent Rush that paragraph #2 and #6 of Section D be revised as follows:

Section D. Selection Process

(Paragraph #2)

- The Honorary Degree Committee of the Faculty Council will provide on a recurring basis the Educational Policies Committee with a list of desirable honorary degree recipients. Three representatives of the Honorary Degree Committee of the Faculty Council will meet with the three members of the Board of Regents representing the Educational Policies Committee with the objective to reach a consensus on all nominations.

(Paragraph #6)

- Board of Regents approval -- if possible, complete four months in advance of commencement.

Motion to amend carried.

Main motion carried.

.2183 M PHYSICAL EDUCATION ACTIVITY COURSES - Reconsideration

Regent Kinzel moved and Regent Board seconded the proposed policy on Physical Education Activity Courses be reconsidered and approved.

Chairman Robb directed Secretary Hawks to take a role call vote.

Regent Barnes - absent
Regent Bernard - nay
Regent Board - yea
Regent Dyer - yea

Regent Kinzel - yea
Regent Milford - nay
Regent Robb - yea
Regent Rush - yea

Secretary Hawks took the role call vote and reported that seven Board members were present. Five members voted in favor of the motion to reconsider, and two voted against. The motion to reconsider passed.

Motion carried.

Regent Kinzel said she thought students had requested to speak on this issue.

Chairman Robb said he had received the request of Judy Keenan (President of the Student Body), to speak before the Board at this time but because of the late hour he asked Judy to try and hold her statements to about ten minutes time.

Judy Keenan, the Student Body President, reported that every year since 1967 the student body has asked for a reduction in the physical education requirement. For 13 years the student body said that the physical education requirement did not meet their needs. This student opinion had been verified and expressed in poll after poll, petition after petition, advisory vote after advisory vote.

She continued, that after years of careful discussion and consideration the executive council concurred with what the student body has been saying all along. Last month the administration proposed a reduction in the physical education requirement from four credit hours to two credit hours. The students were unpleasantly surprised and disappointed when the Board did not adopt this proposal. She said she requested time to inform the Board of Regents of what the student body was saying about the physical education requirement and to request their approval of a reduced physical education requirement.

Ms. Keenan continued that the general student body had consistently said that the physical education requirement was excessive. The students are not saying that physical activity is unimportant -- as students do participate with the growing numbers of Americans who regularly jog, bike and exercise. Nor do we want to weaken the Health, Physical Education, Recreation and Dance Department, or cause any faculty layoffs. On the contrary, the students want the HPER&D to use their creative talents in developing courses and schedules that better meet our needs.

She said the students have specific needs; needs that are overlooked and stifled by the current four hour requirement.

Ms. Keenan said that Eastern is heavily populated by students that are non-traditional. The average age of an EMU student is twenty-four. The students work to put themselves through school and support families. Also students commute, they take classes part-time, and they rely on night classes. There are also transfer students, that have transferred from other colleges and universities. She said the academic programs are often highly structured and run on a very rigid schedule. This necessitates careful planning of time and elective courses on the part of students, and the primary interest as students is to take classes that will prepare them for the real world of work. A four credit hour physical activity requirement puts undo constraints and burden on the large numbers of transfer, part-time and night students whose schedules and class timetables are especially tight.

Ms. Keenan continued that the two credit hour requirement, combined with the proposed improvements in recreation facilities, will allow the students to meet their physical activity needs according to their own timetables. A two credit hour requirement did not restrict students from electing additional physical activity courses. In fact, there had been a nation-wide trend for students to take more physical activity courses when the requirement is reduced. Therefore, faculty layoffs should not be caused by a requirement reduction.

At Michigan State University, Ms. Keenan said, the physical education requirement was dropped as a graduation requirement. The faculty became very creative in course development and enrollment increased in physical education courses. She said that our faculty, which is an exceptional, enthusiastic faculty, will exhibit their creative talents by maintaining and developing physical education courses that attract students regardless of the requirement. Most students will still want to improve their physical skills beyond the two credit hour requirement and will elect additional credit. Those students who are currently constrained by a four credit hour requirement will be able to exercise their option of taking two credit hours and meeting their additional physical activity needs on their own time.

To summarize, Ms. Keenan said

- students have consistently requested a reduction
- the current four credit hour requirement places an undue burden on our non-traditional students
- students will fulfill their health needs by completing two credits of physical activity, and by electing to take additional courses or by using other recreational facilities

On behalf of the student body, Ms. Keenan said, she urged the Board to reconsider the administration's proposal and urged the Board to adopt a two credit hour physical education requirement.

Following Judy Keenan's presentation Regent Kinzel said she raised this question with the Board again because the students really wanted this proposal to pass. She said the University is in business for the students and the Board should give them what they want.

Regent Milford asked Judy if Dr. Cavanaugh was for this proposal. Judy answered, "no, he was not, he is in favor of retaining the present four hours."

Regent Dyer said he had several concerns with this recommendation. He said he had been on the Board for almost eight years and there had been only a very few times when the Board had taken action that was not supported by a department head and the dean. He said he could be persuaded on this issue, but it should not be treated lightly. Dr. Dyer said he would personally like to talk to the department head and the dean. He said he felt the student body arguments presented today were frivolous and were not very important when considering the larger issue. In his own experience he said he seldom uses many of the subjects studied in his classes while attending college in his effort to gain the three educational degrees he holds. However, he said he felt he is a better educated person for having taken those required courses, and he feels the same way about the physical education requirement. Regent Dyer continued that secondly, and probably more importantly, he believes that if they take action at this time they are taking a piece-meal approach for needed revisions in the basic studies program. He does not approve of that system. He said he would hope the Board would defer any action on this recommendation until they could meet with the appropriate people and discuss in more detail the basic studies program and the possible revisions.

Regent Dyer moved and Regent Bernard seconded that the reconsideration of the Physical Education Activity Courses policy be tabled.

Regent Kinzel said she was very surprised at this action and would like to speak on this recommendation.

Regent Dyer said that out of courtesy to Regent Kinzel and to permit further discussion he would delay his motion to table.

Regent Kinzel said she was surprised with Dr. Dyer's comments about Dean Jack Mulhern as the dean never said a word to her about this proposal.

President Porter said Dean Mulhern had not said anything to him either, and it was his understanding that half of the people wanted to keep the requirement as it is now, and half wanted to eliminate it. He said it was his further understanding that this proposal was only a compromise proposal and would reduce the current requirement by half.

Vice President Evans said he carefully checked with Dean Mulhern before going to the Educational Policies Committee not once, but twice. He said he was assured by Dean Mulhern that this proposal had his full support. He said he was also informed by Dean Drummond that Dean Mulhern supported this proposal. Vice President Evans continued that it was reprehensible that Dr. Cavanaugh would submit a second recommendation conflicting with the administrative recommendation. He said there can only be one administrative proposal, a department head did come forward with a second administrative proposal; but you can only have one recommendation coming before the Board. An analysis has to occur, and an agreement has to be reached. He said the administration cannot come before the Board and say here is one proposal, and here is a second proposal, you have to make a choice.

Regent Milford said she had talked with Dean Mulhern about this proposal some time ago and he told her he was very definitely against it, and that is one reason she thought, why he left as he was very frustrated with the entire process here at Eastern.

Regent Board said he was sorry he was not present for the Board meeting in December, but he appreciated the student arguments, and understood their need for support. He said those responsible for moving the curriculum will get a better ear from him and this might be an aspect of changing curriculum. He said he also appreciated Regent Dyer's position, but he is prepared to vote for this proposal.

.2184 M PHYSICAL EDUCATION ACTIVITY REQUIREMENT - Motion To Table

Regent Dyer moved and Regent Milford seconded that the recommendation for reconsideration -- physical education activity courses policy, be tabled.

Chairman Robb asked Secretary Hawks to take a roll call vote on the motion to table.

Regent Barnes - absent	Regent Kinzel - nay
Regent Bernard - yea	Regent Milford - yea
Regent Board - nay	Regent Robb - yea
Regent Dyer - yea	Regent Rush - nay

Upon completion of the roll call vote, Secretary Hawks reported that seven Board members were present. Four voted in favor of the motion to table, and three voted against.

Motion carried.

Regent Kinzel said she did not like to work this way where some Board members get information on the morning of the Board meeting. She said the last time it was students that showed up at the meeting who wanted to speak against the proposal.

Chairman Robb said he did not feel that one more month would hurt anyone and he felt that those who voted for the motion to table have the responsibility to come up with their position next month or be prepared to vote for the proposal. The Chairman said he did not like the system of sending some Board members some items and not all Board members, and particularly on a day of a Board meeting.

.2185 M DIRECTOR OF FOOD SERVICE - Appointment

Regent Kinzel moved and Regent Rush seconded that Carl Christoph be appointed (AP-11) Director of Food Service, at an annual salary of \$27,100 (biweekly \$1,038.75) effective March 3, 1980.

Motion carried.

.2186 M APPOINTMENTS

Regent Kinzel moved and Regent Rush seconded that the Appointments be approved.

<u>Faculty - Lecturers</u>					<u>Effective</u>
Aleksoff, Mary	6.67%	Occup Therapy	Fall	\$ 450	11-19-79
Amini, Bahrnan	20.00%	Political Sci	Winter	1350	12-28-79
Ballard, Lee	33.33%	HPER&D	Fall/Wntr	3600	8-29-79
Blixt, Albert	20.00%	Admin Serv & Bus Educ	Winter	1350	12-28-79
Blocton, Edward	7.50%	Upward Bound	Fall/Wntr	1100	10-31-79
Bonney, Charles	80.00%	Sociology	Winter	5400	12-28-79
Bowe, Joan	13.33%	Special Educ	Winter	900	12-28-79
Bylsma, Donald	60.00%	Sociology	Winter	4050	12-28-79
Collens, Arnold	40.00%	Marketing	Winter	2700	12-28-79
Conrad, Nancy	26.66%	Occup Therapy	Winter	1800	12-28-79
Crissey, Charles	25.00%	Admin Serv & Bus Educ	Winter	1650	12-28-79
Davidson, Jon	13.33%	Special Educ	Winter	900	12-28-79
Dobronski, Agnes	33.34%	Educ Ldrshp	Winter	2200	12-28-79
Donner, Susan		Occup Therapy	Fall	161	11-5-79
		(Substitute)			
	80.00%	Occup Therapy	Winter	5400	12-28-79
Duff, Michael	16.67%	Educ Ldrshp	Winter	1100	12-28-79
Farsakian, John	20.00%	Marketing	Winter	1350	12-28-79
Fournier, Thomas	8.33%	Guid & Coun	Fall	550	12-3-79
	8.33%	Guid & Coun	Fall	550	10-22-79

<u>Faculty - Lecturers (Cont'd)</u>						<u>Effective</u>
Gamble, Daniel	20.00%	Marketing	Winter	\$ 1350	12-28-79	
Garvelink, Roger	16.67%	Educ Ldrshp	Winter	1100	12-28-79	
Garwood, Stanley	100.00%	Social Work	Summer	300	8-13-79	
Graves, Forrest	40.00%	Sociology	Winter	2700	12-28-79	
Gregerson, Harvey	16.67%	Special Educ	Winter	1100	12-28-79	
Gunther, Marilyn	16.67	Consumer Educ	Fall	776	11-16-79	
Harvey, Barbara	8.33%	Curr & Inst	Fall	550	12-3-79	
Heine, Donna	80.00%	Occup Therapy	Winter	5400	12-28-79	
Holt, James	20.00%	Marketing	Winter	1350	12-28-79	
Huizenga, Theodore	100.00%	Admin Serv & Bus Educ	Winter	6750	12-28-79	
Hull, Alan	20.00%	ORIS	Winter	1350	12-28-79	
Hussen, Nur	100.00%	Yemen Proj.	Fall (3 das)	283	10-3-79	
	100.00%	Yemen Proj.	Fall (1 wk)	471	9-10-79	
	100.00%	Yemen Proj.	Fall	31,824	10-6-79 -	
			Annualized		6-30-80	
Jacob, Hind	100.00%	Yemen Proj.	Fall (1 wk)	526	9-10-79	
	100.00%	Yemen Proj.	Fall (8 days)	842	9-30-79	
	100.00%	Yemen Proj.	Fall	35,568	10-10-79 -	
			Annualized		6-30-79	
Johnson, Kenneth	26.66%	Special Educ	Winter	1800	12-28-79	
Juster, Marie	100.00%	Admin Serv & Bus Educ	Winter	6750	12-28-79	
King, Donald	25.00%	Marketing	Winter	1650	12-28-79	
Kreger, Robert	13.33%	Special Educ	Winter	900	12-28-79	
Lee, Robert	20.00%	Marketing	Winter	1350	12-28-79	
Lombard, James	16.67%	Educ Ldrshp	Winter	1100	12-28-79	

<u>Faculty - Lecturers (Cont'd)</u>					<u>Effective</u>
Moriset, Mark	20.00%	Marketing	Winter	\$ 1350	12-28-79
Peets, Elvin	16.67%	Educ Ldrshp	Fall	1100	10-29-79
Prins, Jan	100.00%	Internat'd Proj	Annual	32,790	11-25-79
Rafailzadeh, Bijan	20.00%	Economics	Fall	1350	8-29-79
Rogow, Mark	40.00%	Political Sci	Winter	2700	12-28-79
Sheldon, Donald	16.67%	Educ Ldrshp	Winter	1100	12-28-79
Shippey-Young, Sylvia	20.00%	ORIS	Winter	1350	12-28-79
Smith, Ellen	66.66%	Biology	Winter	4500	12-28-79
Smith, Kathleen	20.00%	HPER&D	Fall	540	11-12-79
Snelling, Rodney	100.00%	Marketing	Winter	8625	12-28-79
Ssengoba, Cora	100.00%	Internat'l Proj	Annual	30,524	11-28-79
Stehowsky, Iris	100.00%	Admin Serv & Bus Educ	Winter	6750	12-28-79
Tazziolo, Denise	13.33%	HPER&D	Fall	360	11-12-79
Thomas, Clinton	100.00%	Internat'l Proj	Annual	33,660	11-13-79
Thomas, Clinton	100.00%	Internat'l Proj	(2.2 wks)	1424	10-29-79
Thornbury, Karen	25.00%	Nursing	Winter	1680	12-28-79
Ward, Albert	16.67%	Educ Ldrshp	Winter	1100	12-28-79
Watson, Christopher	26.66%	HPER&D	Fall	720	11-12-79
Williams, Donna	20.00%	Art	Winter	1350	12-28-79
Wood, Walter	20.00%	ORIS	Winter	1350	12-28-79
Yanofsky, Brenda	5.33%	Curr & Inst	Fall	360	10-26-79

<u>Graduate Assistants</u>					<u>Effective</u>
Chapman, Josephine	History	Winter	\$ 788		1-4-80
Felinski, David	Biology	Fall	788		9-5-79
Folberg, Ronald	History	Winter	788		1-4-80
Hoag, Marrilee	HPER&D	Winter	1,575		1-4-80
Reinhard, John	English	Winter	1,675		1-4-80
Stoddard, David	Physics	Winter	1,575		1-4-80
Yang, Alice	Inst for Study of Chi & Families	Winter	1,675		1-4-80

Supplemental Appointments

Adams, Leah	Assoc Prof	Curr & Instr	Fall	\$ 25	10-24-79
			Honorarium		
Beauchamp, Norma	Asst Prof	Occup Therapy	Fall	322	11-5-79
			Substitute		
Blair, John	Assoc Prof	Curr & Instr	5.55 Fall	404	11-16-79
Bowen, Harry	Professor	Speech	Fall	368	10-29-79
			Substitute		
Buckeye, Donald	Professor	Curr & Instr	5.33 Fall	404	11-2-79
Clark, George	Assoc Prof	Acctg & Finan	Fall	414	11-12-79
			Substitute		
Compton, Gail	Professor	Educ Ldrshp	Fall	145	12-7-79
			Honorarium		
Evans, Gary	Assoc Prof	Speech	Fall	552	10-29-79
			Substitute		
Green, Mary	Assoc Prof	HPER&D	8.34 Fall	485	10-26-79
Hansen, Ruth	Asst Prof	Occup Therapy	Fall	322	11-5-79
			Substitute		

Supplemental AppointmentsEffectiv

Immekus, Marie	Asst Prof	Occup Therapy	Fall Substitute	\$ 483	11-5-79
Kilanski, Doris	Assoc Prof	Educ Ldrshp	16.67 Fall	930	10-31-79
Kuwik, Paul	Professor	Ind Educ	Fall Honorarium	25	10-24-79
Levine-Hanes, Madlyn	Asst Prof	Curr & Instr	5.33 Fall	404	11-9-79
Long, Clayton	Assoc Prof	ORIS	Fall/Wntr (Admin. Stipend)	800	8-29-79
McCarthy, Mary	Assoc Prof	Economics	Fall Honorarium	25	10-24-79
McCracken, Sally	Professor	Speech	Fall Substitute	322	10-29-79
Meis, Ruby	Professor	Home Econ	Fall Honorarium	150	10-24-79
Mohl, Ronald	Assoc Prof	English	(Correspondence Course)	36	9-1-79
Monsma, Charles	Assoc Prof	Political Sci	Fall Honorarium	81	10-29-79
	Assoc Prof	Political Sci	Fall (Admin Stipend)	400	8-29-79
Neeb, Leon	Assoc Prof	Curr & Instr	16.67 Fall	930	09-12-79
Ogden, Lawrence	Professor	Geography	(Correspondence Course)	96	9-1-79
Reichbach, Gwendolyn	Asst Prof	Home Econ	Fall Honorarium	25	10-24-79
Richmond-Abbott, Marie	Assoc Prof	Sociology	Fall Honorarium	25	10-24-79
	Assoc Prof	Sociology	Fall Consultant	938	8-29-79

Supplemental AppointmentsEffective

Ristau, Robert	Professor	Admin Serv & Bus Educ	Fall	\$ 25	10-23-79
			Honorarium		
			Fall	50	10-24-79
			Honorarium		
Sharp, David	Professor	Art	Fall Substitute	414	11-8-79
Sims, Marvin	Instructor	Speech	Fall Substitute	345	10-29-79
Tammany, David	Professor	Art	Fall Substitute	276	11-13-79
Thayer, Louis	Professor	Guid & Counsel	Fall Consultant	63	11-30-79
Waidley, John	Assoc Prof	Curr & Instr	5. 33 Fall	404	11-30-79
Weiser, Jerome	Professor	Curr & Instr	Fall	25	10-24-79
Yahrmatter, Arthur	Assoc Prof	Speech	Fall	368	10-29-79
			Substitute		
Yeakle, Myrna	Assoc Prof	HPER&D	Fall Honorarium	25	10-24-79

New Faculty Appointment

Aebersold, JoAnn	Assistant Professor	Foreign Languages and Bilingual Studies	12-28-79
		\$16,740 Salary for academic year	

Appointments - continued

Staff	Department	Status	Annual	Biweekly	Effective
Abdal-Khabir, Maisah CS-04 Secretary II	Minority Affairs	Repl	\$ 8901	\$341.19	12-17-79
Burd, Veronica S. CS-02 Clerk	Univ. Bookstore	New	7706	295.38	11-27-79
Burns, Gertrude M. CS-03 Data Entry Operator	Univ. Computing	Repl	8210	314.69	12-3-79
Chantre, Henry M. FM-15 Motor Vehicle Operator	Univ. Motor Pool	Repl	12,815	6.14/hr	10-22-79
Clay, Jacqueline A. CS-03 Account Clerk	Physical Plant	Repl	8210	314.69	11-20-79
Deas, Calvin D. FM-10 Group Leader	Physical Plant	Repl	11,730	5.62/hr	12-3-79
Dowling, Mary D. CS-04 Secretary II	Financial Aid	Repl	8901	341.19	12-10-79
Ehlers, Frank M. AP-09 Assc. Director	Inst. Study of Children & Families	Repl	21,600	827.94	11-20-79
Franklin, Darlene FM-06 Custodian	Physical Plant	Repl	11,270	5.40/hr	12-3-79
Gembacz, Robin J. CS-03 Sr. Clerk/typist	Graduate School	Repl	8210	314.69	11-26-79
Gurderson, Sally A. FM-06 Custodian	Physical Plant	Repl	11,270	5.40/hr	12-3-79
Hollifield, Frederick L. FM-06 Custodian	McKenny Union	Repl	11,270	5.40/hr	11-11-79
Kuhn, Robert Jr. FM-10 Group Leader	Physical Plant	Repl	11,730	5.62/hr	11-12-79
McCloskey, Donald I. AP-06 Sr. Computer Operator	Univ. Computing	Repl	12,251	469.58	12-10-79

Appointments - continued

Staff	Department	Status	Annual	Biweekly	Effective
Moorhey, Suzanne FM-06 Custodian	Physical Plant	Repl	\$ 11,270	\$5.40/hr	12-3-79
Michon, Vicki A. CS-03 Senior Clerk/typist	Development	Repl	8210	314.69	11-19-79
Moore, Ann CS-02 Clerk/typist	Admissions	Repl	7706	295.38	12-3-79
Newman, Jan AP-07 Admissions Officer	Admissions	Repl	13,894	532.58	11-26-79
Otler, Deborah L. CS-02 Cashier	Cashier's Office	Repl	7706	295.38	11-26-79
Palmer, Dan CS-03 Key Entry Operator	Univ. Computing	Repl	8210	314.69	11-12-79
Paulson, James D. AP-06 Sr. Drafting Techn.	Physical Plant	Repl	14,000	536.62	1-14-80
Pelaez, Henry AP-07 Advisor	Financial Aid	New	13,894	532.58	11-19-79
Thomas, Julia 35% AP-07 Asst. Softball Coach	Athletics	New	13,943	6.68/hr	12-10-79
Thurber, Robin CS-02 Clerk	Univ. Bookstore	Repl	7706	295.38	11-20-79
Watt, Nora E. FM-07 Pastry Cook	Food Service	Repl	11,354	5.44/hr	1-4-80
Welch, Michelle A. CS-02 Clerk/typist	Admissions	Repl	7706	295.38	11-7-79
Wilson, Diane M. CS-03 Secretary 75%	Biology	Repl	8210	314.69	11-12-79
Yargeau, Alain L. FM-09 Utility	Food Service	Repl	11,584	5.55/hr	11-19-79

Motion carried.

.2187 M SEPARATIONS

Regent Kinzel moved and Regent Rush seconded the SEPARATIONS be approved.

Staff	Rank/Job Title	Department	Effective
Adams, Jeanine L. Quit w/o notice	CS03 Sr. Clerk	Registration	11-27-79
Bankston, Sheena Other position	CS04 Sr.Acct. Clerk	Financial Aid	12-21-79
Broder, Thomas Other position	Assistant Professor	Admin. Services & Business Education	8-1-79
Bunio, Jane(Harris) Return to school	CS-02 Clerk Typist	Special Education	12-28-79
Clay, Jacqueline A. Other position	CS-03 Clerk Typist	Physical Plant - Housing	12-18-79
Cooper, Janet Personal	CS-04 Clerk	Personnel	11-5-79
Crilly, Diahann M. Other position	AP-04 Phototypesetting Machine Operator	University Publica.	11-30-79
Grillo, Ann Other position	AP-07 Admissions Officer	Admissions	11-26-79
Helms, Marianne Leaving area	CS-02 Clerk Typist	Academic Records	12-21-79
Maynard, Marianne Other position	Associate Professor	Health Administration	12-20-79
Nelson, Nancy L. Returning to school	CS-03 Secretary (50%)	History/Philosophy	1-18-80
Paris, Patricia A. Other position	CS-05 Sr. Secretary	Univ. Computing	11-30-79
Parker, Connie Leaving area	CS-04 Library Asst. II	Center of Educational Resources	1-18-80

<u>Staff</u>	<u>Rank/Job Title</u>	<u>Department</u>	<u>Effective</u>
<u>Separations continued</u>			
Pierce, Margaret Other position	AP-07 Financial Aid Adviser	Financial Aid	11-16-79
Reeder, Susan Other position	AP-10 Head Coach - Tennis Women's	Athletics	1-11-80
Richards, Bethany A. Other position	CS-04 Jr. Secretary	Educ. Leadership	1-2-80
Robinson, Belinda Other position	CS-03 Sr. Clerk Typist	Development	11-16-79
Sass, Gwendolyn Other position	CS-3 Sr. Clerk Typist	Purchasing	11-21-79
Schultz, Gerald E. Other position	AP-09 Assoc. Maintenance Supervisor	Physical Plant	1-2-80
Smith, Charles H. Personal	AP-09 Asst. Director	Academic Services	1-11-80
Swift, John S., Jr. Personal	AP-08 Asst. Director	Financial Aid	12-21-79
Thrasher, Gerald R. Other position	AP-10 Director	Institutional Resear.	1-9-80
Welch, Michelle Other position	CS-02 Clerk Typist	Admissions Office	11-30-79
Ziegler, Margaret Leaving area	CS-02 Clerk Typist	Special Education	12-27-79
<u>RETIRING</u>			
Faculty:			
Leatherman, Roger L. (1963)	Professor Professor Emeritus, Social Foundations		1-10-1980
Evenhuis, Francis D. (1969)	Professor	English Dept.	1-3-1980
Staff:			
Brown, Bernie	PG-1 Helper	Food Service	12-31-79
Brown, Carl F.	PG-22 Control Specialist	Physical Plant	12-31-79
Ellington, Raymond	FM-06 Custodian	McKenny Union	12-31-79
<u>Motion carried.</u>			

.2188 M CHANGES OF STATUS

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

Bogle, Jacqueline L.	From: CS-04 Verifier To: CS-05 Supv. & Verifier in Computing Effective: 11-26-79 Annual: \$11,620 Biweekly \$445.40
Boyd, Marilyn	From: AP-05 Adm. Assoc I. 50% To: AP-08 Project Coord in Economics Effective: 11-21-1979 Annual: \$16,800 Biweekly \$643.95
Farmer, Lucille	From: CS-04 Library Assistant II To: CS-05 Library Assistant III Effective: 11-26-79 Annual: \$12,453 Biweekly \$477.33
Hall, Florence	From: Layoff To: AP-07 Nurse Effective: 11-1-79 Annual: \$13,894 Biweekly \$532.58
Hughes, Charles E.	From: FM-06 Custodian To: FM-10 Group Leader in Physical Plant Effective: 11-26-79 Annual: \$11,730 Hourly \$5.62
Klenczar, Daniel	From: AP-07 Assoc Engineer To: AP-09 Plant Engineer in Physical Plant Effective: 8-1-79 Biweekly \$676.24
Latnie, Melvin, Jr.	From: FM-06 Custodian To: FM-10 Group Leader in Physical Plant Effective: 11-19-79 Annual: \$11,730 Hourly \$5.62
McCoy, Alice F.	From: FM-07 Pastry Cook To: FM-04 Housekeeper in Physical Plant Effective: 11-19-79 Annual: \$10,853 Hourly \$5.20
Miller, Glenna	From: AP-08 Manager To: AP=10 Assoc. Director - Housing Effective: 12-2-79 Annual: \$22,000 Biweekly \$843.27

Changes of Status - continued

Nairn, Carole	From: CS-04 Secretary II To: CS-03 Senior Clerk in Admissions Effective: 12-3-79 Annual: \$8456 Biweekly \$324.13
Scott, Annette F.	From: CS-02 Clerk/typist To: CS-03 Senior Clerk in Admissions Effective: 11-6-79 Annual: \$8210 Biweekly \$314.69
Simpkins, Karen	From: AP-06 Senior Res. Anl. To: AP-08 Asst. Program Director (Institute for Study of Children & Families) Effective: 11-5-79 Annual: \$15,637 Biweekly \$599.39
Tyrna, Therese A.	From: CS-03 Secretary To: CS-04 Library Assistant II Effective: 12-5-79 Annual: \$8901 Biweekly \$341.19
Adams, Leah	From: Associate Professor To: Acting Department Head Curriculum & Instruction Effective: January 7, 1980 Annual: \$32,286
Marshall, Albert	From: Professor To: Acting Director Center of Educational Resources Effective: January 2, 1980 Annual: \$35,924
Westerman, W. Scott, Jr.	From: Department Head To: Acting Dean College of Education Effective: January 7, 1980 Annual: \$46,832

Regent Kinzel said she wanted to note that there was discussion at the Educational Policies Committee meeting concerning the three names at the bottom of the list. She had been advised that the female of those three people listed was receiving a lower rate of pay because of the salary differential when she was originally hired.

Motion carried.

.2189 M LEAVES OF ABSENCE

Regent Kinzel moved and Regent Dyer supported that the Leaves of Absence be approved.

Banks, Sandra E.	CS-04 Secretary II in Afro-American Studies be granted a medical leave, without pay, from 12-3-79 to 3-3-1980.
Camp, Marian G.	CS-01 Operator in Switchboard be granted a personal leave, without pay, from 12-1-79 to 3-1-1980.
Chen, Louisa	CS-03 Sr. Clerk Typist in Graduate School be granted a maternity leave, without pay, from 11-19-79 to 2-19-1980.
Drobeck, Diane	CS-05 Library Assistant III in Center for Educational Resources be granted a maternity leave, without pay, from 10-29-79 to 12-11-1979.
LaBerge, Marie	FM-05 Second Cook in Food Service be granted a medical leave, without pay, from 10-22-79 to 1-22-1980.
Miller, Lucinda	FM-12 Grounds Person in Grounds be granted an educational leave, without pay, from 1-2-80 to 4-24-1980.
Presidio, Sharon	CS-03 Senior Clerk in Admissions be granted a child care leave extension from 11-20-79 to 2-20-1980.(without pay)
Scherrer, Richard A.	CS-03 Postal Clerk in Mailroom be granted an educational leave, without pay, from 1-2-80 to 1-2-1981.
Tilma, Linda	CS-05 Library Assistant III in Center for Educational Resources be granted a personal leave extension, without pay, from 12-14-79 to 3-14-1980.
Topa, Mildred	FM-09 First Cook in McKenny Union/University Conferences be granted a medical leave, without pay, from 11-19-79 to 3-1-1980.

Motion carried.

.2190 M BOARD OFFICERS - 1980

Regent Dyer moved and Regent Rush seconded that the present slate of Board officers be re-elected for another full year term.

Richard N. Robb, Chairman
 Beth W. Milford, Vice-chairperson
 Gary D. Hawks, Secretary
 Robert J. Romkema, Treasurer

Motion carried.

Chairman Robb thanked the members of the Board for their vote of confidence. He thanked all of them for their cooperation over the past year and said this had been a very busy year in many respects, and a very important year for the University; with the screening and ultimate hiring of our new president, Dr. Porter. Chairman Robb said the new recreational/intramural facility, while it was voted on in January 1980, it really came about through the efforts of the Board during 1979.

Regent Milford said, she too, would like to thank the Board for their vote of confidence, and for re-electing her as vice-chairperson for the coming year.

Regent Kinzel said thanks should be extended to Chairman Robb for having the patience of Job, and for pushing the Board and keeping the pressures on them to take appropriate actions.

Regent Rush moved and Regent Milford seconded that the minutes of the Executive Session, held on December 5, 1979, be approved as distributed.

Motion carried.

Chairman Robb announced the dates for the February meetings:

Board of Regents	February 20
Finance Committee	February 19
Educational Policies Committee	February 13
Student Affairs Committee	February 14
Faculty Affairs Committee	February 20

Meeting adjourned at 4:10 p.m.

Respectfully submitted: