

1978

Board of Regents Meeting Materials, September 20, 1978

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BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

Official Minutes of meeting of September 20, 1978
Regents Room - McKenny Union

Board members present:

Richard N. Robb, Chairman
Linda D. Bernard, Timothy J. Dyer, Dolores A. Kinzel, Edward J.
McCormick, Beth W. Milford, Carleton K. Rush and John F. Ullrich

Administration present:

Acting President Anthony H. Evans
Vice-Presidents: Robert J. Romkema and Laurence N. Smith

Administration absent due to court appearance regarding AAUP strike

Vice-President: Gary D. Hawks
Interim Vice-President Donald F. Drummond
Associate Vice-President Raymond LaBounty

Chairman Robb opened the meeting at 11:15 a.m.

Regent Dyer moved and Regent Milford seconded the minutes of the August 16, 1978, meeting be approved as distributed.

Regent Rush referred to the portion of the preliminary minutes regarding the breakdown on travel costs and said he had asked for a report by this meeting but did not receive it.

Vice-President Romkema said he was working on a report but it is not ready yet.

Regent Rush said he did not intend for it to be a research study and he did not want to cause a lot of extra work. He suggested Vice-President Romkema put a hold on his request and he will talk with him in his office later about the matter.

Chairman Robb asked if there were any other questions, additions or corrections to the minutes before they are approved and hearing none, he called for the question.

Motion carried.

Chairman Robb asked for the approval of the preliminary minutes of the August 30, 1978, Special Meeting of the Board of Regents.

After some discussion Regent Dyer moved and Regent Ullrich seconded the preliminary minutes be approved as corrected.

Motion carried.

Chairman Robb then introduced Judy Keenan the Student Body President and asked her to come before the Board to make a presentation on Student Government.

Judy Keenan thanked the Board for the opportunity to make a presentation. She then introduced Daniel Hand the Student Body Vice-President who assisted her in the presentation.

Briefly, Ms. Keenan and Mr. Hand explained the Purpose of Student Government. They explained the Legislative Branch, the Standing Committees and their duties, the Executive Branch and the services offered by Student Government.

A few questions were asked of Ms. Keenan by members of the Board and they were answered very well.

Regent Bernard thanked Judy Keenan and Daniel Hand for their very helpful presentation.

Chairman Robb told Ms. Keenan and Mr. Hand that he personally appreciated receiving the minutes of the Student Government meetings. He said he tries to keep abreast of their activities by reading the minutes. He thanked them both for a very informative report.

Chairman Robb stated that unless there were objections he would like to move the Appointment of the Ad Hoc Screening Committee to this point of the agenda. Hearing no objections, he asked Regent McCormick to make his committee report.

.1978 M APPOINTMENT OF PRESIDENTIAL SCREENING COMMITTEE

Regent McCormick reported they had a very fine list of nominees for the Screening Committee. Several nominations were outstanding. He said he and the committee would like to recommend the following names of people to serve on the Presidential Screening Committee:

2 Students:	Mary Rose Taylor and Claude Jackson
2 Faculty:	Stewart D. Work and Elven Duvall
2 Alumni:	William Simmons and John Lynch
2 Administration:	Ralph Gildea and Gary D. Hawks
1 Non-Academic	Wendy Sparks

Regent McCormick continued that it was difficult to choose from the many fine nominations. He said the committee was happy to note that many of the people chosen wear more than one hat. John Lynch, for example, was recommended as an alumnus but at the same time he is very active in community affairs and very supportive of Eastern Michigan University. He said he felt the nominations were an excellent choice and they were the unanimous recommendation of the Ad Hoc Committee.

Chairman Robb thanked Regent McCormick for his report and announced that he would like to make the appointment of the Regent members to that committee. He said he would like Regent McCormick to serve as the Chairman of the Presidential Screening Committee and he was appointing Regent Bernard and himself to the committee to bring the committee membership to twelve (12) people as recommended by the Ad Hoc Committee and approved by the Board of Regents on August 30, 1978.

Regent Milford moved and Regent Rush seconded that the Ad Hoc Committee report and recommendation of people to serve on the Presidential Screening Committee be approved.

Motion carried.

Chairman Robb said that before we move on he wanted to comment on some of the criticisms he has heard on the Presidential selection procedures that have been set up. He said it was interesting to note that Michigan State University has been toiling for a year now to come up with an acceptable procedure. Last week it was announced their Board of Trustees are free to select a candidate from anyone they choose, even if the individual has not been recommended by the screening committee. He said it was his further understanding that at the University of Michigan, the Board of Regents have made it clear they will be the reviewing committee, the selection committee, and will make the final determination of who will be the new President.

Chairman Robb continued that at this University we have tried to involve the entire University in the development of our procedures. I think you will find our procedure very fruitful. Hopefully, we will come up with a decision that most people will be happy with. There is no way possible that everyone will be pleased, but we hope the majority of people will be happy.

Regent Dyer said that since we have adjusted the agenda, he asked if he could make a report at this time on Section #13, the Endowment Funds. He said he thought this was such an important issue he wanted to be sure the total Board was in attendance to give the subject full consideration.

Chairman Robb asked the Board if there were any objections, and hearing none, he asked Regent Dyer to proceed.

Regent Dyer told the members of the Board that he was going to make a rather harsh criticism of the Ann Arbor Trust Company, for their many years of long standing neglect and improper advising of Eastern on investments. He said Eastern should not tolerate it any longer. He told the Board that over a five-year period ending on 6-30-77, the net return was less than one percent, in fact, it was 0.75%. In the same period another University accrued 6.14%. Regent Dyer hastened to add that they cannot throw all the blame on the Ann Arbor Trust Company as we have made some of the decisions ourselves. He said he was especially critical of them because they have not given proper advice and yet they send Eastern huge bills for their fees.

Regent Dyer said the Finance Committee has invited someone from the Financial Control Systems Division of the First of Michigan Corporation, which is one of the advisors to universities all over the United States, to come to our next Finance Committee meeting to give us some advice.

Regent Kinzel asked if the First of Michigan Corporation was an advising corporation and Regent Dyer said that was only one of their many functions.

Regent McCormick questioned our contract with the Ann Arbor Trust Company. He asked if it stipulates that they should advise us what we should or should not do. He said we should not hang them until we are sure they are guilty. Or if we are making the mistakes and not taking direct action, when they do advise us, then that is a different situation.

Regent Dyer agreed with Regent McCormick that this should be verified. He said however, he had his mind made up. The Board has had problems with the Ann Arbor Trust Company for years. A long list of colleges and universities that used Ann Arbor Trust Company in the past have all left them for other advisory firms.

Regent Milford commented that less than two years ago the Board had the Ann Arbor Trust Company come to the Finance Committee. She said she felt an institution like Eastern should be in the area of a guaranteed return rather than investing in the stock market. She said she does not favor it regardless of what the Ann Arbor Trust Company says. She said she was certain they could make a better record than this report shows.

A very lengthy discussion period followed on various ideas of endowments and investments. It was agreed that Vice-President Romkema should check the contract with the Ann Arbor Trust Company. He should also invite someone from the Ann Arbor Trust Company to attend a future Finance Committee meeting as well as the First of Michigan Corporation representative.

Chairman Robb asked Regent Rush for the Student Affairs Committee Report.

Regent Rush said he was very pleased to report on the September 7 meeting of the Student Affairs Committee. He said they heard a most interesting report from Vice-President Smith entitled "On Being Responsive" in which he briefly summarized developments at Eastern over the past three years and identified the numerous efforts made in determining, and being responsive, to the real needs of our student body. Regent Rush reported that he asked Vice-President Smith to make a written report of his remarks so they could be included as part of this report today. Regent Rush distributed that report to the members of the Board and commented he thought they would find it very interesting and most impressive.

The committee also heard a report from the Dean of Students, Bette White. Dean White highlighted the Division of Student Affairs activities that will be taking place during the fall term.

Regent Rush told the Board they will be pleased with the scope of activities that have been undertaken in the last few years, as well as those new programs upon which they are embarking. The Student Affairs Committee has seen a significant development over the years with the promise of even more to come.

The committee discussed several policy issues related to handicapped students. Basically the discussion revolved around the following three policy areas: (1) recruiting and admission, (2) providing accessibility to university classes, programs and services, and (3) what services should the University additionally provide to help the handicapped successfully function as students.

The committee requested the administration to develop mechanisms for fully exploring this area and to formulate specific approaches for policy development and deliberation. As this information is developed the Student Affairs Committee will share it with the total Board through the monthly reports as well as through the various Board committees where appropriate.

The Student Affairs Committee heard a report on the Search for the Student Publications Director, and learned that the position was being readvertised which would delay coming to closure on that effort.

The committee was informed that the Division of Student Affairs was recommending to the Board the appointment of Dr. Melinda Liller to the Health Center as a staff physician. Dr. Liller is a Phi Beta Kappa, Wayne State graduate, and received her M.D. at the University of Michigan. She comes to Eastern from St. Joseph Hospital where she was a surgery resident.

Regent Rush continued that the committee also heard status reports on the Grade Grievance Procedure, Faculty Course Evaluation, and New Grading System. The committee hopes these items will be coming to the Board through the Educational Policies Committee in a short while.

Student Affairs Committee Report - continued

Regent Rush noted there was considerable discussion related to the Presidential Search. Both Regent Bernard and he indicated to the students that they wanted them to participate in the process, and they should get together to nominate individuals for the screening committee.

The committee heard a report on the new coverage for student health insurance which they will be discussing in greater detail at the next meeting.

Regent Rush said that Dr. Evans shared with them a brief overview regarding the Day Care Center proposals. Although the committee did not review the alternatives or their cost implications, there was strong student support for the creation of a Day Care Center program.

Regent Rush said the next meeting of the Student Affairs Committee will be one week later than usual, which will be October 12.

Regent Rush moved and Regent Dyer seconded the Student Affairs Committee report be received and placed on file.

Motion carried.

Chairman Robb announced the meeting would recess for lunch and reconvene at 1:30.

The Board meeting reconvened at 1:45 p.m.

Chairman Robb commented that the empty chairs around the Board table are those of Vice-Presidents Hawks, Drummond and LaBounty. He said they are in Judge Campbell's court to testify today on the complaint of the student who charged he is being denied his education by the faculty strike which is causing him irreparable harm.

Chairman Robb said he hesitates to comment on this subject because it is so emotional. He said, however, he felt he could speak for himself and other members of the Board by stating they are very concerned and anxious about the strike. He said we are all very anxious to have the situation remedied and see the students and faculty back in the classrooms. He said he hoped the negotiations continue in good faith and an agreement will be reached soon. He said he did not think it was an appropriate time to discuss the issues that are remaining on the table. Chairman Robb noted again that the Judge is hearing the case brought by the student at this time and he is not considering the petition by the University for the injunction. He said possibly before the meeting is over Vice-President Hawks will return from Ann Arbor to give a full status report.

Chairman Robb said there would be no Faculty Affairs Committee report as the committee did not meet in September.

Chairman Robb asked Vice-President Romkema for the Treasurer's Report.

Vice-President Romkema gave a very lengthy and comprehensive Treasurer's Report. Several questions were posed by Board members regarding interest rates and investments.

After a lengthy discussion, it was moved by Regent Dyer and supported by Regent Ullrich that the Treasurer's Report be received and placed on file.

Motion carried.

Chairman Robb asked Regent Dyer to proceed with the Finance Committee Report.

.1979 M INTERNAL AUDITOR'S REPORT

Regent Dyer moved and Regent Milford seconded the following Internal Auditor's Reports be received and placed on file:

- (a) Audit Activity Report for the month ending August 31, 1978
- (b) Audit Report: Investments dated August 4, 1978

Motion carried.

.1980 M EDUCATIONAL GRANTS

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

1. A grant from the National Science Foundation, in the amount of \$26,100, for the project, "Medical & Sectarian Role of Spiritualism in Mexico;"
2. A grant from the U. S. Army Corps of Engineers, Detroit District Office, in the amount of \$15,297, for the project, "Intergovernmental Personnel Act;"
3. A grant from the Department of Health, Education and Welfare, Public Health Services, in the amount of \$10,501, for the project, "Nursing Loan/ Nursing Scholarship;" and
4. A grant from the Small Business Administration, in the amount of \$7,500, for the project, "Small Business Counseling."

Some discussion ensued regarding the grant "Medical & Sectarian Role of Spiritualism in Mexico" and an explanation of this grant was made by Acting President Evans.

Motion carried.

.1981 M BUDGET - PRESIDENTIAL SEARCH COMMITTEE

Regent Dyer moved and Regent Rush seconded that a budget of \$5,000 be established for Presidential Search activities and the Board Secretary be authorized to sign for the account.

Regent Dyer explained some of the expenditures that will be charged to this account. He said the proposed budget was based upon the experience of the last Presidential Search held a few years ago. He explained there will probably be other expenses involved such as travel and moving, but they won't put them all together until the final audit.

Motion carried.

.1982 M SALARY FOR ACTING PRESIDENT

Regent Dyer moved and Regent Ullrich seconded that Dr. Anthony H. Evans' salary be increased to \$1,975.63 (bi-weekly) for the period of August 26, 1978 through November 7, 1978, to compensate him for functioning as Acting President during the time President Brickley is on leave of absence.

Motion carried.

.1983 M SATELLITE INTERCONNETION PROJECT

Regent Dyer moved and Regent Milford seconded that the Board of Regents authorize the construction of a "receive only" ground terminal on the roof of King Hall for the reception of signals from communication satellites. It is further recommended that the administration be authorized to expend funds equal to the difference between the estimated cost of construction at the most cost effective site and construction at the King Hall site.

Motion carried.

.1984 M MUSIC BUILDING CONTRACTS

Regent Dyer moved and Regent Milford seconded that

- I. the Board of Regents approve the following low bidders (as modified) for constructing and equipping the Music Building:
 - A. Building Trades Work
Spence Brothers Construction Company\$4,708,000.00
 - B. Mechanical Work
Boone & Darr Company..... 1,744.510.00
 - C. Electrical Work
A. F. Smith & Son Company..... 519,600.00
 - D. Furnish and Install Projection Screen
International Building Products Company..... 975.00
 - E. Furnish and Install State Curtains
International Building Products Company..... 7,075.00
 - F. Furnish and Install Auditorium Seating
Ideal Seating Company..... 7,974.24
 - G. Furnish and Install Elevators
Westinghouse Elevator Company..... 77,400.00

Total of Contract Award Recommendations..... \$7,065,534.24

II. It is also recommended that the Board of Regents authorize the Acting President or Treasurer to execute a contract in the amount of \$7,065,534.24 with Spence Brothers Construction Company to assume as general contractor the other above mentioned low bidders in accordance with the conditions of this project specifications and the amended bidding documents.

III. It is also recommended that the Board of Regents authorize the Department of Management and Budget, Bureau of Facilities, to act as its agent to administer the project during the construction stage, and that the aforementioned contractors and also the professional service contractor, Wakely-Kushner Associates, Inc., be assigned to the Department of Management and Budget. It is recommended that the Board of Regents also authorize the Department of Management and Budget to act as its agent in managing the project throughout its duration, and in providing on-site supervision for this project, except that the selection and purchase of loose equipment and furnishings will be done by University staff.

IV. It is also recommended that the project budget presented on the next page be approved.

Music Building Project Budget

<u>DESCRIPTION</u>	<u>STRUCTURE</u>	<u>SITE/SERVICES</u>	<u>PROJECT</u>
	State Bldg. <u>Author. Funds</u>	<u>FURNISHINGS</u> State Approp. <u>Funds</u>	
A. (1) <u>Structure and Related Equipment</u>			
a. Building Work - Spence Brothers Construction Co.	\$ 4,016,990.	\$ 691,010.	\$ 4,708,000.
b. Mechanical Work - Boone & Darr, Inc.	1,657,210.	87,300.	1,744,510.
c. Electrical Work - A. F. Smith & Son, Inc.	481,600.	38,000.	519,600.
d. Elevators - Westinghouse Elevator Co.	77,400.	-0-	77,400.
e. Auditorium Seats - Ideal Seating Co.	-0-	7,974.	7,974.
f. Stage Curtains - International Building Products	-0-	7,075.	7,075.
g. Projection Screen - International Building Products	-0-	975.	975.
h. Total Contract to Spence Brothers Construction Co.	6,233,200.	832,334.	7,065,534.
(2) <u>Contingency on Above</u>	164,800.	24,500.	189,300.
B. <u>Other Furnishings and Equipment</u>	-0-	597,666.	597,666.
C. <u>Professional Services</u>			
(1) Architectural/Engineering/Consultants	55,000.	318,000.	
(2) Surveys/Site Investigations/Etc.	10,000.	-0-	
(3) Supervision/Field Testing/Etc.	25,000.	59,500.	
(4) Total Professional Services	90,000.	377,500.	467,500.
D. GRAND TOTAL.....	<u>\$ 6,488,000.</u>	<u>\$ 1,832,000.</u>	<u>\$ 8,320,000.</u>

Several questions were directed to Vice-President Romkema regarding the Music Building.

Mr. Romkema explained several items regarding the Music Building, saying it was a very long and painful exercise to get this report. The University is going to rent the building from the State, the University will own the equipment, but not the building.

Regent Bernard asked if Mr. Romkema would let the Board members know what subcontractors are involved. She feels minority contractors should be involved.

Several questions were asked about the financing of the Music Building which were answered by Vice-President Romeka.

A lengthy discussion followed covering several subjects related to the Music Building.

Motion carried.

Chairman Robb asked Vice-President Romkema to bring copies of the building floor plans and a picture of the building to the next meeting. He also asked the administration to look up the policy on naming buildings and bring it to the next Board meeting.

CHILD CARE CENTER

Regent Dyer moved and Regent Bernard seconded that the Board of Regents direct the University to establish a self-supporting custodial child care facility in the Snow Health Center described in Alternative I.

Regent Dyer explained that this proposal is not a center where the child is dropped off at 8 a.m. and picked up at 5 p.m. It will be a facility where the child will be dropped off at various times of the day for two or three hours while the mother or father attends classes. He said most universities have this facility and he feels Eastern needs one also. He said he hopes it will not be a financial drain on the University and it is hoped it will eventually pay for itself. It is anticipated that it will increase enrollment by several students which will compensate for any losses which may occur.

Regent Bernard noted that this facility is in line with the trend in higher education today. She said it serves to encourage students to complete their education, especially women and minority students.

A lengthy discussion followed as to the renovation costs and other items. Vice-President Romkema answered most questions.

Regent McCormick said we fail to completely respond to President Brickley's concerns about getting into this program. He continued that they would probably have to add \$75,000 to the budget beyond what it is at a time when they really need money for education. He feels it is an area of social services. He said it bothers him because even though it is a kind thing to do, he did not feel it would bring more students to the University. Since the University does not have the money to spend on it, and it will not bring in much revenue, he asked, should we do it? Are we in a position, he asked, to spend this kind of money?

Regent Dyer commented that he recognizes the argument on both sides, but he pointed out that the University provides a lot of services that are not necessarily related to education, such as health service and security. He continued that we have cut programs in the past, but it would be difficult to stop this program once it gets moving. He said times have changed and a facility such as this is needed.

Regent McCormick said he agreed the program does have merit. In fact, he said, all programs have merit, but he has trouble with it.

Regent Kinzel added she agrees with Regent McCormick. She sees a lot of question marks, such as how much will the playground equipment cost, the reduction in space, the trend in the State, and what it is going to cost. She pointed out that the University is in a crunch now in many aspects. In fact, she said, we have a strike on our hands right now. Tax protests are widespread, and the government is telling everyone to watch the dollars. She said she felt we would be going into this program blindly and she has troubles with it.

A lengthy discussion continued.

Regent Rush said he never writes a blank check in his own personal business and he did not think the Board should do it here. In light of the fact the administration did not know the start up costs, he thought the Board should postpone action until more accurate cost information is available.

.1985 M MOTION TO TABLE DAY CARE CENTER CONSIDERATION

Regent Rush moved and Regent Milford seconded that the Day Care Center consideration be tabled until the next meeting.

Some discussion followed.

Chairman Robb said we will vote on the motion to table at this time.

Motion to table carried.
Regent Bernard voted No.

Regent Bernard said we have asked for statements and reports on this proposal for the last three months. She asked when are we going to take some action on it. She said the Board should decide once and for all what specific questions they want answered so the Board can vote on the program at the next meeting.

Chairman Robb responded that as long as people are asking questions it is not a negative vote. The proposal is still alive.

Regent Dyer summarized what the Board wanted in the report from administration regarding the Child Care Center. (1) Renovation costs, (2) Operating Costs, (3) Licensing question, and (4) How do we establish self-supporting programs or operations?

Vice-President Romkema replied that he thinks he knows now what they want and can give them a floor plan with renovation costs for the next meeting as well as operational costs.

Regent Rush said he had to leave the meeting now for other business appointments, but he wanted to say he appreciated this report and thought it was very helpful.

Chairman Robb asked for a report on the 1977-78 General Fund Account Balances which Vice-President Romkema gave in some detail. He said the increase in budget transfers was partly due to the effort on the part of the staff to stay within their budgets, and partly due to the fact they had a different accounting format this time. He told of some accounts that have been operating at a deficit balance for a number of years. They are trying to correct that now. He said the total report is quite lengthy, but he would be glad to answer any questions.

Chairman Robb asked if there were any questions.

Regent Kinzel questioned why the Workman's Compensation figure was double what they thought it would be. Vice-President Romkema explained that we had a higher frequency of claims than what had been projected.

Chairman Robb asked Vice-President Romkema to make a summary report available to the total Board which will show which accounts were over run by 5% or more.

Regent Dyer read from a report he had on money granted to various colleges. He asked Vice-President Smith to check the chart in this report. He wondered why the student loans are granted this way.

Regent Dyer moved and Regent Milford seconded that the report on the General Fund Account Balances be received and placed on file.

Motion carried.

.1986 M APPOINTMENTS

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

<u>Faculty - Lecturers</u>					<u>Effective</u>
Ainslie, Gemma M.	Psychology 20%	Fall	\$900	8-30-78	
Ainslie, Ricardo	Psychology 36%	Fall	2000	8-30-78	
Bail, Paul L.	Psychology 16%	Fall	1000	8-30-78	
Barnett, Richard	Educ. Leadership 16%	Fall	1050	8-30-78	
Bonney, Charles	Sociology 80%	Fall	4080	8-30-78	
Bordin, Ruth B.	History & Philoso. 20%	Fall	1020	8-30-78	
Bromley, Robert G.	Acctg. & Finance 100%	Fall/Wntr	16,000	8-30-78	
Brooks, Lois	Guidance & Coun. 33%	Fall	2100	8-30-78	
Bylsma, Donald, Jr.	Sociology 60%	Fall	3150	8-30-78	
Clary, Chanda D.	English 40%	Fall	2100	8-30-78	
Cetola, Henry	Psychology 40%	Fall	2000	8-30-78	
Darga, Mary Jane	Home Economics 50%	Fall/Wntr	7000	8-30-78	
Dark, John G.	Psychology 100%	Fall/Wntr	13,000	8-30-78	
Day, Christine R.	English 20%	Fall	1020	8-30-78	
DiBlasi, Francesco	Music 50%	Fall/Wntr	5100	8-30-78	
DiMattia, Pearl	Biology 7%	Sum	760	7-16-78	
Dosey, Michael	Psychology 36%	Fall	2000	8-30-78	
Downing, Gloria	Special Education 33%	Sum	925	6-26-78	
Drennon, Harold	Swaziland	Annual	12,000	3-1-78	
Farsakian, John G.	Marketing 40%	Fall	2000	8-30-78	
Fisher, Susan	Guidance & Counsel 13%	Fall	950	8-30-78	
Fletcher, Kathleen A.	Social Work Prog	Post-Sum	500	8-14-78	
Fournier, Gregory A.	English 40%	Fall	2040	8-30-78	
Gamble, Daniel A.	Marketing 20%	Fall	950	8-30-78	
Graves, Forrest W. Jr.	Sociology 40%	Fall	2040	8-30-78	

Appointments - continued
Faculty - Lecturers

				<u>Effective</u>
Greenstein, Lillian R.	Occup. Therapy	Fall/Wntr	\$17,000	8-30-78
Harbison, Stanley L.	History & Phil 20%	Fall	1020	8-30-78
Harrison, Jeanne	Home Economics 50%	Fall/Wntr	7000	8-30-78
Haney, Jane B.	Sociology 40%	Fall	2100	8-30-78
Hawley, Everett M. III	Acctg & Finance	Fall/Wntr	15,500	8-30-78
Hofmeister, Jon F.	Sociology 40%	Fall	2040	8-30-78
Howze, Beverly	Psychology 20%	Fall	1000	8-30-78
Hull, Alan L.	ORIS	Fall	2100	8-30-78
Johnson, Hillis A.	English 20%	Fall	1020	8-30-78
Jones, Annie N.	Guid & Counsel 16%	Fall	950	8-30-78
Keillor, Jamie P.	Acctg & Finance	Fall/Wntr	15,000	8-30-78
Kirscht, Judith M.	English 40%	Fall	2040	8-30-78
Lewandowski, Richard	Upward Bound 25%	Sum	333	7-1-78
Lloyd, Paula J.	English 40%	Fall	2040	8-30-78
Lundsten, Lorman L.	Marketing 40%	Fall	2100	8-30-78
McCarron, James W.	Swaziland	Annual	36,800	7-1-78
Morse, Barry T.	Psychology 45%	Fall	2000	8-30-78
Moore, Doris L.	Home Economics	Fall/Wntr	16,900	8-30-78
Nightingale, John P.	Management	Fall/Wntr	13,200	8-30-78
Pappas, Richard	Marketing 20%	Fall	1000	8-30-78
Plavcan, Catherine	CETA 50%	Sum	1080	7-10-78
Raymond, Helen B.	Foreign Language 40%	Fall	2040	8-30-78
Reynolds, Ligia R.	Foreign Language 40%	Fall	2040	8-30-78
Schmittroth, John W.	English 20%	Fall	1020	8-30-78
Schrader, Rebecca E.	Foreign Language 40%	Fall	2040	8-30-78
Schraufnagel, Beverly	English 40%	Fall	2040	8-30-78
Sheldon, Donald P.	Educ Leadership 16%	Fall	1050	8-30-78
Signorella, Margaret	Psychology 20%	Fall	1000	8-30-78
Solo, Roselyn	History & Phil 20%	Fall	1020	8-30-78
Stern, Lucetta	Psychology 20%	Fall	1000	8-30-78
Stevens, Bradley	English 20%	Fall	1020	8-30-78
Suss, Wendy	Guidance & Counsel 16%	Fall	1000	8-30-78
Szonyi, Paul L.	History & Phil 20%	Fall	1020	8-30-78
VanDien, Walter	Continuing Ed	Sum	1140	7-16-78
Wakefield, Russell	Sociology 40%	Fall	2040	8-30-78

Appointments - continued
Faculty - LecturersEffective

Wardell, James R.	Foreign Language 40%	Fall	\$ 2040	8-30-78
Wells, Charles Jr.	Educ Leadership 16%	Fall	1050	8-30-78
Williams, Paul	Guidance & Counsel 10%	Fall	450	8-30-78
Wood, Walter R.	ORIS 45%	Fall	2100	8-30-78
Yanofsky, Brenda Lee	Guidance & Counsel 13%	Fall	950	8-30-78

Appointments - continued

Graduate Assistants

Amidon, Elizabeth P.	English	Fall	\$1675	9-6-78
Antieau, Kim M.	English	Fall/Wntr	3150	9-6-78
Bair, Diane C.	English	Fall/Wntr	3150	9-6-78
Ballard, Jefferson H.	History & Philosophy	Fall	787	9-6-78
Barrett, Holly	Music	Fall/Wntr	3350	9-6-78
Behmanesh, Yassaman	English	Fall/Wntr	1575	9-6-78
Cassetta, John C.	History & Philosophy	Fall	787	9-6-78
Chen, Chin-Zue	Ind. Tech. & Ind. Ed.	Fall/Wntr	3150	9-6-78
Chiang, Hsin-Yung	Ind. Tech. & Ind. Ed.	Fall/Wntr	3150	9-6-78
Chou, Tso-Sheng	Chemistry	Fall/Wntr	3150	9-6-78
Comstock, Emily A.	Guidance & Counseling	Fall/Wntr	3150	9-6-78
DeClercq, Susan	English	Fall/Wntr	3150	9-6-78
Earl, Glen B.	Home Economics	Fall/Wntr	3150	9-6-78
Elias, William T.	Athletics	Fall/Wntr	3150	9-1-78
Ferris, Cynthia E.	Music	Fall/Wntr	3150	9-6-78
Forester, Steven W.	English	Fall/Wntr	3150	9-6-78
Giles, George S.	Chemistry	Fall/Wntr	3150	9-6-78
Green, Jeffrey L.	History & Philosophy	Fall	787	9-6-78
Hammond, Thomas	Management	Fall	1675	9-6-78
Henderson, James B.	Marketing	Fall	1575	9-6-78
Hornfisher, Susan P.	Home Economics	Fall/Wntr	3150	9-6-78
Hsu, Kai-Lo	Ind. Tech. & Ind. Ed.	Fall	1575	9-6-78
Hutchinson, Caroline C.	English	Fall/Wntr	3150	9-6-78
Johnson, Diedre A.	English	Fall/Wntr	3150	9-6-78
Kachmarchik, Donna	Guidance & Counseling	Fall/Wntr	3150	9-6-78
Kavadella, Melpomeni	Chemistry	Fall/Wntr	3350	9-6-78
Kazerouni, Mohammad	Chemistry	Fall	1675	9-6-78
Keskitalo, Carol Lee	Chemistry	Fall	1575	9-6-78
Kisler, Suzanne H.	Home Economics	Fall/Wntr	3150	9-6-78
Knodel, Erica W.	Art	Fall/Wntr	3150	9-6-78

Appointments - continued

Graduate Assistants

Kogowski, Gary	Chemistry	Fall	\$ 837	9-6-78
Lin, Li Z.	Ind. Tech. & Ind. Ed.	Fall/Wntr	3150	9-6-78
Lixey, Kathleen Anne	Home Economics	Fall/Wntr	1575	9-6-78
Martin, Norlene H.	Speech	Fall/Wntr	3150	9-6-78
Moghaddamnia, Hassan	Chemistry	Fall/Wntr	3150	9-6-78
Mulkins, Jean M.	Ind. Tech. & Ind. Ed.	Summer	375	6-26-78
Mulkins, Jean M.	Ind. Tech. & Ind. Ed.	Fall	1675	9-6-78
Nicholson, David Lee	Music	Fall/Wntr	3150	9-6-78
Pierce, Pamela R.	English	Fall/Wntr	3350	9-6-78
Pies, Timothy M.	English	Fall/Wntr	3150	9-6-78
Popoff, Linette A.	Music	Fall/Wntr	3350	9-6-78
Reinhard, John M.	English	Fall/Wntr	3350	9-6-78
Rennie, Robin A.	Management	Fall	1575	9-6-78
Saldana, Dianne K.	English	Fall/Wntr	3350	9-6-78
Segall, Carole Flax	Art	Fall	837	9-6-78
Sherb, Stella	Home Economics	Fall/Wntr	3150	9-6-78
Shih, Wen Chih	Ind. Tech. & Ind. Ed.	Fall/Wntr	3150	9-6-78
Smoger, Ilene J.	HPER&D	Fall/Wntr	3150	9-6-78
Stover, Betty L.	English	Fall/Wntr	3150	9-6-78
Strong, Michael C.	Chemistry	Fall/Wntr	3150	9-6-78
Szlawski, Irena	Music	Fall/Wntr	3150	9-6-78
Taavila, Pia	English	Fall/Wntr	3350	9-6-78
Tribble, Carolyn S.	Music	Fall/Wntr	3150	9-6-78
Tucker, Walter W.	Ind. Tech. & Ind. Ed.	Fall/Wntr	3150	9-6-78
VanderBerg, Deanne	Music	Fall/Wntr	3350	9-6-78
Venner, Thomas	Art	Fall	837	9-6-78
Wikman, Judith A.	History and Philosophy	Fall	837	9-6-78
Witzburg, Linda K.	English	Fall/Wntr	3350	9-6-78

Delgado, Hannelore	Assoc Professor	Library-Honorarium	Summer	\$ 50	8-28-78
Levine-Hanes, Madlyn	Assist Professor	Curr & Instruc	Post-Sum	900	8-7-78
Mancell, Robert	Assist Professor	Geography-Geology	Summer	36	6-28-78
McFadden, Emily	Assoc Program Mgr	Foster Parent-Honorarium		170	3-31-78
"	"	Foster Parent-Honorarium		340	7-14-78
Monsma, Charles	Assoc Professor	Political Science-Honorarium		50	8-28-78
Moore, Jean	Assoc Prof	Physics-Honorarium	Post-Sum	292	8-25-78
Phillips, Donald	Assist Prof	Chemistry-Honorarium	Sum	236	8-25-78
Powers, Margaret	Assist Prof	Nursing Educ		984	6-12-78
Roth, Richard	Assoc Prof	Physics-Astronomy	Summer	1844	7-1-78
Schmitt, Donna	Assist Prof	Educ Leadership	Summer	170	6-26-78
Smith, Lawrence	Assoc Prof	English	Summer	4400	7-10-78
Sperling, Wm. D.	Assist Prof	Biology-Honorarium	Summer	277	8-25-78
Stevens, Suzanne J.	Assist Prof	Biology-Honorarium	Sum	250	8-25-78
Trochet, Paul D.	Assist Prof	Physics-Honorarium	Sum	241	8-25-78
Waltz, James	Professor	History		36	6-28-78
Wingo, Rosetta	Professor	Adm Serv/Business Ed	Sum	670	8-25-78

Appointments - continued

<u>Staff</u>		<u>Bi-weekly</u>	<u>Effective</u>
Burt, Susan AP-08 Program Officer	Research Development	\$689.95	8-14-78
Cheff, Jacqueline CS-02 Clerk/typist	Special Education	276.15	7-17-78
Davidson, Jack E. AP-07 Manager	Food Service	574.95	8-7-78
DeLano, Michael S. SC-03 Safety Officer	Public Safety	375.64	7-23-78
Graham, Anna M. CS-02 Key punch Operator	University Computing	276.15	8-15-78
Hendee, Lilly Patricia CS-02 Clerk/typist	Admissions	276.15	8-21-78
Johnson, Barbara AP-10 Women's Head Swimming Coach	Athletics	701.29	7-17-78
Johnson, Charles FM-06 Custodian	Physical Plant	5.10 hr	8-7-78
Liller, Melinda AP-13 Physician	Snow Health Center	1111.58	8-14-78
Ray, Susan CS-03 Secretary	Home Economics	295.46	7-31-78
Rurka, Annette CS-03 Sr. Clerk/typist	Development	295.46	8-7-78
Thompson, Laurilee CS-03 Sr. Clerk	Admissions	295.46	8-14-78
Tontalo, Sharon L. CS-03 Sr. Clerk	Graduate School	295.46	8-9-78
Walz, Randy CS-01 Clerk	University Bookstore	262.31	7-31-78

Motion carried.

.1987 M SEPARATIONS

Regent Ullrich moved and Regent Dyer seconded the Separations and Retirements be approved.

<u>Staff</u>			<u>Effective</u>
Ballard, Patricia Return to school	CS-04 Library Assistant II	Library	9-1-78
Beckley, Ann Leaving area	AP-07 Coordinator	Research Develop.	8-25-78
Dinner, Dara Lisa Resigned	AP-08 Staff Pharmacist	Health Center	7-21-78
Foster, Michael Other position	FM-06 Custodian-Floater	Housing	8-16-78
Hoey, Vivian N. Return to school	AP-07 Advisor	Financial Aid	8-2-78
Holtzman, Linda L. Resigned	CS-02 Clerk/typist	Personnel	8-25-78
Norton, Mary-Lee Leaving Area	CS-05 Sr. Secretary	Physics	8-15-78
Passino, Gerald H. Other position	AP-05 Student Loan Collector	Student Accounting	9-15-78
Posey, Leonard D. Other position	AP-08 Manager, Staff Benefits	Personnel	8-11-78
Rodgers, Rachael V. Return to school	CS-02 Key Punch Operator	Univ. Computing	8-17-78
Schmaltz, Edward S. Other position	SC-03 Safety Officer	Public Safety	8-27-78
Shepherd, Gloria Return to school	CS-04 Secretary II	Music	8-12-78
Thurber, Barbara Other position	CS-03 Sr. Clerk	Media Services	8-18-78
Wanty, Nancy Other position	CS-03 Sr. Clerk	Financial Aid	7-21-78
Weir, Carol Ann Other position	CS-04 Secretary II	Humanities	8-16-78

Separations - continued

<u>Faculty</u>			<u>Effective</u>
Beecher, Michael Leaving Area	Assoc Professor	Psychology	8-18-78
Hollis, Jack F. Leaving Area	Assistant Professor	Psychology	8-18-78
Kennedy, Herbert M. Other position	Associate Professor	Acctg & Finance	8-18-78
Nystrom, Eleanor P. Return to school	Assistant Professor	Occupational Therapy	8-16-78

Retiring

Gosseaux, Emile F.	Assistant Professor (1956) Assistant Professor - Emeritus	Curriculum & Instruction	9-1-78
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Deceased

Crumley, Richard D.	Lecturer	Primary Curriculum Specialist Swaziland	8-22-78
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Motion carried.

.1988 M CHANGES OF STATUS

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

STAFF

Brooks, Mary C.	From: AP-09 Budget Analyst To: AP-10 Manager, Service Operations Effective 8-7-78 Bi-weekly \$704.28
Bankston, Sheena M.	From: CS-02 Clerk/typist To: CS-03 Sr. Clerk in Graduate School Effective 7-31-78 Bi-weekly \$295.46
Czajkowski, Cheryl	From: Temporary Clerical To: Account Clerk in Accounting Effective 7-17-78 Bi-weekly \$295.46
Gardner, Raymond H.	From: FM-06 Custodian To: FM-10 Locker Rm. Attendant Effective 7-12-78 Hourly \$5.32
Garland, Joan	From: FM-05 Second Cook To: FM-06 Custodian in Physical Plant Effective 7-17-78 Hourly \$5.10
Haslett, Deborah	From: CS-02 Key punch Operator To: CS-03 Account Clerk in Accounting Effective 8-7-78 Bi-weekly \$295.46
Hays, Jane	From: CS-04 Secretary II To: CS-04 Secretary II 50% in 14440 50% in 14490 Effective 7-1-78 Bi-weekly \$482.81
Hendricks, Bruce	From: FM-16 Spec. Equip Operator To: FM-19 Maint/Sprinkler Specialist in Grounds Effective 8-21-78 Hourly \$6.55
Hopkins, Anita	From: CS-01 Clerk To: CS-02 Clerk/typist in Admissions Effective 7-17-78 Bi-weekly \$276.15
Latnie, Jr., Melvin	From: FM-12 Grounds Person To: FM-06 Custodian in Physical Plant Effective 8-7-78 Hourly \$5.10

Changes of Status - continued

STAFF

Malvasi, Cindi From: CS-03 Account Clerk
 To: CS-04 Sr. Account Clerk in Accounting
 Effective 7-17-78 Bi-weekly \$321.96

Newhouse, Franklin From: FM-10 Special Proj. Crew Person
 To: FM-12 Grounds Person in Grounds
 Effective 8-14-78 Hourly \$5.50

Robinson, D'Arcy J. From: CS-03 Clerk
 To: CS-03 Postal Clerk in Mailroom
 Effective 7-31-78 Bi-weekly \$295.46

Sampson, William From: Associate Professor
 To: Acting Director of Graduate Programs
 Effective 7-1-78 Annual Appointment
 Bi-weekly \$1,056.65

Tate, Robert From: FM-13 San. Vehicle Operator
 To: FM-16 Special Equip Operator in Physical Plant
 Effective 8-7-78 Hourly \$6.04

Tee, Patricia From: CS-02 Clerk/typist
 To: CS-03 Sr. Clerk in Academic Records
 Effective 7-18-78 Bi-weekly \$295.46

Wyatt, Joselyn R. From: Temporary Clerical
 To: CS-02 Cashier in Cashier's Office
 Effective 7-17-78 Bi-weekly \$276.15

Kornacki, Mary L. From: CS-04 Secretary II
 To: CS-04 Personnel Clerk in Personnel
 Effective 8-28-78 Bi-weekly \$333.17

Norton, Carolyn From: CS-03 Account Clerk
 To: CS-04 Sr. Account Clerk in Payroll
 Effective 8-21-78 Bi-weekly \$350.74

Tyler, Margaret E. From: Temporary Clerical
 To: CS-01 Clerk in University Computing
 Effective 8-14-78 Bi-weekly \$262.31

Wanty, Linda J. From: CS-01 Clerk
 To: CS-02 Clerk in Records
 Effective 8-14 78 Bi-weekly \$276.15

FACULTY

Meis, Ruby From: 100% Home Economics
 Professor - Home Ec To: 50% Home Economics
 50% Graduate School - Acting, Assistant Dean
 Effective 8-30-78 Base Salary \$23,839

Motion carried.

.1989 M\ LEAVES OF ABSENCE

Regent Ullrich moved and Regent Dyer seconded the Leaves of Absence be approved.

Faculty

Broder, Thomas Assistant Professor in Administrative Services and Business Education, be granted a Professional Leave, without pay, effective April 25, 1978 through April 24, 1979.

Staff

Carswell, Elizabeth CS-03 Secretary in Biology, be granted a Medical Leave, without pay, from 7-31-78 to 10-31-78.

Devlin, Steven J. FM-06 Custodian in McKenny Union, be granted a Personal Leave, without pay, from 8-14-78 to 11-14-78.

Dorn, M. Maureen CS-04 Secretary II in Exec. Director for Student Affairs Office, be granted an extended Child Care Leave, without pay, from 8-7-78 to 11-7-78.

Jameson, Irene CS-04 Sr. Account Clerk in Accounting, be granted a Personal Leave, without pay, from 9-11-78 to 12-11-78.

Jenkins, John FM-06 Floater Custodian in Maintenance, be granted a Educational Leave, without pay, from 8-11-78 to 11-11-78.

Johanson, Camille CS-05 Sr. Secretary in Accounting, be granted an extension of Personal Leave, without pay, from 7-24-78 to 10-24-78.

Madding, Mary CS-04 Sr. Account Clerk in Accounting, be granted a Personal Leave, without pay, from 7-21-78 to 10-21-78.

Noland, E. Donnetta CS-05 Library Assistant III in Center of Educational Resources, be granted a Personal Leave, without pay, from 7-31-78 to 10-31-78

Ward, Ruth CS-04 Supv. Clerk in University Bookstore, be granted a Medical and Compensable Injury Leave. Medical Leave effective 3-27-78. Compensable Injusry Leave effective 6-15-78.

Motion carried.

.1990 M 1 INDETERMINATE TENURE

Regent Ullrich moved and Regent Dyer seconded the following faculty member be granted indeterminate tenure:

Johnson, Robbie	Assistant Professor (3 years)	Health, Physical Education, Recreation and Dance
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Regent Bernard questioned this motion.

Acting President Evans explained this particular situation.

Motion carried.

Regent Ullrich said he would like to make a point about the search process that has been going on for the Affirmative Action Officer. He said he would like a report on the historical details concerning this vacancy. He asked for our policy on screening processes and procedures. He said the Board should determine whether there has been a valid process followed so far in our search. He said he would like to consider that report at the next Educational Policies Committee meeting and determine at that time if we should readvertise the position vacancy and reopen the search.

Regent Ullrich then introduced Dean Robert Boissoneau of the College of Human Services and asked him to give a report on the status of his college.

Dr. Boissoneau thanked the Board for inviting him back to give another report. He said he feels they have a very good college with outstanding leadership. The major concern is future funding for medical technology, but he said, they are working on several avenues for improvement in that area. He said they have doubled the number of departments and programs in the college during the past three years. He said the Health Administration major that was approved by the Board in June of 1978 is developing well. They are hoping to receive a large grant which will help them implement this program. Dr. Boissoneau said 100% of the 1978 class of nurses passed their state boards and have been placed in jobs. He also touched on several other interesting points about this college.

Regent McCormick thanked Dr. Boissoneau for his very informative report and asked for a report on the progress and time span on how the college is doing. He would like to know what the enrollments are in the college by program.

Dean Boissoneau said he will prepare a report for the President to distribute to the Board.

When Dean Boissoneau was asked if he saw the potential of a medical school at Eastern Michigan University, he said no.

Chairman Robb thanked Dean Boissoneau for a very informative report and told him we are all very proud of his college.

Regent McCormick said he would like to bring up a couple of subjects before the Board. He said he has been listening to radio station WEMU and he does not think the station is being used to its full potential. He feels they do not make full use of the facilities available with their programming. He would like the Director of the radio station to make a report to the Board. Personally, he said, he would rather hear something else than just listen to jazz records all the time.

Regent McCormick continued the second thing he wanted to mention was that he attended the football game last Saturday and the exhibition was an ineptitude! He said he would like a report from the Athletic Director as to where the University is going in these areas. He said in basketball there has been nothing for the last five or six years. He said he is concerned because all these programs cost a lot of money. He said the dinner last Saturday was splendid at the Business and Industry affair, and the reception was excellent, but it was a very disappointing football game. He said he was glad Vice-President Hawks wasn't at the game because he knows how hard he has worked planning the Business and Industry program and he knew Gary would have been embarrassed with the way the football team played. He said he was not in favor of quitting any program, but he wanted some explanation.

Regent Kinzel added that last year when the Board went over the athletic budget there were two dissenting votes, and one of the things said was that we were going to watch what happened this year more closely. One of the scary things was when the coach left; we are sitting here with bated breath!

Regent Milford noted that we have to make some allowance for the fact that this coach was brought in when the recruiting was just about over; it is too early to be discouraged.

Regent McCormick continued that he knew Coach Chlebek had troubles too, but he still wants an athletic report. The athletic director suggested we hire this coach for three years, now I would like some comments on this. A changeover does mean less time to recruit and a change in the system, but we want a report from Mr. Agase as to where we are going in football and basketball this year. We are spending as much money as any of our competitors. I still want a report from the people who are running the show, a report from Mr. Scott and Mr. Agase.

Chairman Robb asked if there were any other items to come before the Board and hearing none, he reported the dates of the following meetings:

October 12	Student Affairs Committee
October 10	Finance Committee
October 11	Educational Policies Committee
October 18	Regular Board Meeting

Chairman Robb asked Regent McCormick if he was going to call a meeting of the Presidential Screening Committee soon.

Regent McCormick said that yes, they are getting out a letter to everyone on the Screening Committee thanking them for permitting their names to be used and serving on that committee and contributing to it. He will call a dinner meeting of this committee very soon to lay the ground work for the organization and from then on it will be bang-bang-bang to get the job done as soon as possible.

Meeting adjourned 4:30 p.m.

Respectfully submitted:

Gary D. Hawks, Secretary