

1980

Board of Regents Meeting Materials, February 20, 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 February 20, 1980

Board members present:

Richard N. Robb, Chairman
James T. Barnes, Linda D. Bernard, Warren L. Board, Timothy J. Dyer,
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
and Laurence N. Smith
Acting Vice President Raymond LaBounty

Chairman Robb called the meeting to order at 11:10 a.m. and complimented the basketball coach and the team for a very exciting year so far and wished them luck for the balance of the season.

Regent Dyer moved and Regent Board seconded the minutes of the January 16, 1980, meeting be received and placed on file as distributed with one correction noted in paragraph three on page five.

Motion carried.

Chairman Robb indicated that he had been approached to see if the Board members would be interested in seeing the slide presentation Harold Farris (a student) was going to be taking around to the various campus locations to present the plans for the new recreational/intramural facility. He said he thought it would be a good idea and asked the Board if anyone was opposed to having this short presentation made at this time. Hearing no opposition, he asked Harold Farris and John Burkhardt (Director of the Health Service) to come forward and make their presentation.

Mr. Farris made some introductory remarks concerning his plans to make this presentation available to as many students on campus as possible. He then asked Mr. Burkhardt to start the film presentation. At the conclusion of the presentation, Mr. Burkhardt offered a few remarks concerning the way it had been developed.

President Porter indicated there were a couple of new items brought up during the last twenty-four hours, and as a result there is a little different design being proposed. President Porter complimented Harold Farris for a very good report and expressed appreciation to John Burkhardt for his assistance in developing the presentation.

Regent Bernard expressed her appreciation and complimented them for the excellent presentation.

Chairman Robb said he was very pleased with the presentation and wanted to compliment everyone who had been involved in preparing it.

Regent Dyer said he was very impressed with the slide that showed the massiveness of the building, and said you can't really appreciate it until you see how big this addition is compared to other facilities in the area. He said he was very, very impressed and complimented the group.

Several questions were raised which were answered by the staff.

Chairman Robb said he wanted to extend a formal welcome to Regent James Barnes. He said Regent Barnes has been very active in committee work since his appointment, however this was the first formal meeting of the Board that he was able to attend. On behalf of the Board he wanted to express pleasure with his appointment and said he looked forward to working with him.

Chairman Robb asked Regent Kinzel if she would proceed with the Educational Policies Committee report.

Regent Kinzel said it was about one year ago that the University established its first Institute for the Study of Children and Families. It has been a lot of fun and very exciting. She said the Board asked that they have an update on the institute on an annual basis. She said the institute had proceeded very well and she was pleased to introduce Dr. Bruce Warren the director of the institute. She asked him to introduce the other faculty members at the appropriate time, who were with him for this annual report.

Dr. Warren said this was a team operation with a Board of Directors. He said Dr. Donald Loppnow represents the College of Human Services, Dr. Angelo Angelocci represents Special Education, and Dr. Patricia Ryan represents the Sociology Department. Dr. Warren continued that the first written annual report is in the Board agenda so he would not say too much except just a few brief comments. Dr. Warren made a review of the progress of the institute, stating this was the sixth year of the Foster Parent Education Program in Michigan and he was very excited about it. He was sure the Board had heard a great deal about that from its director, Janet Drew, so he would not spend a lot of time talking about it.

Dr. Donald Loppnow said he had been very involved with all the academic departments in this program and he was very impressed with the interest they expressed in the institute. He said it provided a forum for the faculty to come together on children and family issues. It has generated great interest and cooperation between departments and workshops are now being sponsored. He said they have established an advisory board of twenty-six people, and only six were not able to make their first meeting. He said there are twenty-two faculty members representing fifteen departments and colleges on the campus. The balance of the membership is made up of a cross section of community and state leaders.

Dr. Angelo Angelocci said he was also very pleased with the inter-departmental action and the success that has been reached. He said he personally had visited twenty-one departments and there had been a very good response to the institute. He said the workshops and inservice training far exceeded the success they had expected; they have had three workshops so far and they thought they would probably only have one.

Dr. Pat Ryan passed out folders to the Board members to promote a Parent Education Workshop that was to be held on March 20-21. She said she was very proud of this program because it is the first one in the State of Michigan.

Dr. Warren gave an overview of the goals and the status of the current projects for the institute.

Regent Board said he was very impressed with the institute and complimented everyone involved on the development and the progress it has made. He asked about plans for the use of students in the program.

Dr. Warren explained there are about ten undergraduate and two graduate students who are now working in the institute. He said they have to be careful they don't get into credit hour production because that is not their intent. He said they really want to spread the word about Eastern Michigan University.

Regent Board asked what percent of Dr. Warren's time was spent on the institute. Dr. Warren said about thirty-five percent of his time is spent on the institute directly. He said each director meets at least two times a week for a very slight stipend.

Regent Rush commented that he can recall that there was some hesitancy on behalf of some Board members when the institute was adopted, and he said he was very pleased with this report and the enthusiasm expressed by the people involved with the institute. It really makes it all worthwhile.

Chairman Robb said he too felt it was a very exciting program and provided good outreach for Eastern Michigan University.

Regent Kinzel moved and Regent Milford seconded that the annual report on the Institute for the Study of Children and Families be received and placed on file.

Motion carried.

.2191 M NEW COURSES, COURSE CHANGES & NEW HEALTH COMMUNICATIONS PROGRAM

Regent Kinzel moved and Regent Milford seconded that the following new courses, course changes, and the new Health Communications Program be approved.

New Courses - Undergraduate

College of Arts and Sciences

GEO	436	Historic Preservation Project	3 hrs.
GEO	437	Historic Preservation Project	6 hrs.

Division of Applied Sciences

IED	403	Production Control in Construction	2 hrs.
IED	404	Photo Communication Workshop	3 hrs.
IED	431	Interactive Industrial Computer Graphics . . .	3 hrs.
IED	434	Microcomputer Circuits	3 hrs.

Course Changes - Undergraduate

College of Human Services

HEC	208	Basic Interior Design Description and prerequisite change	
HEC	271	Household Equipment Prerequisite change	
HEC	275	Presentation Techniques Description and prerequisite change	
HEC	309	Residential Design Description and prerequisite change	
HEC	322	Family Financial Management Prerequisite change	
HEC	345	Fashion Merchandising Prerequisite change	
HEC	443	Merchandising of Home Furnishings Formerly "222 Home Furnishing Tech." 2 hr Description and prerequisite change	3 hrs.
HEC	445	Advanced Residential Design Description change	

Division of Applied Sciences

IED	118	Energy Utilization Description change	
IED	203	Manufacturing Technology Prerequisite change	
IED	218	Energy Systems Description change	
IED	231	Industrial Computer Graphics (Formerly IED 331)	
IED	250	Foundations of Industrial Education Description change	
IED	318	Energy Transfer Systems Description change	
IED	355	Seminar in Technology for the Elementary School Description change	
IED	415	Communication Circuits (Formerly IED 315)	

New Courses - Graduate

College of Arts and Sciences

GEO	636	Historic Preservation Project	3 hrs.
GEO	637	Historic Preservation Project	6 hrs.
PLS	547	Communist Political Systems	2 hrs.

College of Education

PSY	602	Psychology of Adult Learner	2 hrs.
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HEALTH COMMUNICATIONS PROGRAM

Interdisciplinary Undergraduate Degree Curriculum Leading to a Bachelor of Science in Health Communications

College of Human Services
Department of English Language and Literature
Department of Speech and Dramatic Arts

Purpose

Based on the Michigan Health Manpower Survey (1975-77) conducted by the Michigan Health Council, the proposed interdisciplinary curriculum would be the first of its kind in Michigan. To the best of our knowledge, it would also be the first in the nation. The curriculum combines course work in the Colleges of Human Services, Business, and Arts and Sciences. Students would be expected to complete the University's Basic Studies Requirements and an interdisciplinary core major of 56 semester hours. The program also provides the opportunity for at least 18 hours of free electives giving a minimum of 124 credits for a bachelor's degree.

Addressing federal and state mandates of educating the public about good health care practices, this curriculum proposes to prepare individuals to:

1. Develop sensitivity to and knowledge of issues and problems in health care, especially the social organization of the health care institution, and the values and ethics that are associated with the provision of services;
2. Identify health problems and concerns that can either be modified or solved through the process of mass communication, education or public information;
3. Serve as change agent and advocate for health maintenance; and
4. Utilize management, marketing and communication skills to interest the public and health care agencies in supporting sound health practices.

Background

A vast amount of medical and health care literature has documented the need for experts who can effectively communicate health information to the general public. It is anticipated that graduates from this program would be sought by health systems agencies, state and county health departments; hospitals, health maintenance organizations and such national associations as the heart, diabetes, mental health, crippled children and adult cerebral palsy, visiting nurses, League for Human Services, multiple sclerosis, American lung, etc.

Federal, state and local governments are placing more emphasis on public information about prevention of illness and intervention measures against disease, injuries and other health conditions. With this in mind the need for additional professionals to promote good health practices through the use of radio, television, films, newspapers, magazines and other informational media will be great for years to come.

This curriculum should be especially attractive to community college graduates and other transfer students with course work in English, speech or health studies. Non-degree communications technicians in radio and television may also be

attracted to this curriculum and the opportunities it affords for career mobility. Letters of support from prospective employers are attached.

Administration and Cost

The curriculum is to be administered by the College of Human Services in conjunction with the Departments of Speech and Dramatic Arts and English Language and Literature. A decision-making committee will consist of three representatives, one each from Human Services, English and Literature, and Speech and Dramatic Arts, with the chairperson elected by the committee for a one year term.

An allocation of 1.0 FTEF for the position of program coordinator is being requested in this proposal. In addition to the following responsibilities, the coordinator will be the CHS representative on the decision making committee:

1. Recruiting students
2. Advising students
3. Scheduling courses
4. Conducting meetings
5. Locating field placements and internships
6. Exploring funding opportunities
7. Teaching two didactic courses (two a year during the first year of the program and two a semester thereafter)
8. Providing liaison with health organization,s agencies, hospitals, community colleges and the EMU community.

In addition to the above position, \$1000 is being requested so that the coordinator has funds for related travel, telephone and supplies. Secretarial and other support will be provided by the College of Human Services. For this new University program, it is anticipated that the cost of brochure development will be absorbed by the Admissions Office.

Students

A goal of recruiting 25 students by the end of the coordinator's first year in the position has been established. An additional goal of recruiting 25 students in each of the succeeding three years has been set, for a total enrollment of at least 100 students in four years.

With a total of only eight hours of Health Communications specialty courses being added, existing EMU departments will be teaching a preponderance of the courses.

Program - Interdisciplinary Core Courses (56 credits)

The Health Communication Curriculum is structured around a group of courses that deal with issues, concerns and practices that the health communication specialist will face in the field. The blend of these courses will provide students with a comprehensive approach to the administration; management, communication, economics and marketing of health communications services. An integral part of this curriculum is a non-teaching communications emphasis. This curriculum will provide students with the necessary background to pursue a career in health communication in a number of agencies, facilities, and organizations concerned with health information, communication, education and services.

The health communications interdisciplinary curriculum consists of the following course requirements.

Health Emphasis -- HAD 300 Health Care Issues (2 hrs.)

A survey of important issues facing the health field. An overview of the U. S. care system and the relationship between components. The course will focus on the changing nature of the health field and implications for the future.

HAD 301 Health Care Issues Seminar. (1 hr.)

Seminar required for majors.

HAD 310 Administration of Health Care Organizations. (3 hrs.)

Analysis of modern health care organizations with emphasis on management structure, board of trustees, administration, physicians and others. Attention focus on delivery of institutional patient care, role of professionals and other personnel and departmental interrelatness.

HAD 415 Planning and Regulation of the Health Care Industry (3 hrs.)

Review of regulations imposed on the health industry and their effect, particularly health planning. Ramifications explored for community, consumer and provider groups. Legislation and implications studied.

HCO 430 Health Communication Grant Development Process (New course) (3 hrs.)

A discussion of grant resources in the health field, how to apply for and fundamentals of writing a grant application. Specific emphasis will be given to the program planning and budgetary process in grant development.

HCO 435 Health Communication Seminar (New course) (2 hrs.)

To be taken in senior year before internship assignment. Discussion of the role and functions of health communications specialists and career opportunities will be discussed. The course will integrate student's knowledge and skills into the domain of health communications.

HCO 488 Health Communications Internship (New course) (3 hrs.)

Assignments in health care agencies, associations and hospitals will be made. Length and location of assignment will be developed between program advisor and student. Co-op assignment will also be considered.

Economic/Business Emphasis -- ECO 201 Principles of Economics I (3 hrs.)

Introduction to basic principles of economics. Emphases on macroeconomic concepts of national income, fiscal and monetary policy and problems of unemployment, inflation and economic growth.

ECO 326 Consumer Economics (3 hrs.)

A study of economic behavior, role and relationship of consumers in American economy.

ECO 436 Health Economics (3 hrs.)

Survey of production, distribution, supply and utilization of health care resources in U.S. Relevant tools of economic analysis and empirical studies will focus on the allocation of resources to health care sector.

MGT 382 Introduction to Management (3 hrs.)

Analysis of basic managerial functions and principles which guide their proper execution at the administration, staff and operational levels.

MKT 360 Principles of Marketing (3 hrs.)

Marketing as a basic function in the firm and in the economy. Emphasis on the relationship between marketing activities and the consumer.

Communication Emphasis -- ENG 215 Journalism (3 hrs.)

Introduction to the news media with a particular study of the role of the press in American democracy. Analysis of the content of the media and practice in the fundamentals of writing for mass audiences.

ENG 306 Feature, Interpretive and Editorial Writing (3 hrs.)

Writing of feature and interpretive articles and editorials designed for newspapers or magazines. Emphasis on research, interviewing and logical presentation of informative material, writing assignments and analysis of writing in the mass media.

ENG 307 Newspaper and Magazine Editing (3 hrs.)

A study of professional techniques for editing copy, writing headlines, and designing pages, including knowledge and skills required for advising high school publications.

ENG 310 Contemporary Problems in Journalism (3 hrs.)

Emphasis on student investigation, reporting and writing on selective problems, such as free press vs. fair trial, media accessibility and the people's right to know.

SPH 224 Public Speaking (3 hrs.)

Designed to give the student understanding of the characteristics of various types of speeches and speech situations and the practice in the preparation and the delivery of speeches for various occasions.

SPH 227 Interpersonal Communication (3 hrs.)

Study and practice of basic elements of interpersonal communication with emphasis on perception, meanings, attention, listening, feed-back, communication barriers. Particular attention given to improving interpersonal communication skills.

SPH 350 Persuasion (3 hrs.)

The study of the basic elements inherent in persuasion; the analysis of representative persuasive speeches; practice in securing the acceptance of ideas through psychological appeals as well as logical reasoning.

SPH 359 Small Group Communications (3 hrs.)

Emphasizes the principles and practice of discussion as employed in committees, panels, symposiums and forums. Students will plan and participate in discussion of contemporary problems.

Curriculum

I. Basic Studies Requirements (to be taken during first two years of college studies.)

Group I (English Language or Foreign Language)	8-9
Speech 121/124	
Speech 227	
English Composition	
Group II (Science and Math)	11-13
A Biology or Zoology course	
PSY 101/102 General Psychology	
One elective course in Group II to complete the requirement	
Group III (Social Sciences)	12
American Gov't. 112 or 202 State/Local Gov't.	
History Course	
Sociology 105	
Sociology 312 (Medical Sociology)	
Group IV (Humanities)	11-12
Two courses in literature or foreign language	
One course in philosophy or religion (PHI 220 Ethics, recm'd,)	
One course in art, music or dramatic arts	
Group V (Physical Education/Health)	4
Physical education activity courses	
Military Science may be applied toward credit	

II. Health Emphasis 17

HAD 300 Health Care Issues	2
HAD 301 Health Care Issues Seminar	1
HAD 310 Adminis. of Health Care Organ.	3
HAD 415 Planning & Regulation of Health Ind.	3
HCO Health Communication Grant Dev. Process	3
HCO Health Communications Seminar	2
HCO Health Communications Internship	3

III.	Economic/Business Emphasis		15
	ECO 201 Principles of Economics I	3	
	ECO 326 Consumer Economics	3	
	ECO 436 Health Economics	3	
	MGT 382 Introduction to Management	3	
	MKT 360 Principles of Marketing	3	
IV.	Communication Emphasis		24
	Required Courses - Complete all of the courses in either Group A or Group B and select two courses from the other group		
	<u>A. Journalism</u>		
	ENG 215 Journalism	3	
	ENG 306 Feature, Interpretive and Editorial Writ	3	
	ENG 307 Newspaper & Magazine Editing	3	
	ENG 310 Contemporary Problems in Journalism	3	
	<u>B. Communication-Public Address</u>		
	SPH 224 Public Speaking	3	
	SPH 350 Persuasion	3	
	SPH 359 Small Group Communication	3	
	One course from the restricted electives in Communication-Public Address	3	
	<u>Restricted Electives</u> (select six semester hours)		
	Writing:		
	ENG 225 Intermediate English Comp.	3	
	ENG 325 Expository Writing	3	
	ENG 422 Writer's Workshop: Internship in Journalism	3	
	ENG 424 Technical Writing	3	
	Communication-Public Address:		
	SPH 225 Listening Behavior	3	
	SPH 226 Non-Verbal Communication	3	
	SPH 354 Organizational Communication	3	
	SPH 460 Theory of Speech Criticism	3	
	SPH 475 Research in Speech Communication	3	
	SPH 485 Theory of Speech Communication	3	
	Radio-TV Film:		
	SPH 140 Intro to Broadcasting & Film	3	
	SPH 141 Intro to Radio-TV-Film Production	3	
	SPH 240 Broadcast Announcing Techniques	3	
	SPH 331 Fundamentals of Radio Production & Dir.	3	
	SPH 332 Fundamentals of Television & Direction	3	
	SPH 333 Fundamentals of Film Production	3	
**	Electives		18-22
	Total		124

The courses in II, III, and IV total 56 hours and complete the major and minor requirements. No other minor is needed.

** The following courses are recommended as electives:

SOC 250 Elementary Statistics	3
MKT 368 Marketing Strategy	3
MKT 369 Advertising	3
MKT 474 Promotional Strategy	3
PHI 220 Ethics	3
PLS 332 Intergovernmental Relations	3
PSY 360 Abnormal Psychology	3
SOC 307 Industrial Sociology	3
SOC 362 Complex Organizations	3
SOC 311 Social Gerontology	3
ANT 329 Cross-Cultural Study of Illness & Curing	3

Course Scheduling

Many of the major courses will be scheduled in the late afternoon and evening both on and off campus in order to accommodate the working student.

Conclusion

This curriculum will provide an additional alternative for students desiring a career in the health field and will be especially attractive to community college graduates in the field of health sciences or communication who wish to obtain additional professional development for career options. The curriculum utilizes the existing resources in the Colleges of Human Services, Arts and Sciences and Business.

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Regent Bernard asked several questions about the new program which was answered by Vice President Evans.

Regent Kinzel introduced Dean Boissoneau of the College of Human Services, who in turn introduced Dr. Milton Foster, head of the Department of English, and Dr. Thomas Murray, head of the Speech and Dramatic Arts Department, who would speak on this same program.

Dean Boissoneau said this was probably one of the best developed programs he has ever had the opportunity to work on and he is very excited about it. One reason is that it is the first such program in the country. He continued that the major points and purposes of the Health Communications Program is intended to educate men and women for functional positions. They have a goal to reach of one hundred students within four years as majors. He indicated they will be able to do an excellent job in developing this program with minimum resources.

Dr. Foster reported that the English Department was delighted to be able to participate in the development of the Health Communications Program.

Dr. Murray said his department was also very excited to be involved in this new program. He said in the past many of the graduates had gone into this type of work but now they have a systematic way to train the students.

Regent Bernard asked when the program would be started. Dean Boissoneau said he hoped it would be started in the fall of 1980.

Regent Bernard asked what the placement options and prospects might be. Dean Boissoneau said it looked very good and he continued answering several questions raised by Board members.

Regent Kinzel directed the Board's attention to pages nine and ten of the annual report saying it was very evident there is great cooperation between departments.

Regent Rush noted that Dean Boissoneau indicated he had not talked to the administration about specific faculty positions that would have to be approved for the program. He asked that if, in fact, the Board approves this does it mean we are not following our procedures of having administrative matters handled by the President beforehand.

Dean Boissoneau said he didn't mean to mislead the Board members as there had been extensive discussions, but never a formal request for the position.

Regent Dyer said yes, the Board was approving this as a policy matter, and it was then up to the administration to come back and make it a part of the budget.

President Porter said he appreciated the concern expressed by Regent Rush, but he wholeheartedly supports the proposal and was recommending Board approval.

Vice President Evans said the program has his enthusiastic support as there are many good aspects to it. It is a cheap new program because we would be using existing staff.

Regent Board asked if medical ethics would be covered. Dean Boissoneau indicated that yes, they would be.

Chairman Robb thanked the three gentlemen for the presentation and wished them the best of luck in the future. He then extended personal best wishes to Dean Boissoneau as he continues his career at Arizona State University.

Motion carried.

.2192 M NEW TITLE: CLINICAL ASSOCIATE

Regent Kinzel moved and Regent Board seconded the new title of Clinical Associate be approved for use in the College of Human Services.

Regent Kinzel offered a brief overview of this recommendation.

Regent Bernard asked why such a title was needed.

Regent Kinzel said she also asked the same question and was told it was more of an honor with people working with the institution than anything else.

Motion carried.

.2193 M APPOINTMENTS

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

	<u>Department</u>	<u>Status</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Effective</u>
Charlton, Lawanda K. CS-04 Secretary II	Campus Interact	Repl.	\$8,901	\$ 341.19	1/7/80
Conger, Kathleen G. CS-03 Senior Clerk/Typist	Academic Records	Repl.	8,210	314.69	1/2/80
Dressler, Dale H. FM-22 Refrigeration Specialist	Physical Plant	Repl.	17,219	8.25/hr.	1/28/80
Edwards, Darnita CS-02 Clerk/Typist	Admissions Office	Repl.	7,706	295.38	1/8/80
Fracassa, Angela L. CS-02 Clerk/Typist	Academic Records	Repl.	7,706	295.38	1/14/80
Graham, Flora AP-07 Financial Aid Advisor	Financial Aid	Repl.	13,894	532.58	1/7/80
Honzaki, Emo AP-07 Asst. Director, Field Representative - Special Programs	Reading Academy	New	16,000	613.29	12/5/79
Horton, John L. CS-03 Postal Clerk	Mailroom	Repl.	8,210	314.69	1/8/80
Johnson, Isaac R. CS-03 Postal Clerk	Mailroom	Repl.	8,210	314.69	1/2/80
Kornbluth, Christine D. CS-03 Postal Clerk	Mailroom	Repl.	8,210	314.69	1/14/80
Kuhns, Mary CS-03 Secretary	Admin. Services/ Business Educ.	Repl.	8,210	314.69	1/2/80
McLean, Patricia M. CS-03 Equipment Inventory Clerk	Accounting	New	8,210	314.69	1/28/80
Norman, Manuel AP-10 Manager, Technical & User Services	Univ. Computing	Repl.	20,459	784.20	1/2/80
Pick, Nobuko A. CS-02 Clerk/Typist	Special Education	Repl.	7,706	295.38	1/21/80

Appointments - Continued

	<u>Department</u>	<u>Status</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Effective</u>
Pifer, Lavonne N. CS-04 Secretary II	Occupational Therapy	Repl.	\$8,901	\$ 341.19	12/10/79
Piper, Dianne M. CS-03 Account Clerk	Physical Plant/Housing	Repl.	8,210	314.69	1/5/80
Shipley, Toni E. CS-03 Senior Clerk	Registration	Repl.	8.210	314.69	12/17/79
Baird, Richard L. AP-09 Associate Director	Alumni Relations	New	17,642	676.22	2-18-80

NEW FACULTY APPOINTMENTSEffective Date

Valentine, Susan \$15,200 for academic year	Instructor	Nursing Education			12-29-79
Friedemann, Marie \$15,200 for academic year	Instructor	Nursing Education			12-29-79
Panesi, Ronald \$17,000 for academic year	Assistant Professor	Management			12-28-79
Witten, Winifred \$20,000 for academic year	Assistant Professor	HPER&D			12-28-79

<u>Faculty - Lecturers</u>						<u>Effective</u>
Adler, Lezlie	20%	Occup Therapy	Winter	\$ 1100		1-8-80
Aleksoff, Mary	6.67%	Occup Therapy	Winter	450		12-28-79
Amini, Bijan	40%	Economics	Winter	2700		12-28-79
Amini, Parvin	60%	Economics	Winter	4050		12-28-79
Anderson, Loren	40%	Acctg & Finan	Winter	2700		12-28-79
Anderson, Virginia	66.67%	Chemistry	Winter	4500		12-28-79
Andren, Thomas	~	Educ Ldrshp	Winter (1 da)	92		1-8-80
Balfantz, Gary	100%	Speech & Drama	Wntr	6750		12-28-79
Barnes, Marjorie	27.30%	Physics & Astro	Wntr	1800		12-28-79
Bartz, Curtis	16.67%	Educ Ldrshp	Winter	1100		1-9-80
Baughman, Marian	16.67%	Educ Ldrshp	Winter	1100		1-8-80
Baye=1, John	16.67%	Guid & Coun	Winter	1100		1-10-80
Bell, George		Educ Ldrshp	Winter (1 da)	92		1-8-80
Berry, Barbara	33.33%	Foreign Lang	Winter	1100		12-28-79
Blixt, Albert	80%	Adm Serv & Bus Educ	Winter	5400		12-28-79
Bowe, Joan		HPER&D	Fall Honorarium	25		11-27-79
Brackett, Shirley	13.33%	Home Econ	Winter	900		12-28-79
Brammer, William	20%	Acctg & Finan	Winter	2520		12-28-79
Brocks, Lois	16.67%	Guid & Coun	Winter	1100		12-28-79

Faculty - Lecturers (Cont'd)

Brown, Duane	16.67%	Educ Ldrshp	Winter	\$ 1100	1-7-80
Bugenski, Michael	16.67%	Educ Ldrshp	Winter	1100	1-8-80
Caderette, Richard	16.67%	Curr & Inst	Winter	1100	1-9-80
Cain, Martha	13.33%	Special Educ	Winter	900	12-28-79
Carmon, Parke	5.00%	Music	Winter	375	12-28-79
Carroll, Carole	38.46%	Stu Tchg	Winter	2596	12-28-79
Cavin, Edward	20.00%	Economics	Winter	1350	12-28-79
Chambers, John	20.00%	Acctg & Finan	Winter	1350	12-28-79
Chan, Amelia	40.00%	Management	Winter	2700	12-28-79
Clark, Leo	13.33%	Curr & Inst	Winter	900	12-28-79
Collins, Alford	20.00%	Management	Winter	1350	12-28-79
Cordes, Karen	40.00%	Acctg & Finan	Winter	2700	12-28-79
Cornell, Valma	60.00%	Mathematics	Winter	4050	12-28-79
Cornish, William	20.00%	Management	Winter	1350	12-28-79
Coutts, Barry	20.00%	Acctg & Finan	Winter	1350	12-28-79
Crissey, Charles	16.67%	Adm Services & Bus Educ	Winter	1100	1-7-80
Cudaback, Jack	16.67%	Educ Psych	Winter	1100	1-8-80
Dapogny, Gail	80.00%	Music	Winter	5400	12-28-79
Davis, Dale	20.00%	Acctg & Finan	Winter (2 wks)	180	12-28-79
Dawson, Margaret	50.00%	Nursing Educ	Winter	3375	12-28-79
Day, Christine	40.00%	English	Winter	2700	12-28-79
DiMattia, Pearl	100.00%	Biology	Summer	760	7-29-79
Durham, Lora	80.00%	Mathematics	Winter	5400	12-28-79

Faculty - Lecturers (Cont'd)

Engel, Kenneth	20.00%	Ind. Tech & Ind. Educ	Winter	\$ 1350	12-28-79
Evans, Richard	16.67%	Guid & Coun	Winter	1100	1-9-80
Fisk, Marta	51.11%	Music	Winter	3450	12-28-79
Francek, James	20.00%	Social Work	Winter	1350	12-28-79
Gabler, June	16.67%	Educ Ldrshp	Winter	1100	1-10-80
Garver, George	16.67%	Educ Ldrshp	Winter	1100	1-10-80
Gehring, Lois	66.67%	Chemistry	Winter	4500	12-28-79
Giudici, Susan	20.00%	ORIS	Winter	1350	12-28-79
Glusac, Ann	13.33%	Curr & Inst	Winter	900	12-28-79
Griess, Julie	20.00%	ORIS	Winter	1350	12-28-79
Hajdasiewica, Barbara	23.08%	Stu Tchg	Winter	1558	12-28-79
Hall, Jesse	20.00%	Economics	Winter	1350	12-28-79
Hammond, Janice	16.67%	Guid & Coun	Winter	1100	12-28-79
Hansen, John	16.67%	Educ Ldrshp	Winter	1100	1-8-80
Hanson, Virginia	70.00%	Nursing Educ	Winter	4725	12-28-79
Harrington, Robert	13.33%	Ind. Tech & Ind. Educ	Winter	1000	12-28-79
Heath, Ann	16.67%	Special Educ	Winter	1100	12-28-79
Heath, Thomas	20.00%	Ind. Tech & Ind. Educ	Winter	1350	12-28-79
Heerema, Clarence	20.00%	Management	Winter	1350	12-28-79
Heger, Frank	30.00%	Educ Psych	Winter	2000	12-28-79
Henkel, Mary	13.33%	Music	Winter	900	12-28-79

Faculty - Lecturers (Cont'd)

Higgins, Francis	16.67%	Educ Ldrshp	Winter	\$ 1100	1-9-80
Holdwick, Lloyd	16.67%	Special Educ	Winter	1100	12-28-79
Hoop, Jacqueline	75.00%	Nursing Educ	Winter	5062	12-28-79
Howrey, Mary	100.00%	Acctg & Finan	Winter	8000	12-28-79
Hudson, Sandra	40.00%	Mathematics	Winter	2700	12-28-79
Hussen, Nur	100.00%	Inter Projects	Winter	525	10-1-80
				(Cost of Living)	
Huizenga, Theodore	46.66%	Amin Services & Bus Educ	Winter	3150	12-28-79
Irvin, Christopher	20.00%	Economics	Winter	1350	12-28-79
Israel, Tanya	26.92%	Student Tchg	Winter	1817	12-28-79
Jacob, Hind	100.00%	Inter Project	Winter	428	10-1-79
				(Cost of Living)	
Job, Susan	19.23%	Student Tchg	Winter	1298	12-28-79
Johns, Michelle	24.44%	Music	Winter	1650	12-28-79
Khan, Shahrukh	20.00%	Economics	Winter	1350	12-28-79
Kim, Suk	20.00%	Acctg & Fin	Winter	1650	12-28-79
Klamo, Mary	40.00%	Mathematics	Winter	2700	12-28-79
Kleinfelder, Karen	20.00%	Art	Winter	1350	12-28-79
Kline, Molly	60.00%	Nursing Educ	Winter	4050	12-28-79
Knowlton, Stuart	20.00%	Management	Winter	1350	12-28-79
Kowal, Lubomyr	25.00%	ORIS	Winter	1650	1-7-80
Kowitz, Johanna	60.00%	Foreign Lang	Winter	4050	12-28-79
	20.00%	Bilingual	Winter	1350	12-28-79
Kratz, Gerald	16.67%	Educ Ldrshp	Winter	1100	1-7-80

Faculty - Lecturers (Cont'd)

Kreger, Linda	38.46%	Student Tchg	Winter	\$ 2596	12-28-79
Kreger, Robert	34.62%	Student Tchg	Winter	2337	12-28-79
Kretovich, Duncan	20.00%	Acctg & Finan	Winter	1350	12-28-79
Labay, Michael	16.67%	Educ Ldrshp	Winter	1100	1-7-80
LaPorte, Julia	60.00%	Nursing	Winter	4050	12-28-79
Laycock, Angelina	16.67%	Home Econ	Winter	1100	1-7-80
Leckrone, Gerald	20.00%	Mathematics	Winter	1350	12-28-79
Lennox, Ted	13.33%	Special Educ	Winter	1100	12-28-79
Levine, Ronald	20.00%	Mathematics	Winter	1350	12-28-79
Livingston, Margaret	16.67%	Curric & Inst	Winter	1100	1-8-80
Lindsay, Mark	20.00%	Ind Tech & Ind Educ	Winter	1350	12-28-79
Lovich, Nicholas	43.89%	Special Educ	Winter	2660	12-28-79
Magoon, Louise	60.00%	Nursing	Winter	4050	12-28-79
Matson, Max	16.67%	Educ Ldrshp	Winter	1100	1-10-80
McAfee, Sandra	60.00%	Mathematics	Winter	4050	12-28-79
McAllister, David	13.33%	Social Work	Fall	900	8-29-79
McClain, Jill	40.00%	Mathematics	Winter	2700	12-28-79
McCoy, Richard	20.00%	Management	Winter	1350	12-28-79
McDonald, Merle	16.67%	Educ Ldrshp	Winter	1100	1-9-80
McFadden, Emily		Social Work	Fall (3 das) (Honorarium)	195	11-14-79
McQuillan, Marcia	41.67%	Special Educ	Winter	2400	12-28-79
Meretta, Kristy	25.55%	Music	Winter	1725	12-28-79
Mims, Jr., Jasper	16.67%	Guid & Counsel	Winter	1100	1-8-80

Faculty - Lecturers (Cont'd)

Minor, William	20.00%	Acctg & Finan	Winter	\$ 1350	12-28-79
Moyer, David	20.00%	Management	Winter	1350	12-28-79
Neal, Bruce	20.00%	Marketing	Winter	1350	12-28-79
Nightingale, John	100.00%	Management	Winter	7000	12-28-79
Nigro, Norman	20.00%	Social Work	Winter	1350	1-9-80
Oliver, Robert	16.67%	Curric & Inst	Winter	1100	1-9-80
Oman, Ronald	25.00%	Marketing	Winter	1650	1-7-80
Paige, Anthony	20.00%	Management	Winter	1350	12-28-79
Parsons, Karl	33.33%	Physics & Astro	Winter	2250	12-28-79
Pasztor, Eileen	20.00%	Social Work	Winter (1 da)	113	1-10-80
Ping, Dai	13.33%	HPER&D	Winter	900	12-28-79
Provost, Keith	20.00%	Management	Winter	1350	12-28-79
Rans, Christine	16.67%	Special Educ	Winter	1100	12-28-79
Raymond, Helen	60.00%	Foreign Lang	Winter	4050	12-28-79
Reyes, Jill	22.00%	Music	Winter	1688	12-28-79
Reynolds, Ligia	40.00%	Foreign Lang	Winter	2700	12-28-79
	13.33%	Foreign Lang	Winter	900	12-28-79
Ritchie, Beverley	100.00%	Speech & Drama	Winter	6750	12-28-79
Robertson, Sharon	40.00%	Foreign Lang	Winter	2700	12-28-79
Robison, Alison	13.33%	Music	Winter	900	12-28-79
Roby, Marilyn	20.00%	Social Work	Winter	1350	12-28-79
Runyon, John	20.00%	Management	Winter	1350	12-28-79
Rynearson, Elton	16.67%	Educ Ldrshp	Winter	1100	1-7-80
Scherer, Clifford		Educ Ldrshp	Winter (1 da)	92	1-8-80
Schmuckal, Jr., Ralph	20.00%	Management	Winter	1350	12-28-79

Faculty - Lecturers (Cont'd)

Sculien, Thomas	16.67%	Educ Ldrshp	Winter	\$ 1100	1-9-80
Seaver, Frank	100.00%	Educ Ldrshp	Fall/Wntr	9000	12-1-79
Sleeman, Allison	80.00%	Library	Winter	5400	12-28-79
Smith, Lynn	60.00%	Mathematics	Winter	4050	12-28-79
Sokolove, Bruce	20.00%	Sociology	Winter	1350	1-8-80
Somers, Ronald	16.67%	Educ Ldrshp	Winter	1100	1-10-80
Sparks, Dennis	16.67%	Guid & Counsel	Winter	1100	1-8-80
Stack, Yvonne	25.00%	Curric & Inst	Winter	2200	1-14-80
Stark, Cecilia	80.00%	Foreign Lang	Winter	5400	12-28-79
Stehowsky, Iris	53.33%	Admin Services & Bus Educ	Winter	3600	12-28-79
Sterzik, Karen	20.00%	Mathematics	Winter	1350	12-28-79
St. John, Barbara	20.00%	Curric & Inst	Winter	1350	12-28-79
Susinko, Sharyn	33.33%	Music	Winter	2250	12-28-79
Suss, Wendy	13.33%	Guid & Counsel	Winter	900	12-28-79
Tazziolo, Denise	13.33%	HPER&D	Winter	900	12-28-79
Thornberry, Raymond	16.67%	Curric & Inst	Winter	1100	1-10-80
Tinsley, Clifford	33.33%	Social Work	Winter	2250	12-28-79
Tson, Judy	17.73%	Music	Winter	1197	12-28-79
VandenBerg, Deanne	40.00%	Music	Winter	2700	12-28-79
Van Genderen, Gary	30.00%	Chemistry	Winter	2025	12-28-79
Venner, Thomas	20.00%	Art	Winter	1350	12-28-79
Walli, Audrey	20.00%	Curric & Inst	Winter	1350	12-28-79
Weaver, Charles	20.00%	Management	Winter	1350	12-28-79
White, John	20.00%	Mathematics	Winter	1350	12-28-79

Faculty - Lecturers (Cont'd)

Wieland, Richard	20.00%	Management	Winter	\$ 1350	12-28-79
Wilk, Opal	16.67%	Special Educ	Winter	1100	1-8-80
Wilkinson, Anne	30.00%	Special Educ	Winter	1860	12-28-79
Williams, Donald	28.88%	Music	Winter	1950	12-28-79
Williams, Paul	10.00%	Guid & Counsel	Winter	450	12-28-79
Yakin, M. Zafer	20.00%	ORIS	Winter	1350	12-28-79
Yorke, Mary	40.00%	Mathematics	Winter	2700	12-28-79
Zajac, Elaine	32.22%	Music	Winter	2175	12-28-79

<u>Graduate Assistants</u>				<u>Effective</u>
Barnes, Martha	English	Winter	\$1575	1-4-80
Beil, Rosalind	Management	Winter	1575	1-4-80
Bondy, Elaine	School Psych	Winter	1575	1-4-80
Bustamante, Isabel	Foreign Lang	Winter	1575	1-4-80
Chhabra, Surjit	Marketing	Winter	1675	1-4-80
Delgado, Omar	Economics	Winter	1575	1-4-80
Dawson, Denise	Art	Winter	1575	1-4-80
Eaton, Pamela	Student Tchg	Winter	1575	1-4-80
Fahia, Said	Physics & Astronomy	Wntr	1575	1-4-80
Felinski, David	Biology	Winter	788	1-4-80
Giovannini, Mary	Biology	Winter	1575	1-4-80
Glover, Wayne	Biology	Winter	1575	1-4-80
Gola, Thomas	Psychology	Winter	1477	1-14-80
Groh, Jeanette	Admin Services & Bus Education	Winter	1675	1-4-80
Harper, Harry	Biology	Winter	1575	1-4-80
Hary, Robin	Home Econ	Winter	788	1-4-80
Henderson, James	Marketing	Winter	1675	1-4-80
Huang, Yueh-Sha	ORIS	Winter	788	1-4-80
McDonald, Lydia	Geography	Winter	1575	1-4-80
Miller, Martin	Biology	Winter	1675	1-4-80
Panahi, Jamshedd	Biology	Winter	1575	1-4-80
Perry, Patricia	Geography	Winter	1675	1-4-80
Pierson, Michael	Acctg & Finan	Winter	1575	1-4-80
Rea, Ann	History & Phil	Winter	788	1-4-80

Graduate Assistants (Cont'd)

Ruokolainen, Robert	Physics & Astronomy	Wntr	\$1675	1-4-80
Schullery, Nancy	College of Business	Wntr	1575	1-4-80
Shockley, Shirley	School Psychology	Winter	1575	1-4-80
Swan, Jeffrey	Management	Winter	1575	1-4-80
Talanki, Srinath	Admin Services & Bus Education	Winter	1575	1-4-80
Thomson, Kim	Biology	Winter	1575	1-4-80
Voors, Michael	Art	Winter	1575	1-4-80
Warger, A. Graham	History & Phil	Winter	788	1-4-80
Williams, Robert	Chemistry	Winter	1575	1-4-80
Wolinski, Richard	Biology	Winter	1575	1-4-80
Wreford, Fred	Biology	Winter	1575	1-4-80
Ziegler, Irene	Speech & Drama	Winter	1575	1-4-80

Supplemental Appointments:

						<u>Effectiv.</u>
Albritton, Thelma	Assoc Prof	Spec Educ	25.00	Wntr	\$1455	1-9-80
Allen, Irene	Professor	Curr & Inst	33.32	Wntr	1860	1-9-80
Anderson, Robert	Professor	Psychology	16.67	Wntr	970	1-10-80
Ashton, Charles	Assoc Prof	Marketing (Small Business Administration)		Fall	2625	8-29-79
Barach, George	Assoc Prof	Spec Educ	16.67	Wntr	970	1-8-80
Beeler, Kent	Asst Prof	Educ Ldrshp (5 das)		Wntr	750	1-1980
Belt, Gordon	Assoc Prof	Curr & Inst	16.67	Wntr	970	1-10-80
Bemish, Lawrence	Asst Prof	Spec Educ	33.34	Wntr	1940	1-12-80
Blair, John	Assoc Prof	Educ Psych	16.67	Wntr	930	1-8-80
Bravender, Paul	Asst Prof	Music		Wntr	81	1-8-80
Buckeye, Donald	Professor	Mathematics	16.67	Wntr	930	1-9-80
Burt, Susan		Geography		Wntr (1 da)	75	1-7-80
Caputo, George	Asst Prof	Spec Educ	16.67	Wntr	930	1-7-80
Compton, Gail	Professor	Speech		Wntr (2 mtgs)	162	1-9-80
Coyner, Joe	Assoc Prof	Spec Educ	16.67	Wntr	970	1-10-80
Easto, Patrick	Assoc Prof	Sociology	20.00	Wntr	1455	1-7-80
Evans, Gary	Assoc Prof	Speech	20.00	Wntr	1455	1-9-80
Fensch, Charles	Professor	Art	25.00	Wntr	1455	1-7-80
Friedman, Monroe	Professor	Psychology		Fall	25	11-14-7
Fulton, Calvin	Professor	Special Educ	16.67	Wntr	970	1-10-80
Garber, Garl	Assoc Prof	Special Educ	16.67	Wntr	970	1-8-80
Gaston, Hugh	Asst Prof	Guid & Counsel	16.67	Wntr	970	1-9-80

Supplemental Appointments (Cont'd)

Godfrey, Elaine	Assoc Prof	Art	16.67	Wntr	\$ 930	1-9-80
Goldsmith, William	Asst Prof	Curric & Inst	16.67	Wntr	930	1-10-80
Gonzalez, Joseph	Asst Prof	Special Educ	16.67	Wntr	930	1-10-80
Grinstead, Kenneth	Professor	Educ Ldrshp	16.67	Wntr	970	1-9-80
Gwaltney, Thomas	Professor	Social Founda- tions	16.67	Wntr	930	1-8-80
Homel, Michael	Professor	History (Correspondence Course)			36	12-1979
Johnson, James	Assoc Prof	Political Sci	20.00	Wntr	1455	1-9-80
Kersey, Floyd	Consultant	Economics		Fall	105	12-7-79
Kersey, Geraldine	Consultant	Economics		Fall	90	12-7-79
Kilanski, Doris	Assoc Prof	Educ Ldrshp	16.67	Wntr	970	1-8-80
King, H. Roger	Professor	History	20.00	Wntr	1455	1-8-80
Klaus, Meredith	Assoc Prof	English	25.00	Wntr	1395	1-8-80
Krebs, Robert	Professor	Curric & Inst	33.32	Wntr	1940	1-8-80
Kureth, Elwood	Professor (Dept. Head)	Geography		Wntr (1 da)	93	1-8-80
Kuwik, Paul	Professor	Ind Tech & Ind Educ	16.67	Wntr	930	1-14-80
Laird, Joan	Asst Prof	Social Work	6.67	Wntr	485	1-8-80
Laws, Duane	Professor	Home Econ	16.67	Wntr	970	1-9-80
Llanes, Jose	Assoc Dean	Education		Fall	25	11-14-7
Ludlow, Robert	Asst Prof	Marketing	20.00	Wntr	1455	1-9-80
MacMahan, Jr., Horace	Professor	Geography (2 das)		Fall	116	12-6-79
Mancell, Robert	Assoc Prof (Correspondence Course)	Geography		Fall	36	9-1979
	Assoc Prof	Geography	20.00	Wntr	1455	1-9-80

Supplemental Appointments (Cont'd)

McCracken, Sally	Professor	Speech	16.67	Wntr	\$ 970	1-9-80
Metler, John	Professor	Educ Psych	16.67	Wntr	970	1-10-80
Milske, Paul	Asst Prof	Biology	16.67	Wntr	970	1-9-80
Monahan, Thomas	Professor	Social Founda- tions	16.67	Wntr	970	1-9-80
Moore, Jean	Professor	Physics & Astro		Fall	58	1-12-79
Moore, Noel	Assoc Prof	Inter Proj		Fall	555	10-1-79
Nazzaro, Andrew	Assoc Prof	Inter Proj		Fall	529	10-1-79
Neeb, Leon	Assoc Prof	Curric & Inst		Wntr (1 da)	78	1-9-80
Nelson, Bruce	Professor	Educ Ldrshp		Wntr (6 das)	1080	1-1980
Pedersen, Erik	Professor	HPER&D	16.67	Wntr	970	1-9-80
Phillips, Donald	Assoc Prof	Chemistry		Fall	116	10-29-79
Pisoni, John	Asst Prof	Foreign Lang		Wntr	81	1-10-80
Rankin, Joanne	Assoc Prof	Mathematics	16.67	Wntr	930	1-8-80
Rice, Dale	Professor	Special Educ		Wntr (1 da)	61	1-7-80
Robinson, Robert	Assoc Prof	Curric & Inst	33.32	Wntr	1860	1-8-80
Ruiz, Reynaldo	Asst Prof	Bilingual Prog	25.00	Wntr	1455	1-8-80
Schmitt, Donna	Asst Prof	Educ Ldrshp	16.67	Wntr	970	1-8-80
Scott, Jean	Asst Prof	Curric & Inst	16.67	Wntr	930	1-10-80
Sperling, William	Asst Prof	Biology		Wntr (1 da)	81	1-9-80
Steig, Peggy	Professor	HPER&D		Fall (Honorarium)	75	12-8-79

Supplemental Appointments (Cont'd)

Stevens, Suzanne	Assoc Prof	Biology		Fall	\$ 116	10-16-79
				(2 das)		
Thayer, Louis	Professor	Guid & Counsel		Wntr	62	1-21-80
				(Consultant)		
Trochet, Paul	Asst Prof	Physics & Astro		Fall	58	11-20-79
				(1 da)		
Ufford, Mary	Assoc Prof	Special Educ	16.67	Wntr	930	1-7-80
VanVoorhees, Florence	Asst Prof	Special Educ		Wntr	61	1-7-80
				(1 da)		
Waidley, John	Assoc Prof	Guid & Counsel		Fall	175	10-4-79
				(Consultant)		
Waltz, James	Professor	History & Phil	20.00	Wntr	1455	1-9-80
Weiser, Jerome	Professor	Educ Ldrshp		Wntr	750	1-1980
	Professor	Curric & Inst	16.67	Wntr	970	1-7-80
Wells, Phillip	Professor	Social Founda- tions	16.67		970	1-9-80
Wescott, John	Assoc Prof	Ind Tech & Ind Educ	16.67	Wntr	970	1-7-80
Yahrmatter, Arthur	Assoc Prof	Speech	33.34	Wntr	1778	1-16-80
				(Wednesdays)		
	Assoc Prof	Speech	33.34	Wntr	1940	1-8-80
				(Tuesdays)		
Zambito, Stephen	Professor	Curric & Inst	16.67	Wntr	930	1-7-80

Motion carried.

.2194 M SEPARATIONS

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

<u>Staff</u>	<u>Rank/Job Title</u>	<u>Department</u>	<u>Effective</u>
Bell, William E. Other	FM-06 Custodian	Physical Plant	1/8/80
Bluitt, Arthur W. Quit Without Notice	CS-03 Postal Clerk	Univ. Mailroom	10/19/79
Chirio, Anne Return to School	AP-03 Graphics Tech.	Univ. Pub.	1/4/80
Chism, Kathryn L. Other Position	CS-02 Clerk	Bookstore	1/17/80
Collinsworth, Helen Health	CS-03 Senior Clerk	Acad. Serv.	1/10/80
Copeland, Ted R. Personal	PG-19 Maint. Mech. II	Physical Plant	1/17/80
Cornish, Deborah L. Leaving Area	CS-04 Secretary II	Campus Interact	12/28/79
Foltz, Robert D. Return to School	CS-03 Mail Clerk	Mailroom	1/4/80
Gaalema, Laura Personal	CS-03 Senior Clerk	Registration	12/14/79
Higgins, Margaret T. Leaving Area	CS-04 Secretary II	Stu. Affairs	2/1/80
Higgs, Willie L. Other Position	FM-21 Plumber	Physical Plant	1/11/80
Jacobson, Kathleen G. Other	AP-07 Advisor	Acad. Serv.	1/18/80
Marderosian, Vanessa Return to School	CS-04 Secretary II	Coop Educ.	2/8/80
Moore, Vicki Other Position	CS-05 Secretary	Grad School	1/2/80

Separations - Continued

<u>Staff</u>	<u>Rank/Job Title</u>	<u>Department</u>	<u>Effective</u>
Mulhern, John D. Other position	AP-14 Dean of Education	Education	1/4/80
Nagel, Teri L. Leaving Area	CS-03 Senior Clerk	Admissions	1/25/80
Newsome, Richard F. Other Position	PG-21 Engineer	Physical Plant	2/1/80
Vorek, Rita Other Position	CS-03 Secretary	Stu. Teaching	1/18/80
Walz, Randy G. Other Position	CS-04 Supervising Clerk	Bookstore	1/11/80
Wanty, Linda Other Position	CS-03 Secretary	Curr./Instru.	1/11/80
Watson, Linda C. Return to School	CS-04 Personnel Clerk	Personnel	1/15/80
Wells, Vanda L. Other Position	CS-03 Senior Clerk	Grad School	1/4/80
Wiley, Roger A. Other Position	AP-11 Director	Admissions	2/12/80
Rossiter, Bruce Other Position	AP-11 Director	Development	3-15-80
<u>Faculty</u>			
Ramsay, Louis P. Personal	Associate Professor	Acctg. & Finance	12-20-79

Separations - Continued

<u>Retirements</u>	<u>Rank/Job Title</u>	<u>Department</u>	<u>Effective</u>
Vandewalker, Lewis (1968)	FM-06 Custodian	Physical Plant	1/4/80
Waters, C. Madge (1967)	CS-04 Secretary II	Occup. Therapy	1/31/80
Birleson, Clifford (1951)	Associate Professor Emeritus	Curr./Instru.	1/30/80
Hutchinson, Hubert (1972)	FM-13 Driver/Warehouseman	Physical Plant	1/10/80
Kanigoski, Chester (1970)	FM-06 Custodian	Physical Plant	1/31/80
Risby, Dorothy R. (1968)	FM-04 Housekeeper	Physical Plant	1/7/80
Smith, Ellen A. (1969)	FM-01 Food Service Helper	McKenny Union	1/31/80
Topa, Mildred (1974)	FM-09 First Cook	McKenny Union	2/29/80
Osadchuk, Mitchell M. (1956)	AP-09 Adm. Associate II Emeritus Associate Professor - Music	University Relations	6-30-80

Regent Kinzel pointed out the separation of Dean John Mulhern, College of Education, and noted Mitchell Osadchuk was retiring from the University. Chairman Robb noted that Bruce Rossiter, of Development was leaving the University to accept a position in the Development Office at Michigan State University.

Regent Board said the Eastern Echo seems to state news articles in the negative sense about staff turnover. He said this is definitely not true. He said the vast majority of the people leaving Eastern provides them with an opportunity for advancement.

Regent Kinzel said she agreed with the concerns expressed by Regent Board and also wanted to make note of the fact that these people left of their own volition and they are accepting other positions that offered them an opportunity to advance their careers.

Regent Milford asked if Mr. Osadchuk was retiring voluntarily. Vice President Hawks indicated that Mitchell had told him he and his wife wanted to pursue other interests and he did not feel he was at liberty to discuss Mr. Osadchuk's plans at this point but he was very sorry to see him leave. He said he had written a letter to Mr. Osadchuk wishing him well and expressing appreciation for the job that he had performed while at this University.

After some discussion it was agreed Vice President Hawks would send the Board members a copy of his personal letter to Mr. Osadchuk expressing thanks for a job well done.

Motion carried.

.2195 M CHANGES OF STATUS

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

Adams, Leah	From: Associate Professor To: Acting Dept. Head in Curriculum & Instruction Effective: 1/7/80 Annual: \$32,286 Biweekly: \$1,237.53
Brougham, Joan H.	From: CS-03 Secretary To: CS-04 Library Assistant II in CER Effective: 1/4/80 Annual: \$8,901 Biweekly: \$341.19
Brown, Geraldine E.	From: CS-05 Account Specialist To: CS-04 Library Assistant II in CER Effective: 2/4/80 Annual: \$11,758 Biweekly: \$450.69
Chopra, Chander	From: CS-03 Key Entry Operator To: CS-04 Key Entry Verifier Effective: 1/7/80 Annual: \$8,901 Biweekly: \$341.19
Delorey, Paul J.	From: AP-08 Coordinator of General Merchandise To: AP-09 Associate Manager of Bookstore Effective: 12/27/79 Annual: \$20,500 Biweekly: \$785.77
Moore, Cynthia J.	From: Temporary Clerical To: CS-04 Secretary II in Educational Leadership Effective: 1/7/80 Annual: \$8,901 Biweekly: \$341.19
Pearson, Mary J.	From: CS-03 Senior Clerk/Typist To: CS-04 Secretary II in Dean of Education's Office Effective: 1/7/80 Annual: \$8.901 Biweekly: \$341.19

Changes of Status - Continued

Reesman, Martha N.	From: AP-07 Coordinator To: AP-09 Ad. Associate II in Internat'l. Projects Effective: 1/7/80 Annual: \$17,642 Biweekly:
Walker, Helen L.	From: Temporary Housekeeper To: FM-04 Housekeeper in Physical Plant Effective: 12/9/79 Annual: \$10,853 Hourly: \$5.20
Westerman, W. Scott, Jr.	From: AP-13 Department Head To: AP-14 Acting Dean of Education Effective: 1/7/80 Annual: \$46,832 Biweekly: \$1,795.09
Williams, Robert	From: Professor To: Department Head and Professor Department of Marketing Effective: December 29, 1979 Salary: \$42,236
Blum, Fred	From: Director of Library To: Professor - Library Effective: 12-28-79

Regent Kinzel said she wanted to point out that Dr. Scott Westerman was now the Acting Dean of the College of Education. Dr. Robert Williams was the Department Head for the Department of Marketing effective December 29, 1979.

Motion carried.

.2196 M LEAVES OF ABSENCE

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

Brown, Maxine	FM-06 Custodian in Physical Plant be granted a medical leave extension, without pay, from 12/17/79 to 6/17/80.
Brown, Susie	FM-09 in Food Service be granted a medical leave, without pay from 1/4/80 to 1/20/80 and an extension from 1/20/80 to 4/20/80.
Nanry, John	FM-12a in Physical Plant be granted a medical leave, without pay, from 1/15/80 to 3/10/80.
Neal, Kathleen	CS-04 Secretary II in Consumer Education be granted a maternity leave, without pay, from 12/7/79 to 1/18/80.
Pine, Cynthia	AP-10 Assistant Director in International Projects be granted a maternity leave from 12/20/79 to 3/20/80.
Sepell, Greg	AP-07 Senior Engineer in Center for Education Resources be granted a medical leave, without pay, from 1/14/80 to 3/21/80.
Sprouse, Wilma	CS-02 Clerk/Typist in HPER & D be granted a medical leave, without pay, from 3/1/80 to 6/1/80.
Yeager, Sharon	CS-05 Senior Secretary in Academic Services be granted a child care leave extension, without pay, from 1/1/80 to 4/1/80.

Faculty

Bolner, Mary	Assistant Professor in the Library be granted a Leave of Absence, without pay, effective 12-28-79.
Harrison, Sharon	Professor, Art Department, be granted Sick Leave, effective 12-28-79.
McGee, Charles	Assistant Professor, Art Department, be granted Sick Leave, effective 12-28-79.
Michael, Calvin	Professor, Social Foundations, be granted Sick Leave, effective 11-11-79.

Motion carried.

Chairman Robb asked Regent Rush to provide the Student Affairs Committee report of February 14, 1980, which was distributed prior to the Board meeting.

Regent Rush reported that the Student Affairs Committee met on February 14 at which time they approved the minutes of the January 10, 1980 meeting.

He reported that Dr. Clark Spike, Associate Vice President for Academic Affairs, introduced Ms. Shirley Green, Director of Academic Services, and Dr. Paul Milske, Biology Department, as resource persons for the discussion on academic advising.

Regent Rush continued that Dr. Spike reviewed the academic advising program at EMU, emphasizing changes over the past 18 months. He pointed out that the major change in the academic advising process resulted from a shift to the point of view that students should have the major responsibility for their academic planning and advising. Each student is provided a folder designed to assist them in planning their academic program. Shirley Green distributed to the committee members, copies of typical student folders and other information students were provided to assist them in the academic advising and registration process.

A question and answer period followed on how academic advisers are assigned to students, how academic advisers are prepared for and trained for academic advising, how academic advisers are evaluated, and special problems that transfer students have in academic advising. It was suggested that since the new academic advising program is less than two years old, a formal evaluation should be conducted and the findings reported. It was also suggested that students be informed about the University's expectations for academic advising and especially its developmental nature so they would know what they should expect from the Academic Services Center and faculty advisers. Regent Rush suggested that the publication "Where to Go for Various Student Services" be included in the New Student Days issue of the Eastern Echo and as a part of the Class Schedule. Also discussed was that there is no all-University statement on academic advising or special student services in the catalog; and many students are unaware that they can drop or add a class, without paying a late fee, if the instructor has been changed by the University.

Regent Rush continued that the committee heard a report on Special Support Programs. A memorandum on the "Quality of the Academic Experience, Area 2: Special Support Programs and Resources" was distributed to the Committee members by Dr. Spike. Since this was a policy introduction issue, it was agreed that the Committee would review this document before the next meeting. Special support programs will be a discussion item on the March agenda.

A report on Status Reports was given by Judy Keenan that the administration's proposal for a change in the Physical Education requirement was tabled at the last Board of Regents meeting. It is anticipated that the Board of Regents will act on this proposal at its March meeting.

Dr. James Scott presented the "EMU Students and Weekend Activities Report" and he stated that a carefully designed survey had been completed by 462 students. The survey asked for students' reactions regarding their activities on campus and weekends. Dr. Scott reported on the major findings of the study and the recommendations. He said that the recommendations would provide program directions for the Office of Campus Life, Housing and Minority Affairs. Regent Milford complimented Dr. Scott and the committee on the excellent report. Dr. Scott also pointed out that the Office of Campus Life, Housing and Minority Affairs was completing plans for more weekend activities for the remainder of this semester.

Regent Milford asked about the involvement of Black students in the Ypsilanti community. Dr. Scott replied that it has been his general observation that there is little involvement of Black students in the community, except in local churches.

Regent Rush said that several student members of the Student Affairs Committee commented on the rental and food rates for the use of McKenny Union facilities and the Huron Hideaway. Dr. Sprandel reported that Mr. Walter Miller, the new Director of McKenny Union and Conferences has a campus-wide committee involved in reviewing such needs as part of the process of updating and correcting procedures for use of campus facilities by students, faculty and staff. A status report on progress is scheduled for the April meeting with a final report in May.

Vice President Smith reported the tape/slide presentation on the Recreational/Intramural Facility has been developed and is in final production. Following the schedule developed earlier; the slide presentations will be presented throughout campus, and petitions supporting and opposing the Recreational/Intramural Facility will be distributed. The presentation will begin shortly after the winter break. Dr. Sprandel stated that the Housing Rates for 1980-81 are nearly completed. He said that the inflationary increase in costs ranges between 10% and 14%. He noted that RHA and approximately 15 students are involved in the process.

Vice President Smith distributed President Porter's Administrative Response to the Minority Perspectives Report. It stated that the vice presidents have been charged with the responsibility to provide him with an update on the progress in minority perspectives and that minority perspectives will become part of the University Goals each year. Vice President Smith pointed out that last statement of the memorandum that stated this response would conclude the work of the Minority Perspectives Task Force.

Regent Rush said the next meeting will be on March 13, 1980 at 3:30 p.m., and that concluded his report.

Regent Milford commented that she had been following the articles in the Ann Arbor News concerning the black student enrollment at the University of Michigan. She said the Board of Regents at the University of Michigan were concerned that there was nothing for the black students to relate to in order to keep them on the campus during the weekends. She said the articles said the students wanted to go back to Detroit or to their homes. She said she felt there are a lot of wonderful people in the Ypsilanti area that might be able to help.

Chairman Robb said it was a good point that Regent Milford brought up and agreed that there are a lot of good people in the City of Ypsilanti and the surrounding areas that might be able to open their homes to black students on the weekends.

President Porter said the perception in this case is just the opposite of the facts. He said it is not the white students who are staying on campus, but it is in fact the black students that are staying on campus.

Regent Rush moved and Regent Board seconded 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 discussion on the following:

1. Retirement incentives and policies: It was agreed the AAUP and the Faculty Council would work on proposals that could be presented to the administration in May. He said the administration would also be working on proposals for May presentation.
2. Registration and payment schedules: He said Dr. Spike gave a report which clarified many of the questions that were raised.
3. Counseling Services for students: A lengthy discussion on this issue. He said the students are changing, we have many more older students than in the past. It presents a very difficult and more complex problem but they are working on it and it may require a community-type effort.
4. Fourth Distinguished Faculty Awards Program: The faculty had asked that the program be extended to provide awards for four faculty members, they would like to have awards for a junior and senior researcher, and a junior and senior teaching-type person. He said Vice President Evans is working on the proposal and will present it for consideration for next year.
5. Nominations for Search Committee for the College of Technology.
6. Registration process.
7. Report on the preparation for the North Central Association of accreditation evaluations.
8. Change in support assignment for Faculty Affairs Committee.

Chairman Robb asked Regent Rush if there were any items he would like to add to the report. Regent Rush said the Chairman's report was very complete.

It was moved by Chairman Robb and seconded by Regent Milford that the Faculty Affairs Committee report be received and placed on file.

Motion carried.

Chairman Robb asked Regent Dyer to proceed with the Finance Committee report. Regent Dyer asked Vice President Romkema to give the Treasurer's Report. Several questions raised were answered by Vice President Romkema. Regent Barnes poised questions concerning the small business administration loans which were clarified by Vice President Romkema.

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

Motion carried.

.2197 M INTERNAL AUDITOR'S REPORTS

Regent Dyer moved and Regent Board seconded that the Internal Auditor's reports and responses be tabled pending further analyses of responses by the University staff.

Regent Dyer explained that there were new items that had come up at the Finance Committee meeting just prior to the Board meeting, and that is why they were asking that these responses be deferred until the May meeting.

Motion carried.

.2198 M EDUCATIONAL GRANTS

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

1. A grant from the Michigan Department of Social Services, in the amount of \$118,616, for the project, "Expansion and Implementation of On-Site Practicum and Course Instruction in the Family and Children's Services Specialty."
2. A grant from the Michigan Department of Education, in the amount of \$63,000, for the project, "Contemporary Parenting: A Community Approach - Phase II."
3. A grant from the Taylor School District, in the amount of \$22,596, for a "Teacher Stress Reduction" program.
4. A grant from the National Science Foundation, in the amount of \$13,998, for an "Undergraduate Research Participation" program.
5. A grant from the Charles Stewart Mott Foundation, in the amount of \$11,250, for the "Quality of Work Life Program" at the National Center for Community Education."
6. A grant from the Kenny-Michigan Rehabilitation Foundation, in the amount of \$1500 for "Student Scholarships in Occupational Therapy."

Regent Dyer reviewed the report and stated the Finance Committee had asked that in the future, all student aid be included in the report so the Board would have a better feel on the total financial aid assistance provided by the University.

Vice President Romkema said he would prepare the report in a new form for the Board's consideration next month.

Regent Rush asked if the University was receiving its payments from the Taylor School District as agreed.

Motion carried.

.2199 M GIFTS

Regent Dyer moved and Regent Board seconded that the gifts for the months of November and December 1979 -- totaling \$134,272.16 -- be received with appreciation. It is also recommended that the unrestricted bequest in the amount of \$10,368.73 from the estate of Albert J. Sabourin be designated as funds functioning as endowment, and that the earnings from these funds be used to offset the costs of the Alumni Student Identification Program.

President Porter said he wanted to make special note of several major gifts that were presented, he noted the following:

\$5000	Ford Motor Company
2000	EMU Football Bust Committee
500	Bill Habel Scholarship
500	Albert Milford Memorial
1000	Dramatic Arts
1000	Accounting & Finance
500	WEMU Development Fund from Regent Emeritus McCormick
3750	American Broadcasting Company
10000	Jack Jyleen for the Jack Jyleen Track Fund
2000	Everett Marshall Fund
25000	Dr. Maurice Landers
10000	Bequest from estate of A. J. Sabourin
2000	Regent Dyer

Regent Rush said he noted the recommendation included the \$10,368.73 from the estate of Albert J. Sabourin and the monies were to be used for Alumni Program and asked for an explanation.

Vice President Hawks indicated that the State of Michigan had been divided into nine regions. President Porter and several staff members have traveled to these regions to talk about the Alumni Student Identification and Award of Excellence Program with Alumni Liaison and Volunteers. We hold receptions for their alumni and in the future the part of the costs for these receptions will be paid for by the dollars earned from this bequest.

Chairman Robb asked President Porter if he would offer a review of the status of his new initiative on recruiting. He said this is not a part of this motion but he thought it might be an appropriate time to hear his report.

President Porter said that in the past, as the Board knew, there had been some alumni activity programming in the state, as well as out of the state, but there had never been a concerted effort by the Alumni Office to utilize the alumni to assist in our efforts to attract 2550 new students each year to Eastern Michigan University. We have selected 125 alumni liaison from throughout the state and it was a very tough task to identify 125 people willing to assist in this matter. They in turn have to get one alumni volunteer for each high school in the State of Michigan. There are over 850 public and private high schools in the state. He said we have two more regional meetings, one in Grayling and one in Escanaba, and we are already receiving excellent feedback from our alumni liaison volunteers and school people in the field. In the long run, this is just a start for us to set up an alumni network to assist us during the 1980's in many projects that we may be pursuing. President Porter continued that the accountability is very clear. We have only 78 high schools in the state that sent us five or more students last year; and there are over 450 high schools in the state that did not send us any students. That is what we are trying to do is convert those 450 plus schools so they at least send us one student.

Vice President Hawks explained the regional breakdown for this program in more detail.

Regent Dyer said he wanted to point out to the Board that there had been great improvements made over the past five years in the development program. He said we have come from \$71,000 in cash gifts in 1975, to \$290,811 this year. He said he is pleased, and the Board is pleased, and he just knows there is more to come. He said the number of donors increased by 1000 this year from last. He said the Board wanted to compliment Director Rossiter and Vice President Hawks for an excellent job and also state they know there is more to come in the future.

Regent Dyer said there was one sad note. Bequests were down. He said there isn't very much we can do about this until we have someone working in that area on a full time basis. He said he planned to bring this subject up again at the Board retreat so they could get on with the hiring of a deferred giving person.

Regent Bernard asked if that subject was on the Retreat agenda as she agreed with Regent Dyer that we should get moving in that area. She said she had talked with Mr. Rossiter this morning prior to the Board meeting and he expressed some concerns to her that there is somewhat of a lack of commitment for a good development program. She said she personally feels that other universities are beefing up their development programs and Eastern should not be lagging behind. She thought it should be discussed at the Retreat. After some discussion the Board members agreed it should be an agenda item for the Retreat.

Motion carried.

.2200 M USE OF PERSONAL CAR -- Reimbursement

Regent Dyer moved and Regent Board seconded that the Board of Regents approve an increase in reimbursement for use of a personal car from 18¢ per mile to 20¢ per mile -- effective March 1, 1980.

Regent Dyer said this recommendation was self-explanatory and the Board will be seeing more recommendations like this as the cost of gasoline continues to climb.

Motion carried.

.2201 M AFSCME LOCAL 1666 CONTRACT EXTENSION

Regent Dyer moved and Regent Milford seconded that a one-year contract extension for AFSCME Local #1666 (covering approximately 240 maintenance and food service employees) be approved.

The one-year contract extension provides for:

1. An across-the-board wage increase of six percent (6%) effective December 31, 1979.
2. An across-the-board increase of eight percent (8%) effective June 30, 1980.
3. An increase in the University's contribution for short-term disability insurance from \$1.25 per month to \$5.00 per month for participating employees -- effective March 1, 1980.
4. An agreement that summer job opportunities in the Custodial Department be offered to food service employees on the basis of greatest seniority. Formerly, such job opportunities have been offered in reverse seniority order.

Regent Dyer explained the history of this recommendation.

Motion carried.

.2202 M NON-BARGAINED-FOR SALARY ADJUSTMENTS

Regent Dyer moved and Regent Rush seconded that non-bargained-for administrative-professional and clerical-secretarial employees be granted a four percent (4%) salary adjustment, effective December 31, 1979.

It was further recommended that the salary ranges for the above referenced employees be adjusted by four percent (4%), and that such salary adjustments be effective only for employees who are currently in the employ of the University as of this date, February 20, 1980, and not retroactive for employees who have left the University prior to February 20, 1980.

Any appropriate salary categories will be adjusted to reflect the 4% increase.

Motion carried.

.2203 M SHORT-TERM DISABILITY COVERAGE

Regent Dyer moved and Regent Board seconded that the Short-Term Disability Insurance coverage for maintenance and food service employees be placed with The Hartford Insurance Company, effective March 1, 1980.

Motion carried.

.2204 M USE OF "FROZEN" MEDIA ADVERTISING BUDGET

Regent Dyer moved and Regent Milford seconded the report on the use of "frozen" media advertising budget funds be received and placed on file.

President Porter said the memorandum regarding this recommendation is self-explanatory. Vice President Smith had provided him with a report indicating that the affects of the previous advertising campaign were really not great, nor did it produce as great an impact as they expected. He feels this is a better way to utilize the dollars.

Motion carried.

Chairman Robb asked if there was any other business to come before the Board. Hearing none, he noted that the next Board meeting would be held as scheduled on March 19. However, he wanted to note that there would not be an April meeting because the Board members would be involved in the Association of Governing Boards meeting to be held in Washington, D.C. on April 13-14-15-16. Chairman Robb continued that the Board Retreat was going to be held at the Hilton Hotel in Traverse City on Friday, February 29, Saturday, March 1, and Sunday, March 2. These meetings are open for anyone who might have an interest in attending. Chairman Robb reminded the Board members that the Honors Convocation would be held at 7:30 p.m. on April 2 and asked they all note that on their calendars.

Chairman Robb noted that there had been a couple questions raised on the Retreat agenda. He said the agenda can be somewhat flexible. He reminded the Board that he had asked repeatedly for the Board members to give him any agenda items. Only Regents Rush and Dyer had contacted him in that regard.

Regent Milford commented that she is very concerned that some Board members seem to leave early from the Retreat. It appeared to her that they were saving the best item on the agenda for the last, and that was the discussion with President Porter. She wondered if that could be on the agenda first.

Regent Kinzel said she felt they might have more to talk to President Porter about after they have gone through the agenda, and suggested we leave it as it is.

President Porter said he had requested our staff to be very brief in their presentations. He said the Retreat materials would be sent out to the Board members on Friday of this week so they would have the weekend to review them. He asked for all the materials to be very thorough as he did not want a dog-and-pony show at the Retreat. He said he felt this was a Board Retreat and the presenters at the Retreat, the staff people should all be prepared to answer questions and listen to the discussions taking place.

After some discussion it was agreed that the subject of sabbatical leaves and basic studies would be added to the Retreat Agenda.

The meeting adjourned at 3:40 p.m.

Respectfully submitted:

Gary D. Hawks, Secretary