

1976

Board of Regents Meeting Materials, May 19, 1976

Eastern Michigan University

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Index for May 19, 1976 Meeting of the Board of Regents

	Page
.1651 M Appointments	15
.1649 M Appointment - Academic Dean, College of Education	14
.1650 M Appointment - Department Head, Accounting & Finance	14
.1654 M Changes of Status.	31
.1641 M Educational Grants	3
.1640 M Gifts	3
.1643 M Graduate Assistant Program - Revisor	5
.1642 M Interim Treasurer	4
.1655 M Leaves of Absence	35
.1646 M New Parking Facilities - Proposal	8
.1648 M Radio - Television Film Major - Proposal	11
.1652 M Resignation - Head Football Coach	23
.1657 M Resolution - Faculty Assembly	38
.1658 M Resolution - Ypsilanti Water Tower	41
.1653 M Separations	23
.1645 M Speech and Hearing Clinic Fees	6
.1656 M Student Conduct Code and Judicial Structure - Revision (Tabled)	36
.1647 M Student Employment Grievance Policy and Procedure	9
.1644 M Student Pay Rates - Minimum Wage Law	6

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the meeting of May 19, 1976
Regents' Room - McKenny Union

Board members present:

Richard N. Robb, Chairman
Timothy J. Dyer, Beth W. Milford, Edward J. McCormick, Carleton K. Rush,
George E. Stripp, Mildred Beatty Smith and John F. Ullrich

Administration present:

President James H. Brickley, Vice President Gary D. Hawks, Vice President
Magee, Acting Vice President Robert Romkema, Vice President Laurence
Smith, Assistant to the President Anthony Evans, Director John Fountain,
Director Ursula Christian and Director Gerald Fulford.

The meeting was called to order at 1:45 p.m.

Regent Dyer moved and Regent McCormick seconded that the March 17 and April 1,
1976 minutes be approved as distributed.

Motion carried.

Chairman Robb asked the Board for permission to go directly into the Finance
Committee portion of the agenda as Regent Dyer had to leave the meeting early.

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

(a) Audit-activity reports for the months of March and April, 1976

(b) Audit Reports of

1. Trust Maintenance Reserves (April 29, 1976)
--Response for July meeting
2. General Fund Student Financial Aid (April 29, 1976)
--Response for June meeting
3. Imprest Cash - Walton-Putnam
--No response necessary

(c) Responses to

1. Study of University Custodial Costs dated November 26, 1975
 - a. Initial response submitted at the January 1976 meeting
 - b. Mr. Willets' explanation in detail the recommendation under item (e) 4 on page 5, "...review of the entire accounting system..."
 - c. Mr. Thayer's revised response concerning item (e) on page 5, "...review of the entire accounting system..."
 - d. Additional responses by Vice President Smith and Physical Plant Director Romkema concerning III (b) and (c) respectively
2. Operational Audit of the Registration Process dated January 20, 1976
3. Audit of Auxiliary Fund Expense dated February 27, 1976

Regent Stripp questioned why the treasury bonds and notes were losing money on long-term investments. He would like a report next month to the Finance Committee about investments from the Ann Arbor Trust Company.

President Brickley said we will be developing such a report as well as a report on all investments which will certainly be given to the Board when it is completed.

Regent Stripp continued his questioning about the maintenance reserves, and asked for an explanation as to why the Ann Arbor Trust Company held \$500,000.

An extensive discussion on trusts and investments followed.

Regent Dyer said he wanted to go on record to compliment Mr. Willetts, the Internal Auditor, for the fine job he was doing with the audit reports. Regent Dyer said Mr. Willetts is doing an excellent job in alerting us to significant problem areas such as trust maintenance reserves.

Regent Stripp agreed with Regent Dyer noting that having the Internal Auditor report directly to the Board through the Finance Committee was one of the wisest moves the Board has made. He said he would like to see on-going reports to show how we are doing in relation to the Custodial Cost Audit and responses in implementing recommendations and saving money. Regent Stripp also suggested that we try "inhouse" before going to an outside consulting firm for further recommendations.

Regent McCormick noted that he thought the Board was on the right track with the reports they get from Mr. Willetts. He said he recognizes the problems but feels we are moving now in the right direction with Mr. Willetts' help in giving us information which will help us be better managers.

It was agreed that all Board members were invited to attend the Finance Committee meeting to review the Audit and Responses.

Motion carried.

Regent Dyer moved and Regent Rush seconded that the list of recoveries of previously transferred receivables, including comparative analyses of delinquent student accounts--for the months of February, March and April 1976--be received and placed on file.

It was further recommended that the list of accounts receivable for transfer to "collection agency" status be approved.

Chairman Robb complimented the Finance Committee on this report as it is much clearer to read and to understand.

Motion carried.

.1640 M GIFTS

Regent Dyer moved and Regent Rush seconded that the gifts for the months of March 1976--totaling \$78,331.75, and April 1976--totaling \$16,137.31, be received with appreciation.

Regent Stripp suggested that it might be profitable for the Development Office to send out information again on charitable gifts and estates.

Secretary Hawks noted that the Development Office is working on such a letter to be sent to alumni, friends and attorneys.

Motion carried.

.1641 M EDUCATIONAL GRANTS

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

1. A grant from the U. S. Department of the Interior, Office of Water Research and Technology, in the amount of \$46,999 for the project, "Impact of Lake Levels on Coastal Marshlands of the Great Lakes," for the period of July 1, 1976 to June 30, 1978, with Dr. Eugene Jaworski of the Geography and Geology Department as Project Director.
2. An additional award from the National Endowment for the Humanities in the amount of \$10,000 for the project "Development of the Humanities Curriculum of Eastern Michigan University," for the period of June 24, 1974 through May 31, 1979 with Dr. William Shuter of the English Department as Project Director. (The original award of \$700,000 was approved by the Board of Regents on July 24, 1974.)
3. An additional award from the Department of Health, Education and Welfare - Public Health Service in the amount of \$3,721 to provide loans and scholarships to eligible students in the Nursing Program, for the period of July 1, 1975 through June 30, 1977, with Ralph Gilden, Dean of Admissions and Financial Aids as Project Director.

Regent Stripp requested a report on the grants which would show how the project will help the University, justification of the economic factors for the project, and where does the money go. He would like verification if any University money is being spent.

Regent Rush agreed with this request for information and would also like such a report.

Motion carried.

.1642 M INTERIM TREASURER

Regent Dyer moved and Regent Ullrich seconded that Robert J. Romkema be named Interim Treasurer of the Board of Regents, and that he be appropriately bonded.

President Brickley said he had hoped to have a recommendation for the Board next month on a Vice President for Business and Finance. He said he has interviewed fourteen candidates and they are zeroing in to make a final decision.

Motion carried.

Regent Dyer had to leave the Board meeting at 2:50 p.m. and asked Regent McCormick to make the balance of the Finance Committee's recommendations.

.1643 M GRADUATE ASSISTANT PROGRAM - Revision

Regent McCormick moved and Regent Rush seconded that the Graduate Assistant Program be modified as follows, and that the University Policy Manual, Chapter 5, page 19, be changed accordingly, beginning with the Fall Semester of 1976:

PROPOSED POLICY

1. The Graduate Assistant Program is administered by the respective academic departments in conformance with budget allotments for this purpose.
2. There is one category of graduate assistants which pays a first-year (base year) stipend of \$3,000, and a second year stipend of \$3,200. Stipends for spring and summer sessions will be prorated according to the number of weeks of the appointment.
3. Graduate assistants are expected to be full-time graduate students, and not hold additional outside employment.
4. Normal workload is 20 hours per week, and an academic load of 12 hours during an academic year, (fall-winter).
5. Priorities for assigning budget allocations to departments for graduate assistants are:
 - a. Activities designed to support and improve instruction
 - b. Department projects and programs under the supervision of the department head
 - c. Research

Chairman Robb commented that he felt the University does have a difficult time getting qualified graduate assistants and he expressed hope that this new policy will eliminate this difficulty.

President Brickley reported that the new stipends will be competitive with other universities.

Motion carried.

.1644 M STUDENT PAY RATES - Minimum Wage Law

Regent McCormick moved and Regent Ullrich seconded that effective January 1, 1977, the student pay rates be adjusted to be in compliance with the fourth step of the 1974 amendment to the Fair Labor Standards Act, which establishes the minimum student wage of \$2.30 per hour.

Classification A Unskilled Jobs:	<u>Present</u>	<u>January 1, 1977</u>
Pay Grade #1	\$2.20	\$2.30
Pay Grade #2	2.30	2.40
Classification B Skilled Jobs:		
Pay Grade #3	2.45	2.55
Pay Grade #4	2.55	2.65
Classification C Special Skills:		
Pay Grade #5	\$2.56 to \$3.50	\$2.66 to \$3.50

Motion carried.

.1645 M SPEECH AND HEARING CLINIC FEES

Regent McCormick moved and Regent Ullrich seconded that the Speech and Hearing Clinic Fees be adjusted as follows, effective July 1, 1976, and that the proposed policy regarding these fees be adopted.

PROPOSED FEE STRUCTURE, EMU SPEECH & HEARING CLINIC (LANGUAGE)

<u>SERVICES</u>	<u>NEW SERVICE</u>	<u>CURRENT FEE</u>	<u>PROPOSED FEE</u>
1. Initial evaluation (1½ hour evaluation, including speech, language, and hearing)	--	\$15.00	\$25.00
2. Speech and hearing re-evaluation (1½ hour evaluation)		5.00	10.00/per 15.00 session
3. Speech screening (laryngology, otology, etc.)		--	5.00 per session
4. Language group (8 hours per week; ½ individual, ½ group therapy)		25.00	40.00 per sem
5. Individual therapy, 1 hour per week			10.00 per sem
2 hours per week			15.00 per sem
3 hours per week			20.00 per sem
4 hours per week			30.00 per sem
6. Staff evaluation/professional consultation (1 - 3 hours evaluation)			50.00 per session

PROPOSED FEE STRUCTURE, EMU SPEECH & HEARING CLINIC (AUDIOLOGY)

CODE No.				
		Basic hearing evaluation/audiological assessment (includes 01, 02, 03, 04)	15.00	20.00
<u>10</u>	01	Pure Tone Audiometry (air & bone)		9.00 4.50 4.50
	02	Speech Reception Thresholds (SRT)	10.00	
	03	Speech Discrimination		
	04	Impedance Audiometry (Tympanometry)	5.00	
	05	Hearing Screening (non-threshold, air)	5.00	2.00
	09	Follow-up Visit (within 3 months after 10)	15.00	12.00
20		Site of Lesion Hearing Evaluation (includes 10 and others listed)	--	30.00
	11	Bekesy Audiometry	5.00	9.00
	12	Short Increment Sensitivity Index (SISI)	5.00	6.00
	13	Loudness Balance (ABLB/AMLB)	5.00	6.00
	14	Tone Decay Test	5.00	6.00
	15	Acoustic Reflex Decay	5.00	6.00
	19	Follow-up visit (within 2 months after 20)	--	15.00
30		Legal status hearing evaluation (includes 10 and others as indicated)		30.00
	21	Stenger Test	5.00	6.00
	23	Delayed Feedback Audiometry	5.00	6.00
	24	Doerfler Stewart	5.00	7.50
40		Preschool hearing evaluation (birth-age 4)	15.00	27.00
	39	Follow-up visit (within 3 months after 40)	15.00	9.00
50		Amplification Use Hearing Evaluation (HAE/HAS) (includes 10, 41, and one follow-up visit for check of aid obtained)	\$35.00	\$36.00
	41	Amplification and use trials (only after 10 at some facility)	--	21.00
	42	Electroacoustic Evaluation of Hearing Aid (B&K) (frequency response and distortion)	5.00	6.00
	43	Hearing Aid Retest (soundfield evaluation of aided fitting)	15.00	12.00
	46	Individual Earmold Impression (one ear only)	5.00	7.50
	49	Follow-up visit (within 3 months after 50)	--	7.50
90		Professional Consultation, One Hour	--	0-15.00
	86	Audiometer Calibration Check	--	10-18.00
	87	Environmental Noise Survey	--	10-36.00

Policy - Speech and Hearing Clinic Fees

Speech and Hearing Clinic fees are adjusted effective July 1, 1976.

Fees for the Speech and Hearing Clinic are assessed to the general public to cover the cost of direct services and materials. As a teaching laboratory, the clinic is not intended to be fully self-supporting.

Clinic fees do not apply to full-time Eastern Michigan University staff and students. Authority is granted for the reduction or waiver of fees on a basis of need.

The University administration is authorized to make adjustments to the clinic fees as the need arises, and to report such changes to the Board at their next meeting.

Chairman Robb questioned the method used to arrive at the fees and Vice President Magee offered an explanation.

Motion carried.

.1646 M NEW PARKING FACILITIES - Proposal

Regent McCormick moved and Regent Rush seconded that the Board of Regents authorize the administration to continue planning for a 148-space surface parking area, adjacent to McKenny Union, at an estimated cost of \$260,000, and a 640-space parking structure to be located between College Place and Perrin Street, at an estimated cost of \$2,313,000. Further, that the administration be authorized to seek legislative approval, in the form of a concurrent resolution, authorizing the parking structure to be constructed as a non-state funded project.

President Brickley explained that parking is one of the things he hears the most about. He continued that the university's "student profile" indicates more part-time students are attending the university which means a larger number of cars on campus. He added that parking seems to be a primary student concern.

President Brickley noted further that the administration plans to build the new parking facilities without using state funds, however, it will have to seek legislative approval to borrow funds for the project.

Acting Vice President Romkema reported that a direct bank loan might be available for the construction of the parking structure.

Regent Stripp made a point that he would like to know ahead of time how much general fund support was going to be put into the second structure to help pay off the debt.

Motion carried.

.1647 M STUDENT EMPLOYMENT GRIEVANCE POLICY & PROCEDURE

Regent McCormick moved and Regent Rush seconded that the following Student Employment Grievance Policy and Procedure that was approved by the Student Affairs Committee on March 4, 1976, and by the Executive Council on March 29, 1976, be approved:

STUDENT EMPLOYEE GRIEVANCE POLICY AND PROCEDURE

Preamble

Eastern Michigan University students while in employment situations may, from time to time, experience a conflict within that employment situation.

Students working in off-campus situations are encouraged to pursue resolution of conflict through existing grievance procedures as established by the employer. The student employee is further encouraged to contact the Student Employment Office for advice and/or possible referral assistance to appropriate agencies, (i.e. U. S. Department of Labor, Wage and Hour Board; Michigan Employment Security Commission; Consumer Action; Legal Aid; etc.)

Students working on-campus are encouraged to pursue resolution of conflict through discussion with their supervisor. The student employee is further encouraged to contact the Student Employment Office for advice and assistance in interpreting University employment policies and/or discussion with the employee's supervisor. Students employed on campus are also encouraged to use the Student Employee Grievance Procedure for formal resolution of conflict where informal attempts have been unsuccessful.

A. Policy

University student employees may file a grievance over a dispute or controversy arising from an allegation of improper interpretation or application of University Student Employment Policies applicable to student employees including any alleged discrimination in the application of such policies based upon race, religion, sex, age, national origin or any other illegal discrimination as established by state or Federal Regulation or law.

B. Procedure

Step 1. Any student employee who wishes to present such a grievance, must first discuss the matter with his or her supervisor, who shall be a designated professional staff member in each department or sub-unit thereof.

- Step 2. If unable to resolve the matter, the student employee shall, if he or she wishes to carry the grievance forward, reduce the grievance to writing stating the nature of the grievance, and stating what policy has allegedly been violated and/or incorrectly interpreted; and the date of the alleged violation or misinterpretation, and shall present such written grievance to the Head of the Department. The University shall not be expected to consider any grievance which is not submitted in writing to the Department Head within twenty-one (21) calendar days of the alleged violation.

Upon receipt of the written grievance, the Department Head, or designated representative shall meet with the student employee (normally within one week of receipt of the written grievance) to attempt to resolve the grievance and shall, following such meeting, promptly provide a written answer. No such written answer may be contrary to the above referenced policies.

- Step 3. If the grievance is not resolved at Step 2, the student employee shall, if he or she wishes to appeal the Step 2 answer, forward the grievance in writing to the Student Employment Board, stating his or her objection to the Step 2 answer, within seven (7) calendar days of the receipt of such Step 2 answer, or such extension of time as granted by the Manager of Career Planning and Placement-Student Employment (or designated representative.)

The Student Employment Appeal Board shall consist of the Manager of Career Planning and Placement-Student Employment, the Director of Personnel or their designees, a representative of each Division (appointed by each Vice President who shall be a member of the Board only for appeals originating in his or her Division) and two (2) student representatives appointed by the Student Senate.

The Manager of Career Planning and Placement-Student Employment, or a designated representative shall (except in cases of possible conflict of interest) act as a representative of the Student Employment Appeal Board and meet with the aggrieved student to discuss the grievance. Following such a meeting, a recommendation for the disposition of the grievance should be forwarded by its representative to the Student Employment Appeal Board, the student and his/her supervisor.

The Board shall consider the Representatives recommendation and may elect to further investigate the grievance. The student is

entitled to a hearing before the Board prior to a final decision. The student may be accompanied by an adviser of his/her choice selected from the University community.

After consideration of the grievance and the recommendation of the Boards representative, the Board shall make a written decision which shall be final, subject to normal administrative action. However, no such decision shall be contrary to established University Student Employment and applicable General Employment Policies.

Motion carried.

Chairman Robb introduced Mrs. Ursula Christian, Director of Registration, who had been invited to speak before the Board to answer questions regarding the registration process.

Regent Stripp told Ms. Christian of some registration problems that had been told to him. Mrs. Christian answered the questions. She explained in quite a few of the cases of complaints, it was not a registration problem per se. Sometimes she said the problem was a financial difficulty, a classroom move, etc. She gave a very informative report and noted that when students complain about registration it could be a complaint about many departments that are involved in the process, but the focus gets placed on registration because this term itself is used very broadly.

Regent Stripp then suggested that possibly an information booth would be helpful at registration time, and Mrs. Christian agreed.

Chairman Robb thanked Ms. Christian for her very informative explanations and a good report.

.1648 M RADIO-TELEVISION FILM MAJOR - Proposal

Regent Smith moved and Regent Ullrich seconded that the following proposal for a Radio-Television Film Major be approved:

RADIO-TELEVISION FILM MAJOR
(Non-Teaching, 32 Hours)

January 7, 1976

A. Introduction

During the past twenty-five years, the study of radio, television, and film has won acceptance in the academic community. Today, many colleges and universities offer advanced degrees in the field, and most offer some kind of undergraduate training.¹

At the present time, there are 934 television and 7,500 radio stations in the United States. In addition, there are many businesses and institutions which utilize radio, television and film in carrying out their work. Broadcasting and other industry leaders believe that the best source for qualified individuals trained in radio-television-film is the college or university which offers a major program of study in the field.

For the past three years, student demand for training in radio-television-film at Eastern Michigan University has steadily increased. New courses have been added and a Radio-Television-Film minor introduced to meet this need at least partially. The following table shows student credit hour production in the radio-television-film area of the Department of Speech and Dramatic Arts over the past three years:

	Fall	Winter	Spring	Total	Increase
1973	748	592	180	1520	
1974	779	835	210	1824	304 ⁴
1975	887	928	263	2078	254 ⁴

A recent survey of students enrolled in radio-television-film courses indicated that a majority would be interested in taking a major in radio-television-film or would have been had such a program been available when they chose a major. In view of the increasing student demand for training in radio-television-film and the industry need for qualified mass media personnel, the Department of Speech and Dramatic Arts proposes to initiate a 32-hour non-teaching major in the area of radio-television-film.

B. Cost

This proposed major in radio-television-film may be initiated without additional cost to Eastern Michigan University. Existing courses will be used except for the addition of faculty or facilities. Existing facilities will be used. At the present time, they are minimally adequate, although continuing efforts are being made to improve them. Existing faculty will be utilized for the foreseeable future.

-2-

C. Description of Proposal

The proposed major is designed to present the student with a balanced approach to broadcasting and film with an equal emphasis on production and theoretical aspects of the field. It is intended to prepare students to enter the broadcasting and film industries immediately upon graduation or to begin graduate study in the area.

The beginning sequence of required courses in radio-television-film (SPH 140 and SPH 141) are intended to give the students a thorough introduction to both the theoretical and production aspects of broadcasting and film. SPH 140 is a comprehensive survey of the history, theory, and current issues of Broadcasting and Film. SPH 141 introduces the student to the basic principles of radio-television-film production. A student must also take at least one hour of broadcasting activity unless he or she takes SPH 124 (3 hours) instead of SPH 121 (2 hours). The broadcast activity will involve closely supervised work with the Speech Department's closed circuit radio station or independent television work in the broadcast activity up to a maximum of four semester hours.

After fulfilling the requirements of SPH 140 and 141, the student may take a variety of production, writing, and theory courses in radio-television-film. All students must take at least one 400 level course to culminate his or her study of broadcasting and film with an intensive consideration of aesthetic, moral, and philosophical issues as they relate to the use of the mass media in our American society.

All students in the major program will be required to take the one semester Internship (SPH 495). Students must have completed at least twenty hours in the major before taking the Internship. The Internship will be required because the Radio-Television-Film area feels strongly that on-the job training is an extremely important part of each student's preparation. Internships will be coordinated with WEMU and the EMU Television Center and selected off campus locations. (See attached course proposal for additional details.)

Students selecting the radio-television-film major will be required to take at least 5-6 hours of electives in the radio-television-film area. The remaining elective hours (4-5) must be chosen from other areas of the Department of Speech and Dramatic Arts or Journalism. Through advising, students will be especially urged to acquire skills in fields such as Speech Communication, Dramatic Arts, Oral Interpretation, Drama for the Young, and Voice Science. In addition, students will be strongly advised to take courses in literature, music, foreign languages art and business. The radio-television-film area expects students selecting the major to become well-rounded humanists with professional skills in radio-television-film. It recognizes fully that a media specialist is of no value to his or her society unless he or she has the necessary broad, liberal, and scholarly background to permit an intelligent, informed, and responsible use of the mass media.

Motion Carried.

.1649 M APPOINTMENT - Academic Dean, College of Education

Regent Smith moved and Regent Ullrich seconded that John D. Mulhern be appointed Academic Dean and Professor of Educational Leadership at a salary of \$34,000 effective July 1, 1976.

President Brickley commented that the search for a new dean was a long process. The search committee had a difficult time attracting suitable candidates for the Dean's job. President Brickley said that the committee recommended only Mr. Mulhern as he was far and above the other candidates.

Motion carried.

.1650 M APPOINTMENT - Department Head, Accounting & Finance

Regent Smith moved and Regent Ullrich seconded that Elton A. Devine be appointed Department Head and Professor of Accounting and Finance, at a salary of \$30,000 effective June 15, 1976.

Motion carried.

.1651 M APPOINTMENTS

Regent Smith moved and Regent Ullrich seconded that the faculty and staff appointments be approved.

Faculty - Winter appointments only

Altman, James	Lecturer 20%	Sociology	\$ 900	1-5-76
Brooks, Lois	Visiting Lecturer	Career Education	\$35-only	1-23-76
Brylowski, Anna	Lecturer	English	2,200	3-3-76
Clegg, Brenda	Lecturer 20%	Afro-American Studies	1,000	2-9-76
Cooksey, Robert	Assistant Professor	Industrial Education	\$100-only	2-14-76
DeLoach, Rosemary	Professor	Career Education	\$50-only	1-23-76
Delventhal, Norman	Assistant Professor	Industrial Education	200	2-12-76 and 3-20-76
Felder, Nathaniel	Lecturer 20%	Afro-American Studies	800	2-23-76
Kieft, Lewis	Assistant Professor	Career Education	\$45-only	1-23-76
Nau, Paul	Associate Professor	Career Education	\$35-only	1-23-76
Pappas, John	Professor	Career Education	\$35-only	1-23-76
Rueter, Grace	Lecturer	English	1,023	3-16-76
Stevens, Barbara	Lecturer	Art	\$150-only	1-7-76 to 2-13-76
Stevens, Bradley	Lecturer	English	341	3-10-76

Faculty - Spring appointments only

Abbott, Richard	Professor	Humanities	\$4395	5-3-76
Airy, Subhash	Graduate Assistant	Chemistry	660	5-3-76
Aleksoff, Mary	Lecturer 40%	Occupational Therapy	900	5-3-76
Aronson, Richard	Lecturer	Curriculum/Instruction	900	5-3-76

Faculty - Spring appointments only

Bajwa, Ranjit	Professor 33%	International Studies	\$1695	4-20-76 to 6-21-76
	Professor 67%	Student Teaching	3443	5-3-76
Bante, Marie	Lecturer 75%	Occupational Therapy	2000	5-3-76
Bauman, Joyce	Instructor	Home Economics	2873	5-3-76
Barnhart, Rodney	Graduate Assistant 50%	History/Philosophy	350	5-3-76
Bigler, Mary	Lecturer	Curriculum/Instruction	3080	5-3-76
Bigler, William	Lecturer 50%	Curriculum/Instruction	850	5-3-76
Breedlove, Charles	Professor	Physics/Astronomy	4678	5-3-76
Brooks, Lois	Lecturer 100%	Guidance/Counseling	2860	5-3-76
Businski, Karen	Graduate Assistant	Sociology (Foster Parent Grant)	700	5-3-76
Capuano, William	Graduate Assistant 50%	Industrial Education	330	5-3-76
Carpenter, Gary	Lecturer	Speech and Dramatic Arts	1870	5-3-76
Cassar, George	Associate Professor	History/Philosophy	3730	5-3-76
Chamberlain, Beverly	Lecturer	Curriculum/Instruction	900	5-3-76
Chapman, Robert	Graduate Assistant 50%	Industrial Education	330	5-3-76
Conrad, Nancy	Lecturer 20%	Occupational Therapy	500	5-3-76
Crowner, Robert	Assistant Professor	Management	3916	5-3-76
Fielder, Anita	Professor	Home Economics	4919	5-3-76
Fisher-Kersch, Susan	Lecturer 50%	Guidance/Counseling	900	5-3-76
Gordon, Anitra	Lecturer	Curriculum/Instruction	850	5-3-76
Gordon, Barry	Graduate Assistant	Dean of Business	650	5-3-76
Graziano, Louis	Associate Professor	Admin. Services and Business Education	4113	5-3-76
Green, James	Associate Professor	History/Philosophy	4691	5-3-76
Hall, Barbara	Lecturer 75%	HPER	1500	5-3-76
Haller, Karen	Lecturer	Nursing Education	2970	5-3-76
Haun, Eugene	Professor	Humanities	4845	5-3-76

Faculty - Spring appointments only

Hee, Christopher	Assistant Professor 50%	Mathematics	\$1754	5-3-76
Hemmelgarn, Linda	Lecturer	HPER	2000	5-3-76
Higgins, Francis	Lecturer 50%	Educational Leadership	1000	5-3-76
Holley, Lynn	Graduate Assistant 50%	Industrial Education	330	5-3-76
Holoka, James	Lecturer	Humanities	2825	5-3-76
Hurd II, John	Lecturer	Operations Research and Information Systems	3740	5-3-76
Jackson, Newton	Lecturer 50%	Psychology	1000	5-3-76
Jones, Hebert	Associate Professor	Student Teaching	4393	5-3-76
Katra, William	Lecturer	Bilingual-Bicultural	2200	5-3-76
Kilanski, Doris	Assistant Professor	Presidential Commission	3790	5-3-76
Kirkendall, Carolyn	Lecturer	Center of Educational Resources (Project LOEX GRant)	2024	5-3-76
Kotyuk, Timothy	Graduate Assistant 100%	Guidance/Counseling	660	5-3-76
Kurtz, Donna	Graduate Assistant	Educational Psychology	616	5-3-76
Lanz, Sally	Assistant Professor	Home Economics	3700	5-3-76
Lawniczak, Donald	Associate Professor	Humanities	3477	5-3-76
Laycock, Angelina	Graduate Assistant	Home Economics	660	5-3-76
Lockett, Lonnie	Graduate Assistant 50%	Industrial Education	300	5-3-76
Loveluck, Eliana	Lecturer	Foreign Languages	2000	5-3-76
Lower, David	Assistant Professor 83%	Student Teaching	2406	5-3-76
MacDonald, Alister	Assistant Professor	Presidential Commission	4314	5-3-76
McCarthy, Dennis	Graduate Assistant	Student Teaching	610	5-3-76
McCoy, Ana	Assistant Professor	Bilingual-Bicultural	2998	5-3-76
McDonald, James	Professor	Presidential Commission	4925	5-3-76
Martens, Sarah	Lecturer	HPER	2000	5-3-76
Meyer, Robert	Lecturer	Psychology	1000	5-3-76

Appointments - continued

Faculty - Spring appointments only

Michael, Regina	Lecturer 100%	Occupational Therapy	\$3000	5-3-76
Minton, Gene	Associate Professor	Industrial Education (Academic year)	\$200-only and	12-6-76 3-20-76
Monsma, Charles	Consultant/Assist Professor	Consumer Education	3287	5-3-76 to 6-23-76
Morris, Marion	Graduate Assistant	Institutional Research	1320	5-3-76
Myers, Allen	Professor	Bilingual-Bicultural	3003	5-3-76
Nelson, Bruce	Professor	Presidential Commission	6177	5-3-76
Palasek, James	Associate Professor 50%	Grievance Committee	2098	5-3-76
Perkins, Robert	Lecturer 50%	Guidance/Counseling	900	5-3-76
Petitpren, Joan	Assistant Professor	Student Teaching	2998	5-3-76
Platt, Nancy	Lecturer 100%	Occupational Theraphy	2500	5-3-76
Privette, Jeanne	Graduate Assistant	Chemistry	660	5-3-76
Rahn, Elizabeth	Graduate Assistant	Home Economics	660	5-3-76
Roberts, Preston	Lecturer	Curriculum/Instruction	2750	5-3-76
Ryan, Daniel	Lecturer	HPER	1500	5-3-76
Samonte, Quirico	Professor	Bilingual-Bicultural	2570	5-3-76
Samuel, Yvonne	Lecturer 50%	Curriculum/Instruction	850	5-3-76
St. John, Barbara	Lecturer	Curriculum/Instruction	2000	5-3-76
Sharp, David	Associate Professor	Humanities	4038	5-3-76
Shockravi, Abbas	Graduate Assistant	Chemistry	660	5-3-76
Staal, Arie	Assistant Professor	Humanities	3205	5-3-76
Stevenson, John	Lecturer 50%	Accounting/Finance	950	5-3-76
Stoffels, John	Associate Professor	Presidential Commission	4730	5-3-76
Suss, Wendy	Lecturer 50%	Guidance/Counseling	950	5-3-76
Szonyi, Paul	Instructor	History/Philosophy	2575	5-3-76

Appointments - continued

Faculty - Spring appointments only

Tiba, Omar	Graduate Assistant	Chemistry	\$ 660	5-3-76
Tilmann, Frank	Graduate Assistant	Industrial Education	330	5-3-76
Trihart, Eleanor	Lecturer 50%	Home Economics	1617	5-3-76
Upshur, Jiu Hwa	Assistant Professor	Humanities	3123	5-3-76
Wangberg, Elaine	Lecturer	Curriculum/Instruction	850	5-3-76
Ward, Albert	Lecturer 50%	Educational Leadership	1000	5-3-76
Warren, Bruce	Associate Professor	Sociology	3894	5-3-76
Warren, Patricia	Associate Professor	Sociology	4268	5-3-76
Warren, Virginia	Lecturer 75%	HPER	1500	5-3-76
Watts, Leroy	Associate Professor	Sociology	4399	5-3-76
Weinstock, Anne	Lecturer 50%	Psychology	1000	5-3-76
Welch, Barbara	Lecturer	Nursing Education	2000	5-3-76
Welch, James	Lecturer 20%	Upward Bound	\$5.00p/hr	3-18-76
Wells, Barbara	Lecturer	Nursing Education	2000	5-3-76
West, Lawrence	Graduate Assistant 50%	Industrial Education	330	5-3-76
Williams, Paul	Lecturer 15%	Guidance and Counseling	275	5-3-76
Wood, Walter	Lecturer 50%	Operations Research and Information Systems	1485	5-3-76
Work, Stewart	Professor	Presidential Commission	4489	5-3-76
Yost, Mary	Assistant Professor	Presidential Commission	3407	5-3-76

Staff

Akridge, Virginia	CS-4 Senior Account Clerk	Student Accounting	\$ 7020	12 mos	4-26-76
Bell, Leo	AP-7 Internal Auditor	Internal Audit	12000	12 mos	3-1-76
Brooks, Lucille	CS-1 Clerk	Records	5543	12 mos	4-26-76
Chambers, Diane	CS-3 Account Clerk	Accounting	6364	12 mos	4-5-76
Devlin, Steven	FM-6 Custodian	Physical Plant	\$4.35p/hr	12 mos	4-12-76
Elliott, David	AP-7 Assist. Varsity Coach	Athletics	11367	12 mos	3-8-76

Appointments - continued

Staff

Hackett, Charles	S-3 Safety Officer	Public Safety	\$9200	12 mos	3-1-76
Hackett, Mary	CS-4 Secretary II	Institutional Research	\$7020	12 mos	4-19-76
Lippincott, David	AP-3 Computer Operator	Computer Center	7200	12 mos	3-1-76
March, Ellen	CS-3 Sr. Clerk/Typist	Graduate School	6364	12 mos	4-19-76
McCoy, Dana	CS-3 Secretary	Physical Plant	6364	12 mos	4-5-76
Miller, Brian	SC-3 Safety Officer	Public Safety	9200	12 mos	4-4-76
Riley, Roberta	CS-3 Secretary	Sociology	6364		3-29-76
Santuci, Gerri	CS-5 Sr. Secretary	Development Office	7883	12 mos	3-22-76
Sawtell, Margaret	CS-4 Sr. Account Clerk	Student Accounting	7020	12 mos	4-12-76
Steadman, Joan	CS-3 Secretary	Physical Plant	6364	12 mos	4-19-76
Thurber, Barbara	CS-1 Clerk	Records	5543	12 mos	4-12-76
Wysocki, Edith	CS-1 Clerk	Placement Center	5543	12 mos	4-6-76
Connor, William R.	AP-08 Manager, Compensation	Personnel	13,500	12 mos	5-20-76

Appointments Continued - Field Services

Albritton, Thelma	Assistant Professor 25%	Spring	\$650	5-5-76 to 6-9-76
Belt, Gordon	Assistant Professor 25%	Spring	650	5-3-76 to 6-10-76
Bemish, Lawrence	Instructor 25%	Spring Winter	650 54 only	5-4-76 to 6-8-76 2-25-76
Birleson, Clifford	Associate Professor 25%	Spring Spring	650 650	5-4-76 to 6-8-76 5-5-76 to 6-9-76
Blair, John	Assistant Professor 25%	Spring	650	5-6-76 to 6-10-76
Boyer, Lee	Assistant Professor	Winter	54.16 only	3-9-76
Brower, George	Professor 8.33%	Spring	216.66	5-5/12 & 6-2/9
Caputo, George	Assistant Professor	Spring	650	5-4-76 to 6-8-76
Carlisle, Barbara	Lecturer	Spring	2,402	5-3-76 to 6-12-76
Carpenter, Arthur	Assistant Professor	Winter	54.16 only	2-18-76
Cross, Gilbert	Assistant Professor 37%	Spring	975	5-3-76 to 6-23-76
Cunio, Theodore	Lecturer 8.33%	Spring	216.66	5-19/26 & 6-2/9
Davis, Sandra	Lecturer 25%	Spring	650	5-5-76 to 6-9-76
Deal, Kenneth	Assistant Professor 25%	Spring	650	5-4-76 to 6-8-76
DelCampo, Robert	Assistant Professor 50%	Spring	1300	5-4-76 to 6-10-76
DeLoach, Rosemary	Professor-Consultant	12-mos.	200	1-5-76 to 6-21-76
Dennis, Donna	Lecturer 25%	Spring	650	5-3-76 to 6-2-76
DePillo, George	Lecturer 25%	Winter Spring	975 650	1-6-76 to 3-23-76 5-3-76 to 6-10-76
Ditzhazy, Helen	Lecturer 25%	Spring	650	5-3-76 to 6-9-76
Escott, Richard	Lecturer	Spring	650	5-4-76 to 6-10-76
Fairbanks, Helen	Lecturer 100%	Winter	150 only	3-15-76
Fennel, William	Professor 50%	Spring	1300	5-3-76 to 6-6-76
Garfield, Juanita	Associate Professor-Consult	12-mos	100	1-5-76 to 6-21-76
		1-day	75 only	2-24-76
		1-day	75 only	3-1-76
Geffen, Lawrence	Associate Professor 25%	Spring	650	5-3-76 to 6-9-76
Gonzalez, Joseph	Assistant Professor 25%	Spring	650	5-5-76 to 6-9-76
Grinstead, Kenneth	Professor 25%	Spring	650	5-3-76 to 6-10-76
Gwaltney, Thomas	Professor 25%	Spring	650	5-8-76 to 6-12-76
Harris, Arthur	Associate Professor 75%	Spring	2354	4-26-76 to 5-20-76

Appointments Continued - Field Services

Herman, Jerry	Lecturer 8.33%	Spring	\$216.66	5-5/12-19-26
Hockman, Elaine	Lecturer 25%	Spring	650	5-3-76 to 6-9-76
Hoexter, Robert	Associate Professor 25%	Spring 12-mos Consultant	650 200 75	5-3-76 to 6-7-76 1-5-76 to 6-21-76 2-24-76
Kieft, Lewis	Assistant Professor	12 mos	200	1-5-76 to 6-21-76
Kromer, William	Assist.Prof/Director	Spring	325	5-15/16
Kuwik, Paul	Associate Professor	Winter 12 mos	75 only 300	2-3-76 1-5-76 to 6-21-76
Martin, Nora	Associate Professor 25%	Spring	650	5-4-76 to 6-8-76
Mayer, Roger	Associate Professor	Spring	2691	5-3-76 to 6-12-76
Menlo, Marilyn	Lecturer 25%	Spring	650	5-3-76 to 6-9-76
Metler, John	Associate Professor 50%	Spring	1300	5-3/4 & 6-10/11
Monahan, Thomas	Professor	Winter Spring	54.16 only 650	3-24-76 5-4-76 to 6-10-76
Radig, John	Acting Assoc Director Community Educ	Spring	650	5-3-76 to 6-9-76
Raske, David	Lecturer 25%	Spring	650	5-3-76 to 6-9-76
Rice, Patty	Lecturer 25%	Spring	650	5-5-76 to 6-9-76
Ristau, Robert	Professor	Winter	75 only	2-25-76
Roberts, Preston	Lecturer 25%	Spring Winter	650 54.16 only	5-5-76 to 6-9-76 2-17-76
Scarpino, Joe	Lecturer 25%	Spring	650	5-5-76 to 6-9-76
Scott, Jean	Assistant Professor 25%	Spring	650	5-3-76 to 6-7-76
Smith, Wilfred	Associate Professor 25%	Spring	650	5-3-76 to 6-9-76
Thayer, Louis	Associate Professor 25%	Spring	650	5-8/15/22/29
Tohill, Herbert	Professor/Consultant	Spring	100 only	5-22-76
Waidley, John	Assistant Professor	12 mos	200	1-5-76 to 6-21-76
Weber, LaVerne	Assistant Professor	Fall	54.16 only	2-12-76
Willia,s John	Lecturer 25%	Spring	650	5-3-76 to 6-9-76
Ylisto, Ingrid	Professor 25%	Spring	650	5-3-76 to 6-7-76
Zambito, Stephen	Professor 25%	Spring	650	5-5-76 to 6-9-76

Motion carried.

.1652 M RESIGNATION - Head Football Coach

Regent Smith moved and Regent Ullrich seconded that the resignation of George W. Mans, Head football coach, be approved effective June 30, 1976.

President Brickley commented that he wished George Mans well and was very sorry to see him leave the university.

Regent McCormick and Regent Stripp echoed that Coach Mans had been an asset to the university and hated to see him leave.

Motion carried.

.1653 M SEPARATIONS

Regent Smith moved and Regent Ullrich seconded that the Separations be approved:

Faculty

Altman, James End of appointment	Lecturer	Sociology	4-24-76
Anderson, Roberta End of appointment	Lecturer Lecturer	Student Teaching Special Education	4-23-76 4-24-76
Andringa, Anita End of appointment	Lecturer Lecturer	Student Teaching Special Education	4-23-76 4-24-76
Banninga, Mary End of appointment	Lecturer	Political Science	4-27-76
Barkus, Valerie M.A. completed	Teaching Fellow	English Lang. and Literature	4-24-76
Bass, Cheryl End of appointment	Graduate Assistant	Sociology	4-24-76
Berry, Elizabeth End of appointment	Graduate Assistant	Psychology	4-23-76
Bisel, Noel End of appointment	Lecturer	Accounting and Finance	4-24-76
Bodenstedt, David End of appointment	Teaching Fellow	Speech and Dramatic Arts	4-23-76
Bonnell, Paul End of appointment	Graduate Assistant	Psychology	4-23-76
Booth, Luanne End of appointment	Teaching Fellow	English Lang. and Literature	4-24-76
Brayboy, Larry End of appointment	Graduate Assistant	History and Philosophy	4-24-76
Brumfiel, Elizabeth End of appointment	Lecturer	Sociology	4-24-76
Burnell, Clare End of appointment	Lecturer	Student Teaching	4-23-76

Separations - continued

Faculty

Cameron, Dennis End of appointment	Graduate Assistant	Accounting and Finance	4-24-76
Casseday, Judith End of appointment	Teaching Fellow	Speech and Dramatic Arts	4-26-76
Chan, Mely Un Lu End of appointment	Teaching Fellow	Mathematics	4-24-76
Chapman, Clifford Other position	Instructor	Music	4-24-76
Cheng, Yek Soan End of appointment	Teaching Fellow	Mathematics	4-24-76
Cobb, Pamela End of appointment	Teaching	English Lang and Literature	4-24-76
Colon, Carol End of appointment	Graduate Assistant	Psychology	4-23-76
Court, Gary End of appointment	Graduate Assistant	History and Philosophy	4-24-76
Crafton, Janice Other position	Assistant Professor	Sociology	5-1-76
Cregar, James End of appointment	Lecturer	Political Science	4-27-76
Daniel, Mary End of appointment	Lecturer	Occupational Therapy	4-23-76
Dashti, Abdollah End of appointment	Graduate Assistant	Sociology	4-24-76
Davis, Reed End of appointment	Lecturer	Accounting and Finance	4-24-76
Delaney, Craig End of appointment	Graduate Assistant	Management	4-23-76
Dobritt, Dennis Other position	Graduate Assistant	Chemistry	2-27-76
Drummond, Sakina End of appointment	Lecturer	Special Education	4-24-76

Separations - continued

Faculty

Eller, Daniel Leaving area	Associate Professor	Music	4-24-76
Evans, Roger End of appointment	Teaching Fellow	Sociology	4-24-76
Flaga, Sylvia End of appointment	Lecturer	Student Teaching	4-23-76
Foley, Phyllis End of appointment	Graduate Assistant	Psychology	4-23-76
Fortunate, Mary End of appointment	Teaching Fellow	Mathematics	4-24-76
Fulford, Charles End of appointment	Graduate Assistant	History and Philosophy	4-24-76
Gabe, Kathleen Other position	Assistant Professor	Special Education	4-24-76
Glotzhober, Dennis End of appointment	Graduate Assistant	Accounting and Finance	4-24-76
Goldman, Donna End of appointment	Lecturer	Student Teaching	4-23-76
Gretzler, Alice End of appointment	Lecturer	Special Education	4-24-76
Griffenstein, Manfred End of appointment	Graduate Assistant	Psychology	4-23-76
Burney, George End of appointment	Lecturer	Sociology	4-24-76
Hadjor, Kofi Quit w/o notice	Lecturer	Center for Afro-American Studies	2-2-76
Hall, Barbara End of appointment	Lecturer	Student Teaching	4-23-76
Hart, Susan End of appointment	Graduate Assistant	Psychology	4-23-76
Heath, Robert End of appointment	Lecturer	Special Education	4-24-76
Henson, Donald End of appointment	Lecturer	Curriculum and Instruction	4-23-76

Faculty

Hill, Martha Other position	Lecturer	Economics	4-23-76
Hood, Ivory Other position	Lecturer	Upward Bound	3-17-76
Horton, Jason End of appointment	Lecturer	Accounting and Finance	4-24-76
Hough, Dorothy End of appointment	Lecturer	Curriculum and Instruction	4-23-76
Howrylak, Frank End of appointment	Lecturer	Accounting and Finance	4-24-76
Isaacson, Helen End of appointment	Lecturer	English Lang. and Literature	4-24-76
Israel, Tanya End of appointment	Lecturer Lecturer	Student Teaching Special Education	4-23-76 4-24-76
Jacobowitz, Kurt Other position	Graduate Assistant	Operations Research and Information Systems	4-30-76
Johnson, Kenneth End of appointment	Lecturer	Special Education	4-24-76
Kapral, Thomas Other position	Graduate Assistant	Chemistry	3-17-76
Kelly, Mary End of appointment	Teaching Fellow	English Lang and Literature	4-24-76
Kulich, Norma End of appointment	Teaching Fellow	Sociology	4-24-76
Kvaran, Hannes End of appointment	Graduate Assistant	Economics	4-23-76
Long, Margaret End of appointment	Lecturer	Accounting and Finance	4-24-76
Lusk, Winifred End of appointment	Lecturer	Special Education	4-24-76
Lutz, Donald Other position	Assistant Professor	HPER	8-30-76
MacLeod, Atelia Health	Assistant Professor	English Lang and Literature	4-24-76
Marco, Lawrence End of appointment	Lecturer	Student Teaching	4-23-76

Faculty

Martin, John End of appointment	Lecturer	Sociology	4-24-76
Mason, Thomas End of appointment	Lecturer	Accounting and Finance	4-24-76
McDole, Thomas End of appointment	Lecturer	Curriculum and Instruction	4-23-76
McKinlay, Robert End of appointment	Teaching Fellow	Sociology	4-24-76
McLaren, Bruce End of appointment	Lecturer	Curriculum and Instruction	4-23-76
McLaughlin, Timothy End of appointment	Teaching Fellow	English Lang. and Literature	4-24-76
Miskinis, Barry End of appointment	Graduate Assistant	English Lang. and Literature	4-24-76
Morris, Sharon End of appointment	Lecturer	Special Education	4-24-76
Mulder, Paul End of appointment	Graduate Assistant	Psychology	4-23-76
Neal, Bruce End of appointment	Lecturer	Marketing	4-24-76
Nimlin, Susan End of appointment	Lecturer	Occupational Therapy	4-23-76
Pederson, Dorothy End of appointment	Graduate assistant	English Lang and Literature	4-24-76
Plessas, Nike End of appointment	Lecturer	Chemistry	4-23-76
Polenciewicz, Pamela End of appointment	Teaching Fellow	Mathematics	4-24-76
Provancher, Mary End of appointment	Lecturer	Occupational Therapy	4-22-76
Qaderi, Saiyed End of appointment	Graduate Assistant	Administrative Services and Business Education	4-23-76
Roebuck, Alan End of appointment	Teaching Fellow	Speech and Dramatic Arts	4-23-76

Faculty

Rogow, Mark End of appointment	Lecturer	Political Science	4-27-76
Sattler, Diane End of appointment	Teaching Fellow	English Lang and Literature	4-24-76
Sella, Ronald End of appointment	Graduate Assistant	Administrative Services and Business Education	4-23-76
Shafir, Esther End of appointment	Graduate Assistant	Psychology	4-23-76
Shaw, Robert End of appointment	Lecturer	Special Education	4-24-76
Shaw, Stephen End of appointment	Graduate Assistant	Management	4-23-76
Shultz, Myrtle End of appointment	Lecturer	Student Teaching	4-23-76
Stambaugh, Edward Other position	Assistant Professor	Psychology	6-23-76
Stehowsky, Iris End of appointment	Lecturer	Administrative Services and Business Education	4-23-76
Strasser, Stephen End of appointment	Lecturer	Management	4-23-76
String, John End of appointment	Graduate Assistant	Accounting and Finance	4-24-76
Synder, Dale End of appointment	Teaching Fellow	English Lang. and Literature	4-24-76
Vandegrift, Robin End of appointment	Graduate Assistant	History and Philosophy	4-23-76
Verdirame, Jacqueline End of appointment	Graduate Assistant	Psychology	4-23-76
Wakefield, Russell End of appointment	Graduate Assistant	Sociology	4-23-76
Wan, Faith End of appointment	Graduate Assistant	History and Philosophy	4-24-76
Warren, Virginia End of appointment	Lecturer	Student Teaching	4-23-76
Wilk, Opal End of appointment	Lecturer	Special Education	4-24-76

Separations - continued

Faculty

Wilson, Rita End of appointment	Graduate Assistant	Economics	4-23-76
Wood, Ann End of appointment	Lecturer Lecturer	Student Teaching Special Education	4-23-76 4-24-76
Wood, John End of appointment	Lecturer	Special Education	4-24-76
Zeiger, Michael End of appointment	Lecturer	Mathematics	4-24-76

Staff

Black, Barbara Leaving area	CS-3 Senior Clerk	Admissions Office	4-24-76
Brewer, Nancy Other position	CS-1 Clerk	Academic Records	3-29-76
Brooks, Harold Other position	Pg-23 Elevator Repair	Physical Plant	4-16-76
Bosker, Margaret Did not return from leave	CS-5 Senior Library Tech	Center Educational Resources	2-23-76
Carr, Howard Leaving area	AP-8 Electrical Supervisor	Physical Plant	4-5-76
Cobb, Charles D. Jr. Discharged	FM-10 Special Projects	Physical Plant	4-1-76
Coles, Frank Looking for advancement	AP-5 Resident Unit Administrator	Housing/Food Service	4-30-76
Collins, Sharon Health	CS-1 Clerk	Academic Records	2-19-76
Gragowski, Alene Leaving area	CS-2 Key punch Verifier	Accounting	4-16-76
Hagedorn, William Looking for advancement	AP-5 Resident Unit Administrator	Housing/Food Service	4-20-76
Haynes, Elizabeth Leaving area	CS-3 Senior Clerk	Center Educational Resources	4-23-76
Hubbard, Hazel Leaving area	CS-4 Sr. Account Clerk	Accounting	6-18-76
Hurst, Carolyn Personal	CS-3 Account Clerk	Student Accounting	4-15-76

Separations - continued

Staff

Kloor, Richard Other position	P.G.-11 Food Stores Driver	Food Service	4-30-76
Kugler, Ona Leaving area	CS-4 Sr. Account Clerk	Accounting	4-9-76
Ludeman, William Leaving area	FM-21 Painter	Physical Plant	4-23-76
McCulloch, Susan Leaving area	CS-4 Library Tech II	Center Educational Resources	4-30-76
Mellinger, Marcia Other position	CS-4 Library Tech II	Center Educational Resources	4-5-76
Nicholson, Edelle Other position	CS-1 Transcript Clerk	Academic Records	4-10-76
Ochs, Connie Other position	CS-2 Cashier	University Bookstore	5-7-76
Oakes, Douglas Other position	PG-8 Grounds Attendant	Physical Plant	4-5-76
Olsen, Marie Health	CS-3 Secretary	Physical Plant	2-28-76
Ostrand, Barbara Other position	CS-3 Sr. Clerk/Typist	Sociology	3-31-76
Orr, Cynthia C. Own business activity	AP-8 Compensation Manager	Personnel	5-14-76
Shuler, Katherine Personal	CS-3 Secretary	Biology	3-2-76
Skalsky, Mary Leaving area	CS-4 Verifier	Academic Records	3-29-76
Sutherland, Jolene Discharged	CS-3 Secretary	Physical Plant	4-9-76
Thompson, Gloria Personal	CS-3 Key punch Supervisor	Admin. Computer Center	4-19-76
Wenckus, Faye Leaving area	CS-3 Secretary	Sports Information Services	5-15-76
Young, Sharon Leaving area	CS-4 Secretary II	Pre-Student Teaching Office	4-30-76
Zeeb, Linda Other position	CS-1 Clerk	Center Educational Resources	4-2-76

Separations - continued

Retirements - Faculty

Stevens, Florence	Associate Professor-Emeritus (1948)	Center Educational Resources	6-23-76
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Retirements - Staff

McCrea, Harry	FM-6 Locker Room Attendant	HPER	4-2-76
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Motion carried.

.1654 M CHANGES OF STATUS

Staff

Bartlett, Mary, be changed from CS-1 Clerk to CS-3 Secretary in the Placement Office, at a salary of \$6364, for 12 months, effective 3-1-76.

Burdzinski, Kenneth, be changed from AP-7 Accountant II to AP-8 Senior Accountant in Student Accounting, at a salary of \$13,104, for 12 months, effective 3-5-76.

Burke-Fonte, Carol, AP-7 Coordinator in Student Life, be changed from 10 months to 12 months, at no change in salary, effective 3-1-76.

Colf, Ila, be changed from FM-1 FSH to FM-3 Assistant Pastry Cook in Food Service, at \$4.04 per hour, for Fall and Winter Semesters, effective 4-5-76.

Cripps, Treva, be changed from FM-3 Assistant Pastry Cook to FM-7 Pastry Cook in Food Service, at \$4.39 per hour, for Fall and Winter Semesters, effective 3-15-76

Denney, Kathy, be changed from CS-3 Senior Clerk to CS-4 Library Technician II in the Center of Educational Resources, at a salary of \$3944, for 12 months, effective 3-3-76.

Dougovito, Peggy, be changed from CS-3 Secretary to CS-5 Senior Secretary in Chemistry, at a salary of \$7883, for 12 months, effective 2-16-76.

Dunigan, Reva, be changed from temporary to FM-2 Assistant Cook in Food Service, at \$3.94 per hour, for Fall and Winter Semesters, effective 3-15-76.

Finlin, Cleo, be changed from CS-3 Account Clerk to CS-5 Senior Secretary to the Dean of Academic Services, at a salary of \$7883, for 12 months, effective 3-2-76.

Gentile, Eric, be changed from temporary to FM-6 Custodian in McKenny Union at \$4.35 per hour, for 12 months, effective 4-21-76.

Godwin, Elizabeth, be changed from S-3 Safety Officer to CS-2 Postal Clerk in the Mailroom, at a salary of \$6559, for 12 months, effective 3-3-76.

Krause, Catherine, be changed from CS-4 Senior Account Clerk in Student Accounting to CS-4 Senior Account Clerk in the Development Office, at no change in salary, for 12 months, effective 4-5-76.

Lima, Deborah, be changed from CS-3 Account Clerk to CS-4 Senior Account Clerk in Accounting at a salary of \$7436, for 12 months, effective 5-5-76.

Staff

- Malvasi, Cindi, be changed from temporary to CS-2 Key punch Verifier in the Accounting Department, at a salary of \$5886, for 12 months, effective 4-19-76.
- McVicar, Arthur, be changed from temporary to FM-6 Custodian in the Physical Plant, at \$4.35 per hour, for 12 months, effective 3-8-76.
- Moore, W. Jean, be changed from FM-2 Assistant Cook to FM-1 Food Service Helper in Food Service, at \$3.69 per hour, for the academic year, effective 5-3-76
- Powers, Mary, be changed from CS-4 Supervisor Clerk to CS-3 Senior Clerk in Registration, at no change in salary, for 12 months, effective 3-8-76.
- Repholz, Jacob, be changed from FM-6 Custodian to FM-8 Grounds Attendant in the Physical Plant, at \$4.50 per hour, for 12 months, effective 5-3-76.
- Schmaltz, Mary, be changed from CS-3 Secretary to CS-4 Secretary II in Vice President for Academic Affairs Office, at a salary of \$7020, to cover retro-active adjustment for period 5-27-75 to 2-16-76, effective 5-27-75.
- Sheridan, Lorena, be changed from CS-3 Senior Clerk to CS-4 Records Verifier in Records, at a salary of \$9165, for 12 months, effective 4-26-76.
- Shreve, Deborah, be changed from CS-5 Senior Secretary to CS-3 Secretary in the office of Vice President for Academic Affairs, at no change in salary, for 12 months, effective 3-2-76.
- VanHouten, Vicki, be changed from CS-3 Senior Clerk Typist to CS-4 Supervisor Clerk in the Graduate School, at a salary of \$8188, for 12 months, effective 3-30-76.
- Wanty, June, be changed from CS-2 Key punch Operator to CS-3 Account Clerk in the University Budget Office, at a salary of \$9065, for 12 months, effective 4-28-76.
- Wilson, Ronald, be changed from temporary to FM-6 Floater Custodian in Housing, at \$4.35 per hour, for 12 months, effective 3-14-76.
- Connor, William R., be changed from Compensation Analyst to AP-08 Manager, Compensation in the Personnel Department, at a salary of \$11,367, for 12 months, effective 5-20-76.

Faculty

Bird, P. George

Professor

From: 50% Speech and Dramatic Arts

To: 100% Speech and Dramatic Arts

No change in salary

Spring 1976 Session

Faculty

Crafton, Janice	Assistant Professor From: 100% Sociology To: Cancellation of Spring Appointment
Deal, Kenneth	Assistant Professor Educational Leadership \$900 increase in salary for Ph.D Effective 1-6-76
DeLoach, Rosemary	Professor From: 100% in Administrative Services and Business Education To: 50% in Administrative Services and Business Education No change in salary Spring 1976 Session
Holkeboer, Katherine	Assistant Professor From: 50% Speech and Dramatic Arts To: 100% Speech and Dramatic Arts No change in salary Spring 1976 Session
Johnson, Thomas	Associate Professor From: 100% Administrative Services and Business Education To: 50% Administrative Services and Business Education No change in salary Spring 1976 Session
Ojala, Carl	Assistant Professor From: Assistant Professor To: Assistant to the Dean of the Graduate School for 9 weeks At a salary of \$4,066 Spring 1976 Session
Stoffels, John	Associate Professor From: 100% Accounting and Finance To: Cancellation of Spring Appointment

Faculty

Voght, Geoffrey

Instructor
From: 100% Foreign Languages
To: Cancellation of Spring Appointment

Walter, James

Assistant Professor
From: 100% Mathematics
To: 50% Mathematics
No change in salary
Spring 1976 Session

Wooley, Jon

Assistant Professor Physics and Astronomy
From: \$14,039
To: \$14,939 \$900 salary adjustment
 for completion of Ph.D
Effective 2-4-76

Motion carried.

.1655 M LEAVES OF ABSENCE

Regent Smith moved and Regent Ullrich seconded that the Leaves of Absence be approved as follows:

Faculty

- Bolner, Mary Assistant Professor in the Center of Educational Resources be granted a medical leave of absence, without pay, from 2-2-76 through 3-31-76.
- Gohn, Ernest Professor in English Language and Literature be placed in the Sick Leave Account starting on March 3, 1976 and continuing for the balance of the semester.
- Ross, Frank Professor in the English Department be placed in the Sick Leave Account starting on 3-9-76.

Staff

- Carpenter, Johnnie FM-4 Housekeeper in the Physical Plant be granted a medical leave of absence, without pay, from 2-19-76 through 5-19-76.
- Gorman, Albert FM-6 Custodian in the Physical Plant be granted a medical leave of absence, without pay, from 2-27-76 through 5-27-76.
- Overkleeft, P.M. AP-5 Supervisor, Food Service in McKenny Union, be granted an extended medical leave of absence without pay from 1-7-76 through 4-7-76.
- Pinnock, Maydeen CS-5 Senior Secretary in Chemistry be granted a medical leave of absence, without pay, from 2-16-76 through 5-16-76.
- Porter, Madeleine CS-4 Senior Account Clerk in the Parking Cashier's Office be granted a medical leave of absence, without pay, from 4-27-76 through 7-27-76.
- Shuey, James FM-6 Custodian in the McKenny Union-Maintenance be granted an extended medical leave of absence, without pay, from 3-12-76 through 6-12-76.
- Wilhelm, Dolores CS-4 Senior Account Clerk in the Development Office, be granted a maternity leave of absence, without pay, from 2-23-76 through 8-23-76.

Motion carried.

Chairman Robb announced that the Board would move back to the Treasurer's Report that had to be pre-empted earlier in the meeting.

Acting Vice President for Business and Finance Robert J. Romkema gave a detailed report, which was followed by various discussions and explanations.

Chairman Robb complimented Mr. Romkema on the report and information that has been added to the Treasurer's report. He said he finds them very helpful and readily understood.

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

Motion carried.

.1656 M STUDENT CONDUCT CODE & JUDICIAL STRUCTURE - Revision (Tabled)

Regent Rush moved and Regent Ullrich seconded that the Student Conduct Code and Judicial Structure be revised as written.

This motion was discussed in great detail. Regent Stripp questioned why they needed this major change. He remembers working many hours on this in previous years. Also he said, he cannot forget the time during the disturbances on campus when the students took the position that they were the decision making body. Regent Stripp said that he opposes that vehemently, as the President should retain certain powers.

Regent Stripp continued with several more suggestions regarding the Student Conduct Code, especially the point that it seems unconceivable to him that students should have control over the student body.

Regent McCormick asked Vice President Smith to summarize the proposed changes in policy which he did.

Vice President Smith agreed that Regent Stripp brought out some very good and serious points and felt that he and Dean MacLean would like to rework some of the points that Regent Stripp pointed out to them. He said he would contact Regent Stripp so that he might assist in the rewrite.

Chairman Robb commented that when he saw the revision for the Student Conduct Code and Judicial Structure, that he had some grave concerns also.

After a lengthy discussion, a motion was made by Regent Rush and seconded by Regent Ullrich to rescind the previous motion, and to table the revision on the Student Conduct Code and Judicial Structure until the Student Affairs Committee has evaluated all the suggestions and reworked some of the policies.

Motion carried.

Chairman Robb asked Regent Rush for a report of the Student Affairs Committee.

Regent Rush reported that the Student Affairs Committee meeting was held on May 13th and a concert facilities report was given by Dr. MacLean. They agreed that the addition of more exit doors at Bowen fieldhouse will bring Eastern into compliance with fire marshall requirements. The attrition and retention procedure was discussed and a final report will be made at the next Board meeting. At their meeting a motion was approved for a procedure of adjusting parking tickets for unusual or extenuating circumstances and with clear procedures spelling out these conditions. They had a report on the physically exceptional students, and after some discussion it was agreed that this committee will be responsible for integrating the recommendations that were presented. He reported that Vice President Smith gave a report on the proposed reorganization of the Student Affairs Division.

Chairman Robb then asked Regent Rush for a report of the MAGB meeting that was held on May 5th at Grand Valley State College.

Regent Rush reported that he attended this meeting and felt it was a very beneficial meeting that was held with the Council of Presidents of State Colleges and Universities. It was a good joint meeting with excellent exchange of information between various institutions.. The subjects discussed were: (1) Public Act #227, (2) Open Meeting Legislation, (3) Private College financing, (4) State Funding for Higher Education, (5) Board-faculty relationships in faculty union situations, and (6) Budget processes while awaiting action by the State Legislature. Regent Rush also reported that at this meeting new officers were elected for the coming year.

Regent McCormick commented and the Board unanimously congratulated Regent Rush for all his excellent work, time and efforts on this committee.

Chairman Robb asked Regent Ullrich for a report from the Faculty Affairs Committee.

Regent Ullrich reported that the Faculty Affairs Committee met on Tuesday, May 18th. At this meeting they welcomed the new members. Representing the Faculty Assembly is Russ Larson of the English Language and Literature Department and Arthur Yahrmatter of Speech and Dramatic Arts Department. The committee thanked Ed Compere and Bob Hoexter for their prior service.

Regent Ullrich continued that they had a presentation from Vice President Smith on the proposed admissions program. They also discussed the program and role of the faculty. Regent Ullrich reported that the Faculty Assembly organization seems to be progressing well. They also discussed the status of the changes in the pass/fail option.

.1657 M RESOLUTION - Faculty Assembly

Regent Ullrich moved and Regent Smith supported the following Resolution - Faculty Assembly:

WHEREAS the Faculty Senate has reorganized itself into the Faculty Assembly;

WHEREAS the new constitution of this faculty organization deletes any reference to representing their members in what would normally be considered to be collective bargaining matters;

WHEREAS the University has a long tradition of working with its faculty on professional matters of mutual concern regarding the University's educational mission;

WHEREAS the Board of Regents wishes to continue this tradition and welcomes and encourages the contribution of the faculty toward the enhancement of the University's mission;

NOW THEREFORE BE IT RESOLVED that the Board of Regents congratulates the Faculty Assembly for reconstituting itself with the participation of a broad spectrum of the University's faculty and extends its best wishes for the future success of the organization.

Motion carried.

Regent McCormick gave a report on the status of the WEMU-fm Radio Project as follows:

At the regular meeting held on August 18, 1971, the Board of Regents of Eastern Michigan University authorized the administration to submit an application to the Federal Communication Commission for expansion and increase in power for WEMU Radio. The President and Secretary were authorized to act on behalf of the Board.

On October 14, 1971, acting upon the authority of the Board of Regents, Gary Hawks, Secretary to the Board of Regents, filed application with the Federal Communication Commission.

1. As a part of the request for increased power for WEMU, Eastern Michigan University had asked the University of Michigan to change the frequency of its second radio station (WCBN) so Eastern could move into an opening on the FM band that would permit it to increase its power and not cause interference to other stations in the area.
2. The University of Michigan challenged this move because they felt there would be interference caused to television Channel #6 reception from Lansing in the immediate area surrounding the WCBN antenna.
3. In 1972 Eastern Michigan University attempted to prove that there would not be objectionable interference caused Channel #6 by WCBN operating on the new frequency by conducting a seven-day test on the frequency that we asked WCBN to move to.
4. While Eastern was pleased with the few complaints that were received, the University of Michigan had cause for concern with the number of complaints that were received.
5. Since agreement was not reached with both parties, the case was designated for hearing in May of 1973. Various pleadings were filed by both sides and negotiations were made at various levels, including the presidential level, to find informal settlement.
6. The year 1974 continued with many of the same activities that had taken place in 1973 which was looking for informal settlement to this situation but with a full hearing planned.
7. In August of 1974, the University of Michigan proposed another test to determine the extent of Channel #6 interference under new guidelines.
8. From January 1975 to March of 1975, the University of Michigan changed frequencies of WCBN for a sixty-day period. Again during this period of time Eastern Michigan University was pleased with the results of the trial test; however, the University of Michigan remained concerned.

9. Again during the balance of 1975, both the University of Michigan and Eastern Michigan University attempted in all ways to resolve the differences that existed and even to the extent that a third party engineering report was agreed to by the University of Michigan and Eastern Michigan University.
10. In October of 1975 after meetings with both Presidents, it was determined by the University of Michigan that the best way to resolve the conflict was to let the Federal Communication Commission have a full hearing and make a ruling.
11. In December of 1975, the FCC Administrative Law Judge ordered both parties to provide detailed descriptions of cooperative efforts and explanations as to why such efforts failed. A hearing date had been set to commence on May 4, 1976.
12. In March of 1976 new hearing exhibits were prepared and filed. Testimony had been prepared for both Vice President Hawks and Station Manager Richard Jacques. During the course of discussion, Mr. Jacques had suggested the possible use of the television translator which could rebroadcast Channel #6 in the Ann Arbor area. While this was a very unusual use of the translator, the feasibility was checked with the Federal Communication Commission.
13. In April of 1976, the preliminary engineering study on the translator utilization was completed and the staff of both the University of Michigan and Eastern Michigan University began adopting formal proposals for an informal settlement for use of the translator.
14. In May of 1974, Regent McCormick, Vice President Hawks and Richard Jacques met with our engineer and attorneys in Washington, D.C. to review our position and the use of the translator.
15. President Brickley has received word from President Fleming, noting a desire to cooperate and expressing optimism that we would now reset an informal agreement which would resolve all concerns and serve as many.

.1658 M RESOLUTION - YPSILANTI WATER TOWER

Chairman Robb read a Resolution of Commendation to the City of Ypsilanti as follows:

WHEREAS, the venerable and much admired Ypsilanti Water Tower since its construction in 1899 has become an historic landmark to the people of Ypsilanti and the faculty, staff and students of Eastern Michigan University; and

WHEREAS, the Water Tower becomes a cherished memory to the graduates of this University; and

WHEREAS, the City of Ypsilanti has refurbished the Tower most handsomely thereby extending its existence for future decades of appreciation by architectural buffs;

NOW THEREFORE BE IT RESOLVED that the Board of Regents of Eastern Michigan University commends, congratulates and thanks the City of Ypsilanti for keeping this symbol of the city's heritage and uniqueness in a well preserved and attractive condition.

Resolution seconded by Regent Smith.
Motion carried.

It was suggested that Secretary Hawks send a copy of the resolution to the Ypsilanti City Council.

Regent Ullrich suggested that the Board send a letter of congratulations to Dennis Beagen, Forensics Coach, for winning the National Individual Events Championship and the national championship. It was decided that a resolution would be adopted by the Board at the next meeting rather than a letter.

Regent Ullrich also reported that the AAUP is sponsoring their first retirement dinner this Sunday evening honoring the faculty that are retiring.

Regent Stripp said he would like a few moments to report that he is concerned with the direction of Eastern Michigan University, and the difficulty it is experiencing in turning its status around.

Regent Stripp continued that he noted that we are second from the bottom in admissions according to the Barrons Report, that our student enrollment is not going up and the relationship between the administration and the faculty is no better; it is time for an accounting.

Also, Regent Stripp continued, he would like an evaluation of the office of the President (he said he got the idea from the AGB meeting.) He asked Secretary Hawks to send a copy of the evaluation system presented at the AGB meeting be sent to all the Regents. Regent Stripp said they are going through this at Kent State now.

Regent Stripp said it was his suggestion that after the report is completed the Board should set up a study session someplace and spend the whole day considering the report and take a good look at what the Board should be doing.

Regent Stripp also noted that he would like a report from President Brickley concerning the general status of such things as admissions, student profile, etc.

Chairman Robb reported on the following:

1. The Board had received a note of thanks from Sue Ullrich for the flowers and good wishes while she was ill.
2. A letter from Linda McKinnon addressed to the Board of Regents thanking them for the scholarship money that was awarded to her.

3. A letter from Martha Anne Turner thanking the Board for the invitation to the 28th Annual Honors Convocation and telling of her gratitude for the guidance and encouragement she received while attending Eastern Michigan University.
4. Announced that the Eastern Michigan University baseball team beat the University of Michigan with a score of 7 to 6, and the NCAA Mid-East Regional play-off will be on Eastern's campus on May 28-29.
5. A letter had been received from Representative Gary Owen regarding the Ypsilanti Township Drain #14, in which he expressed hope that Eastern would make a decision soon. He said it was his understanding that Acting Vice President Romkema would be ready with a report on this at the June Board meeting.

Chairman Robb asked President Brickley for a report on actions taken on items discussed at the last Board meeting. President Brickley gave the report.

Secretary Hawks reported that John Fountain, Director of Information Services, has been awarded the Grand Award in the Jefferson Division for the Internal Relations Program of the Year, that was presented by the Council for Advancement and Support of Education.

Secretary Hawks also reported that James L. Streeter and Dale R. Leslie of the Sports Information Department were honored for the best football program in the nation, in their circulation class, by the College Sports Information Directors of America contest.

Secretary Hawks continued that he attended the program of the Greek Orthodox Archdiocese of North and South America that was held on campus a few days ago. Archbishop Iakovos personally thanked Eastern Michigan University for their assistance in making the Bicentennial Pilgrimage a success, and for the very nice plaque that was presented to him on behalf of the university.

Mr. Hawks continued the report that he asked Mr. Rossiter of the Development Office to procure some of the shingles that were being removed from the roof of the Ypsilanti Water Tower on Cross Street as it was thought they might be used as a promotional item sometime in the future.

Mr. Hawks also invited the Regents to attend the Bicentennial Spring Repertory Theatre which started on May 28th.

The next meeting of the Board will be at 1:15 p.m. on June 16, 1976. The executive session will start at 11:00 a.m.

Meeting adjourned at 5:20 p.m.

Respectfully submitted:

Gary R. Hawks, Secretary