

1976

Board of Regents Meeting Materials, December 8, 1976

Eastern Michigan University

Follow this and additional works at: <http://commons.emich.edu/regentsminutes>

Recommended Citation

Eastern Michigan University, "Board of Regents Meeting Materials, December 8, 1976" (1976). *Board of Regents Meeting Materials*. 348.

<http://commons.emich.edu/regentsminutes/348>

This Article is brought to you for free and open access by the University Archives at DigitalCommons@EMU. It has been accepted for inclusion in Board of Regents Meeting Materials by an authorized administrator of DigitalCommons@EMU. For more information, please contact lib-ir@emich.edu.

Index for December 8, 1976, Meeting of the Board of Regents

	Page
.1731 M All Events Facility - Plan "D"	15
.1733 M Appointments	17
.1726 M Banking Services, Depositories & Investments-Policy . . .	8
.1736 M Changes of Status	23
.1724 M Educational Grant	4
.1730 M EMU-YPOA Labor Agreement	15
.1722 M Ernst & Ernst Management Letter - Responses to	3
.1725 M Fine Art Lab Fees	5
.1723 M Gifts	4
.1739 M Honorary Degree - Congressman William D. Ford	45
.1737 M Leaves of Absence	28
.1732 M Master's Degree in English	16
.1728 M Retirement - Optional Program - Policy Revision	11
.1735 M Separations	21
.1738 M Student Conduct Code & Judicial Structure - Revision. . .	32
.1729 M University Fees: Orientation--Graduation--Transcripts-- Subscription Service for Placement Bulletin	14
.1727 M University-Held Housing Maintenance Reserves-Policy Revision	10
.1734 M Vice President & Executive Assistant to the President . .	20

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the meeting of December 8, 1976
Regents' Room - McKenny Union

Board members present:

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

Administration present:

President James H. Brickley
Vice Presidents; Anthony H. Evans, Gary D. Hawks, James S. Magee,
Robert J. Romkema and Laurence N. Smith
Director of Information Services, John Fountain

Chairman Robb called the meeting to order at 1:20 p.m.

Regent Dyer moved and Regent Ullrich seconded that the October 27, 1976 minutes be approved as distributed.

Motion carried.

Chairman Robb asked President Brickley for an update on the items requested at the previous meeting. President Brickley then asked Vice President Magee to respond to the question concerning Dr. Tyra's student teaching responsibilities in the music department. Vice President Magee reported that Dr. Tyra's student teaching responsibilities do not interfere with his band directing and really assists him in recruiting band students.

President Brickley then asked Vice President Romkema to respond to Regent McCormick's request for a report on trusts and dormitory occupancy. Vice President Romkema reported that this report will be ready in the next two or three months. In fact, he said, it will be a part of the revised auxiliary budget for the February Finance Committee meeting.

President Brickley then reported that Eastern Michigan University's United Fund contribution was over \$32,000 this year, which exceeded our goal.

Regent Ullrich asked about the status of the Financial Aid Report which was requested. Vice President Smith responded that the report will be completed next month and it will be a very comprehensive report.

The Treasurer's Report was given by Vice President Romkema. After some discussion, Regent Rush moved and Regent Milford seconded that the Treasurer's Report be received and placed on file.

Motion carried.

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

- (a) The audit-activity reports for the months of September, October and part of November 1976.
- (b) Audit Reports of:
 - 1. Check and Signature Plate destruction dated 9-14-76
 - 2. Analysis of utilities dated 9-30-76
 - 3. Sill Hall break-in dated 11-12-76
 - 4. Housing System -- apartments and residence halls dated 11-15-76
 - 5. Analysis of travel expense dated 11-16-76
- (c) Responses to:
 - 1. Audit of Physical Plant Stores dated 8-19-76
 - 2. Audit of Bookstore inventory dated 8-23-76
 - 3. Audit of Cashier's Office dated 8-26-76
 - 4. Audit of National Defense/Direct Loans dated 9-1-76
 - 5. Audit of Supplemental Educational Opportunity and College Work Study dated 9-1-76
 - 6. Audit of Payroll dated 9-1-76
 - 7. Analysis of Utilities dated 9-30-76

Chairman Robb questioned Vice President Romkema as to how he will implement these recommendations and responses to make sure they are followed.

Vice President Romkema said this question was raised by the Finance Committee also and it was agreed that in the future there will be a timetable established to implement the recommendation of each audit. The Internal Auditor will be checking each audit and making sure that recommendations are implemented.

Vice President Romkema said he wanted to mention that the Internal Auditor is now getting copies of all materials that go to the Finance Committee. He said he was embarrassed at the last Finance Committee meeting to hear he was not receiving them.

It was also reported that in the future, appropriate staff will meet with the Internal Auditor in an attempt to resolve any differences, if any, prior to the audit going to the Finance Committee.

Regent Stripp questioned the utilities analysis, saying that he finds it very disturbing to find that at a period when we are supposed to be saving, and the enrollments are down, that from 1974 to 1976 there is a large increase in utilities.

Vice President Romkema reported that usage is down but because of tremendous utility rate increases to large consumers, our costs continue to skyrocket.

Vice President Hawks also stated that our gas rate was greatly increased when we had to change from an interruptible to uninterruptible rate when we could not get oil.

Motion carried.

.1722 M ERNST & ERNST MANAGEMENT LETTER (Responses to)

Regent Dyer moved and Regent Ullrich seconded that the responses to the Ernst and Ernst Management Letter dated October 7, 1976, be accepted.

Regent Smith questioned the administration as to who "we" is when it says, "We agree."

Vice President Romkema said the answer is the administration.

Regent Smith stated she would like a report on costs of unemployment compensation. She asked for it to be broken down so she can see how much is the result of faculty and why, part-time employees and students.

Chairman Robb questioned the recommendation that the Bookstore contract with an outside consultant to review the entire Bookstore inventory.

Vice President Smith reported he feels it is a very good plan to have an outside agency come in to do a management study. He said he learned a lot of information from other consultants.

Regent Smith questioned how much it will cost for this study.

Vice President Smith replied that it should cost about \$1500 to \$2500 for the consultants.

Motion carried.

Regent Dyer moved and Regent Ullrich seconded that the Auditor General's Preliminary Report of Examination for the period of July 1, 1973 through June 30, 1975, and the administrative response to that report be received and placed on file.

Regent McCormick asked Vice President Romkema what he disagrees with in this report from the Attorney General.

Vice President Romkema said that out of 77 recommendations they disagree with 24 of them. He said he felt in most cases we are doing the job the way the uniform manual intended but there are some pending changes in the manual.

Motion carried.

Regent Dyer moved and Regent Milford seconded that the lists of recoveries of previously transferred receivables, including comparative analyses of delinquent student accounts -- for the month of October 1976 -- be received and placed on file. Also that the list of accounts receivable for transfer to "collection agency" status be approved.

Motion carried.

.1723 M GIFTS

Regent Dyer moved and Regent Milford seconded that the gifts for the month of October 1976 -- totaling \$6,762.02 -- be received with appreciation.

Vice President Hawks gave a complete status report on a monthly basis which Regent Dyer stated showed great improvement in our development efforts.

Motion carried.

.1724 M EDUCATIONAL GRANT

Regent Dyer moved and Regent Milford seconded that the following educational grant be approved:

A grant from the United States Department of Justice, in the amount of \$1,199 (which is a supplement to the initial grant of \$22,715 -- approved by the Board in September, 1976), for the Law Enforcement Education Program, for the period of August 1, 1976 through July 31, 1977, with Lee Fawcett, Director of Financial Aid, as Project Director.

Motion carried.

.1725 M FINE ART LAB FEES

Regent Dyer moved and Regent Milford seconded that the lab fees for Art courses be adjusted according to the following schedule, and that they become effective with the beginning of the Winter Semester, 1977. Also that the following policy regarding Fine Art lab fees be adopted:

Fine Art Lab Fees

Special fees will be assessed for certain Art courses to cover the costs of materials required in those courses that students create art objects which, when completed, belong to them.

The University administration is authorized to make adjustments to the Fine Art lab fees, as required, and to report such changes to the Board of Regents.

<u>Area</u>	<u>Course Nos.</u>	<u>Fees</u>
Ceramics	497	\$30.00
	498	30.00
	499	40.00
	597	40.00
	598	45.00
	599	50.00
Graphics	497	\$15.00
	498	15.00
	499	15.00
	597	15.00
	598	15.00
	599	15.00
Jewelry	497	\$10.00
	498	15.00
	499	20.00
	597	10.00
	598	15.00
	599	20.00
Sculpture	497	\$10.00
	498	20.00
	499	30.00
	597	10.00
	598	20.00
	599	30.00

Fine Art Lab Fees - continued

<u>Area</u>	<u>Course Nos.</u>	<u>Fees</u>
Fibers	497	\$10.00
	498	15.00
	499	20.00
	597	15.00
	598	20.00
	599	25.00
	Graphics (30022)	305
306		15.00
405		15.00
406		15.00
550		15.00
630		15.00
631		15.00
632		15.00
633		15.00
Ceramics (30020)	307	\$ 25.00
	308	30.00
	407	40.00
	408	40.00
	510	40.00
	610	40.00
	611	40.00
	612	40.00
	630	100.00
	631	100.00
	632	100.00
	633	100.00
441	10.00	
Jewelry (30025)	320	\$15.00
	321	20.00
	322	20.00
	540	20.00
	640	15.00
	641	20.00
	642	25.00
	630	40.00
	631	40.00
	632	40.00
	633	40.00

Fine Art Lab Fees - continued

<u>Area</u>	<u>Course Nos.</u>	<u>Fees</u>
Sculpture (30028)	310	\$30.00
	311	30.00
	411	30.00
	412	30.00
	570	20.00
	670	30.00
	671	20.00
	672	30.00
	630	80.00
	631	80.00
	632	80.00
	633	80.00
Weaving	235	\$20.00
	497	10.00
	498	15.00
	499	20.00
	509	20.00
	597	15.00
	598	20.00
	599	25.00
	630	50.00
	631	50.00
	632	50.00
	633	50.00

Motion carried.

.1726 M BANKING SERVICES, DEPOSITORIES & INVESTMENTS - Policy

Regent Dyer moved and Regent Milford seconded that the University's policy covering the investment of operating and reserve funds be modified in accordance with the following proposal:

1. Banking Services

The Treasurer shall administer banking services through the named depositories for Eastern Michigan University. Those depositories shall be the National Bank of Detroit, the National Bank of Ypsilanti, and the Ypsilanti Savings Bank.

2. Operating and Reserves Fund Investments

The Treasurer is authorized to make investments of operating and reserves funds in the named depositories of Eastern Michigan University provided that, where investments and bank deposits in named depositories would exceed stockholders' equity or where more favorable interest rates are available, investments may be made in other Michigan banks chartered by the State Banking Commission or by the Comptroller of the U. S. Currency. Such investments shall be made in the best interest of the University and shall be based on the following criteria: location of the banks, financial condition and reputation, stockholders' equity, and on interest rates, terms and restrictions on maximum and minimum amounts of investments.

The Treasurer may invest in commercial paper provided that the term of such investment does not exceed one year from the date of investment, shall not exceed \$400,000 in any given name, and shall not exceed 40% of the total investment.

Investments may also be made in instruments of the U. S. Treasury and of Federal Agencies provided that such investments shall be in blocks ranging in value between \$100,000 and \$1,000,000, and that the total of such investments shall not exceed the combined total of all University-held reserve funds.

The maturities of investments in banks or in Commercial Paper shall not exceed one year from the date of investment. The maturities of investments in instruments of the U. S. Treasury or Federal Agencies shall be staggered and shall not exceed five (5) years from the date of investment.

The Treasurer is authorized to obtain counseling services for acquisition, disposal, custody and appropriate reports relating to investments in Commercial Paper. The Treasurer is authorized to arrange with the National Bank of Detroit for Dealer services in the acquisition, disposal, custody and appropriate reports relating to investments in Treasury and Federal Agencies Instruments.

3. Endowment Funds

The treasurer is authorized to continue contracting with the Ann Arbor Trust Company to provide services as investment advisors and counsel for the endowment and loan funds. Such services to include, but not limited to, custody, acquisition and disposal of investments, as authorized, and appropriate reports. The endowment funds portfolio will consist of stocks, bonds, government securities, Commercial Paper, and the appropriate securities in conformance with policy guidelines developed by the Treasurer and reported to the Board of Regents.

4. Administration

The Treasurer and, in his absence, the Assistant Treasurer, is authorized to act on behalf of the Board of Regents in administering this policy.

5. Reporting

The Treasurer, or in his absence, the Assistant Treasurer shall, at each regular meeting of the Board of Regents, report on the financial activities governed by this policy, including bank deposits, investments, and endowment funds. Where applicable and feasible, budget reports shall also be made.

6. Definition of Terms

Operating Funds or Cash - Money received from student fees, state appropriations, and other revenue sources, to be used for paying the salaries and other costs of instruction, administration research, auxiliary and other related programs. This money may be in cash on hand, in demand deposits, or in investments for maturities not to exceed one year.

Reserve Funds - Money required for funding of the various University-held reserves and available for investments at maturities not to exceed 5 years.

Endowment Fund or Funds Acting as Endowment -

Money which, by restrictions of its donor or the owner, is invested and the earnings are used for loan and scholarship or other restricted purposes. This money is invested for long periods.

Stockholders' Equity - The sum of capital stock, surplus and undivided profit of a financial institution as shown in its Financial Report.

Banking Services - Relate to necessary accounts to carry on the financial business, and may include deposit accounts, payroll accounts, other expense accounts, special accounts for given activities, and other normal activities of commercial banks.

Regent McCormick mentioned he felt ten years for long-range financing was too long.

Regent Milford said she would prefer a five year period instead of ten years and that she had never been too thrilled with the Ann Arbor Trust Company. She said she would like the record to show that we give the two Ypsilanti banks equal opportunities.

Regent Stripp pointed out that the commercial paper investments should be limited since they are in a speculative market and we cannot be too careful.

Chairman Robb suggested the Board incorporate the five year time limit into the original motion on investments. Both Regent Dyer and Regent Milford agreed.

Motion carried.

.1727 M UNIVERSITY-HELD HOUSING MAINTENANCE RESERVES--Policy Revision

Regent Dyer moved and Regent Milford seconded that the University's policy covering reserves for extraordinary maintenance and equipment replacement in housing facilities be modified in accordance with the following policy:

Maintenance Reserve

For each housing trust (or bank loan) in which the trust (or loan) agreement does not require a trustee-held reserve for extraordinary maintenance, the University shall maintain a reserve account for that purpose.

Annual provisions in amounts equal to 0.75% of the original indebtedness shall be made into each reserve account until an amount equal to 10% of the original indebtedness has been accumulated.

Routine maintenance expenses will be charged against current operating budgets. Extraordinary maintenance and capital improvement expenditures will be charged against appropriate reserve accounts.

Regent Ullrich questioned the administration as to the meaning of "extraordinary maintenance". Vice President Romkema said it meant other than day-to-day maintenance. He said the final decision would fall with Vice President Smith and himself to decide if it was extraordinary or not.

Motion carried.

.1728 M RETIREMENT - OPTIONAL PROGRAM - Policy Revision

Regent Dyer moved and Regent Milford seconded that the TIAA-CREF Retirement Resolution, revised on October 22, 1975, be revised again as shown on the following pages; and that the University maintain its current contributions for employees participating in the optional retirement program (TIAA-CREF) for 1976-77, and until such time as the Board may make a change.

I. Participation

An optional TIAA-CREF retirement plan is hereby established for Eastern Michigan University. Classes of full-time employees eligible for participation are as follows:

1. President and administrative/professional staff with ranks of AP-1 through AP-15, and other administrative/professional ranks that may be established in the future.
2. University faculty members with ranks of professors, associate professors, assistant professors, instructors, assistant instructors and lecturers.

Participation of all eligible staff members shall be as follows:

- A. If employed or appointed prior to January 1, 1969, the effective date of this plan:
 1. Participation in the Michigan Public School Employees Retirement System may be continued, or
 2. Participation in the TIAA-CREF retirement plan while retaining a limited membership in the Michigan Public School Employees Retirement System may be elected.
- B. If employed or appointed on or after January 1, 1969, the effective date of this plan, participation is required in either:
 1. The TIAA-CREF retirement plan, or
 2. The Michigan Public School Employees Retirement System

Eligible staff members must elect to participate in the TIAA-CREF retirement plan or the Michigan Public School Employees Retirement System within 90 days from:

1. The effective date of the TIAA-CREF retirement plan, or
2. The date of his employment, whichever is later.

Eligible staff members not exercising the option to participate in the alternate plan within the 90-day period will be assumed to have elected participation in the Michigan Public School Employees Retirement System only. The actual or assumed election is irrevocable.

II. Retirement Age

Except as provided in Section III, all participants in this retirement plan shall retire at the end of the academic year in which they attain age 65, herein called normal retirement age.

III. Extension of Service

By special vote of the Board of Regents, extensions of service beyond normal retirement age may be made for definite periods not to exceed one year each, but no such extensions shall postpone retirement beyond the end of the academic year in which age 70 is attained.

IV. Contributions

As its contribution, Eastern Michigan University shall contribute for the benefit of all eligible employees those amounts as may be determined by the Board of Regents.

Such contributions shall be forwarded to Teachers Insurance and Annuity Association for the purchase of retirement benefits for the participant as follows:

- (1) At the election of the participant, either 100 percent, 75 percent, 50 percent, 25 percent, or 0 percent of such contributions will be applied as a premium for a TIAA retirement annuity contract on the participant's life.
- (2) The balance, if any, of such contributions will be applied as a premium for a CREF retirement annuity certificate on the participant's life.

V. Leave of Absence

During leave of absence on part pay, Eastern Michigan University will continue contributions based on salary paid while on leave of absence.

VI. Contracts

Each TIAA annuity contract and CREF certificate issued in accordance with Section IV of this plan is for the sole purpose of providing a retirement and/or death benefit and is the property of the individual participant.

VII. Death Benefits Prior to Retirement

If an eligible employee who has elected to participate in the TIAA-CREF retirement program and who has maintained limited membership in the Michigan Public School Employees Retirement System, dies before retirement, his named beneficiary:

- (1) is entitled to a refund of any contributions he has previously made to the Michigan Public School Employees Retirement System, including interest at the rate of 2-1/2% per annum, and
- (2) an income or a lump-sum death benefit based on both the University's and the participant's contributions to TIAA-CREF.

VIII. Termination of Service

If an eligible employee who has elected to participate in the TIAA-CREF retirement program and who has maintained limited membership in the Michigan Public School Employees Retirement System terminates service, he:

- (1) is entitled to a refund of any contributions he has previously made to the Michigan Public School Employees Retirement System, including interest at the rate of 2-1/2% per annum, and
- (2) may continue premiums on his TIAA-CREF annuities through another educational institution or on his own, place the annuities on a paid-up basis.

IX. Repurchase

All contributions made under the provisions of this retirement plan are for the sole purpose of providing retirement and/or death benefits as described in Sections VI and VII. The University does not participate in the repurchase procedures set forth in the TIAA-CREF booklet, Your Retirement Annuity, and therefore will not approve any requests for repurchase under such procedures.

X. Amendment

While it is expected that this plan will continue indefinitely, Eastern Michigan University reserves the right to modify or discontinue it at any time.

XI. Effective Date

The effective date of this amendment shall be July 1, 1976.

Regent Dyer asked Vice President Hawks to explain the reason for this revision of policy, which he did.

Motion carried.

	Orientation
	Graduation
.1729 M UNIVERSITY FEES:	Transcripts
	Subscription Service for Placement Bulletin

Regent Dyer moved and Regent Ullrich seconded that University policies covering new and/or revised charges for University fees be approved as follows:

Orientation Fees

Effective January 3, 1977, a registration fee of \$10.00 shall be charged for University orientation seminars. An accommodation fee of \$15.00 shall be charged for related overnight housing programs and meal service.

Graduation Fee

Effective with the Spring Session 1977, Eastern Michigan University graduation fees shall be as follows:

Undergraduate Degree.....	\$10.00
Graduate Degree.....	15.00

Transcript of Credits

Effective January 3, 1977, each student or former student is furnished one official transcript either before or after graduation without charge. A charge of \$2.00 will be made for each additional transcript. Payment is made to the Cashier before the transcript is issued.

Placement Bulletin Subscription Service

Effective January 3, 1977, a charge of \$10.00 shall be made for each subscription to the University Placement Bulletin Service. Subscriptions shall be available on an annual basis only.

Motion carried.

.1730 M EMU-YPOA LABOR AGREEMENT

Regent Dyer moved and Regent Milford seconded that the Board of Regents approve the agreement between Eastern Michigan University and EMU-YPOA to be effective December 9, 1976, and that the Vice President for University Relations and the Director of Personnel be authorized to sign it.

Chairman Robb said he wanted to compliment Vice President Hawks and the Union on the signing of this contract as it was done in a very quiet manner and he did not even realize that the bargaining was going on.

Vice President Hawks also complimented Wayne Douglas and the Union for the serious and responsible way they conducted the negotiations.

Motion carried.

.1731 M ALL EVENTS FACILITY - PLAN "D"

Regent Dyer moved and Regent Milford seconded that the administration be authorized to continue planning for the conversion of the Bowen-Warner facility to an intramural and instructional complex and the construction of an All Events Building -- as outlined in the "Plan D" proposal.

It is also recommended that the administration be authorized to contract with Ralph Calder Associates, Inc. in conjunction with Geiger -Berger Associates, for related architectural services for a total amount not to exceed \$20,000, and to explore funding options for the construction of such facilities.

Regent Dyer reviewed the history of this project and reported that the "Plan D" concept would cost \$5 million less than any other proposed athletic facility plans they looked at. He said this plan maximizes the use of existing facilities and he thought it was going to be a big plus for the University. He continued that at first he was hesitant in his support for a new facility of this type, but quickly was converted when he saw the facility at the University of Northern Iowa. He said it gives flexibility we have never had before.

President Brickley said he agrees with Regent Dyer but wanted to explain further that the \$10,000 allocated a year ago was spent studying other proposals for athletic facilities. The \$20,000 approved today will allow the University to develop drawings and more accurately estimate cost for the All Events Building and renovation project which eventually will go before the state legislature. He continued that he hopes the study of the project will be complete this spring so we can take it to the House and Senate Joint Capital Outlay Committee. He also said he could not estimate when construction of the dome and renovation of the present facilities would begin as state funding for capital expenditures would be necessary.

Regent Stripp commented that at one time he was opposed to a dome, but he is supportive of this plan.

Regent Rush noted that this proposal was submitted to the Board's Student Affairs Committee and they support the principle and concept of the All Events Building. Certainly the administration needs to consider the possibility of further contacts with potential users to get as much information as possible to be sure we make no mistakes.

Chairman Robb said he noticed Steven Repko from the Ypsilanti Press was in the audience and probably interested in the All Events Building proposal. He said that the major concern and need of this Board was for an "All Events" facility and it looks like it could also be used for football.

Regent Milford agreed and said this building would create a new image for the University.

Regent Dyer said we would not need this facility if it were just for football, but the people in Iowa are very excited about the unlimited uses of the facility and it would be a great asset for our campus.

Motion carried.

.1732 M MASTER'S DEGREE IN ENGLISH

Regent Smith moved and Regent Milford seconded that the Master's Degree in English with a concentration in Children's Literature be approved.

Vice President Magee noted this new Master's Program will not require new staff.

Motion carried.

.1733 M APPOINTMENTS

Regent Smith moved and Regent Ullrich seconded that the faculty and staff appointments be approved as follows:

<u>Faculty</u>					<u>Effective</u>
Ackenhusen, Dorothy	Lecturer	English	Fall	\$22/cr hr for substituting	9-29-76
Allen, Mark	Grad Assistant	80% Political Science	Fall/Wntr	\$2400	8-30-76
Bajwa, Ranjit	Professor	Continuing Education	Fall	\$166.67	9-8-76 and 9-13-76
			Wntr	166.67	9-22-76 and 9-23-76
Barach, George	Assoc Prof	91% Special Education 9% Student Teaching	Wntr	9050	12-27-76
			Wntr	895	
Barber, Betty	Assist Prof	Home Economics	Fall	\$23-only	9-23-76
Best, Margaret	Instructor	Center Educ Resources	Wntr	4741.50	1-3-77
Brown, Anthony	Lecturer	10% Music	Fall	450	10-20-76
Carlisle, Barbara	Assist Prof	Art	Fall	\$207	9/24,27,29/76 and for substituting 10/1-4-6-11-13/76
Cornish, William	Lecturer	20% Management	Wntr	1050	12-27-76
Deeb, Michael	Lecturer	25% Continuing Ed	Fall	\$620	9/13 to 11/29/76
DeCampo, Robert	Assist Prof	Home Economics	Fall	\$46-only	9/20,22/76
DePietro, Rocco	Lecturer	40% Management	Wntr	1800	12-27-76
Devers, James	Assist Prof	English	Fall	\$22/cr hr for substituting	10-1-76
Elsley, Max	Grad Assist	50% Speech/Dramatic Arts	Fall	750	8-30-76
Evans, Gary	Assist Prof	Continuing Education	Wntr	\$720	1/10 to 3/28/77
Found, Elaine	Assoc Prof	Mich. Consumer Center	Fall	\$20-only	10-22-76
Freeman, Lawrence	Assist Prof	Art	Fall	\$69	9/30 & 10-12-76 for substituting

Appointments - continued

FacultyEffective

Gamble, Daniel	Lecturer	20% Management	Wntr	\$ 900	12-27-76
Garber, Garl	Assoc Prof	50% Student Teaching 50% Special Education	Wntr Wntr	4866 4866	12-27-76
Garfield, Juanita	Assoc Prof	Continuing Education	Fall	\$60-only	10-20-76
Geffen, Lawrence	Assoc Prof	67% Special Education 33% Student Teaching	Wntr Wntr	6306 3106	12-27-76
Israel, Tanya	Lecturer	15% Special Education	Fall	450	10-27-76
Johnson, David	Assist Prof	Continuing Education	Wntr	\$680 1/12 to 3/28/77	
Kremko, Marla	Grad Assist	50% Political Science	Fall	750	8-30-76
Kuwik, Paul	Assoc Prof	75% Industrial Ed 25% Career Education	Fall Wntr Fall Wntr	7488 7488 2496 2496	8-28-76
Laycock, Angeline	Lecturer	Home Economics	Fall	\$138 1/21,23,28/76	
Leinbach, Richard	Assist Prof	Home Economics	Fall	\$46 9/21,28/76	
Livesay, Edith	Lecturer	English	Fall	\$22/cr hr for substituting	9-29-76
Martin, Nora	Assoc Prof	75% Special Education 25% Student Teaching	Wntr Wntr	6719 2240	12-27-76
McClennen, Sandra	Assist Prof	33% Student Teaching 67% Special Education	Wntr Wntr	2902 5892	12-27-76
Meis, Ruby	Professor	Home Economics	Fall	\$92 9/21,28/76 for substituting	
Monkiewicz, Terry	AP-5 Coordinator Educational Materials Specialist	Continuing Education	Fall	\$56.67-only	10-21-76
Monsma, Charles	Assist Prof	25% Continuing Ed	Fall	\$720 9/15 to 12/8/76	
Muckenhurn, Erma	Acting Director Continuing Education	Continuing Education	12 mos	1200 adjustment	7-1-76
Munger, Richard	Lecturer	27% Special Education	Fall	640	10-25-76
Myers, Allen	Professor	91% Special Education 9% Student Teaching	Wntr Wntr	12947 1280	12-27-76
Myrick, Tommye	Lecturer	40% Speech/Dramatic Arts	Wntr	2500	12-27-76

Appointments - continued

<u>Faculty</u>						<u>Effective</u>
Okpechi, Simeon	Lecturer	20% Accounting/Finance	Fall	\$1100		8-30-76
Osborn, Charlotte	Lecturer	20% Upward Bound	Fall/Wntr/Spr	800		10-27-76
Otis, Joan	Lecturer	50% Art	Wntr	1800		1-3-77
Peterson, Doris	Lecturer	Home Economics	Fall/Wntr	16000		9-27-76
Petrella, Frank	Lecturer	Swaziland Primary Curriculum Development Project 6 month appointment only	Fall/Wntr	5652.50		11-1-76
Reichbach, Gwendolyn	Assoc Prof	6% Continuing Ed	Fall	\$180	9/15 to 12/8/76	
Rice, Dale	Assoc Prof	50% Special Ed (#11350) 50% Special Ed (#20821)	Fall Fall	2744 2744		10-25-76
St. John, Barbara	Lecturer	40% Curriculum/Instr	Fall	. 675		11-11-76
*Saxon, Charles	Instructor	Operations Research & Information Systems	Wntr	7750		12-27-76
Sharp, David	Assoc Prof	Art	Fall	\$172.50	9/21, 23 to 10/5, 7/76	
Softley, Donald	Lecturer	40% Afro-American Studies	Fall	2000		8-30-76
Sperling, William	Assist Prof	Continuing Education	Fall	\$54.16	only	9-8-76
Stemmer, Jr., Paul	Grad Assist	Psychology	Fall/Wntr	2500		10-4-76
Stocker, Joel	Lecturer	20% Accounting/Finance	Fall	950		8-30-76
Street, Scott	Professor	Continuing Education	Fall	\$1360	10-7 to 1-27-77	
Tibbals, Robert	Assist Prof	Continuing Education	Fall	\$1440	10-7 to 1-27-77	
Turner, Ellen	Lecturer	Center of Educ Resources Continuing Education	Fall	\$3250	9-13 to 12-18-76	
Ufford, Mary	Assoc Prof	91% Special Education 9% Student Teaching	Wntr Wntr	8798 870		12-27-76
Vielhaber, Mary	Lecturer	60% Management	Wntr	2700		12-27-76
Wawrzaszek, Frank	Professor	91% Special Education 9% Student Teaching	Wntr Wntr	11284 1116		12-27-76

Appointments - continued

<u>Staff</u>					<u>Effective</u>
Cantrell, Margaret	CS-2 Key punch Operator	Admin. Comp Center	\$6180	12 mos	10-18-76
Hyst, Cynthia	CS-2 Cashier	Cashier's Office	6180	12 mos	11-3-76
Jain, Prem	CS-1 Clerk	Academic Records	5820	12 mos	10-25-76
Jorfi, Joseph	AP-7 Programmer/Analyst	Admin. Systems	13644	12 mos	11-8-76
Kajcienski, Donald	AP-9 Assoc Director Admissions	Admissions	18875	12 mos	10-11-76
Medos, Catherine	CS-3 Senior Clerk	Financial Aids	6682	12 mos	11-29-76
Moses, Karen	AP-7 Academic Advisor	Academic Services	11367	12 mos	11-1-76
O'Banner, John	FM-6 Custodian	Physical Plant	4.35/hr	12 mos	10-5-76
Parks, Phyliss	CS-3 Senior Clerk/Typist	50% Sociology	3341	12 mos	10-4-76
Redfern, Keven	AP-5 Conference Coordinator	Hoyt Conference Center	8300	12 mos	9-1-76
Tobias, Barbara	CS-3 Senior Clerk	Housing	6682	12 mos	10-11-76
Utter, Cheryl	CS-1 Clerk	Academic Records	5820	12 mos	10-27-76
Vinson, Sharlee	CS-3 Senior Clerk	McKenny Union	6682	12 mos	10-12-76
Wiley, Valdina	CS-2 Clerk/Typist	Academic Services Center	6180	12 mos	10-13-76

Motion carried.

.1734 M VICE PRESIDENT & EXECUTIVE ASSISTANT TO THE PRESIDENT

Regent Smith moved and Regent Ullrich seconded that effective January 1, 1977, Dr. Anthony H. Evans be appointed Vice President and Executive Assistant to the President (AP-15), and that his salary be \$35,000.

President Brickley complimented Dr. Evans on his skills and past performance and feels he will continue to add a great deal to our organization.

Motion carried.

.1735 M SEPARATIONS

Regent Smith moved and Regent Ullrich seconded that the faculty and staff Separations be approved as follows:

<u>Faculty</u>			<u>Effective</u>
Marsh, Linda Health	Instructor	Nursing Education	9-7-76
Raleigh, Edith Return to school	Assistant Professor	Nursing Education	12-20-76
<u>Staff</u>			
Brink, E. Lois Personal	CS-3 Secretary	Curriculum & Instruction	11-12-76
Brooks, Lucille Other position	CS-1 Clerk	Academic Records	11-12-76
Bullard, Paula Maternity	CS-3 Senior Clerk	Student Accounting	12-3-76
Creed; Charles Other position	AP-8 Assistant Manager, Employee Relations	Personnel	11-12-76
Dubisky, JoAnna Other position	CS-1 Clerk	Accounting	11-10-76
Falcon, Carlos Other position	AP-8 Admissions Officer	Admissions Office	10-29-76
Greig, Linda Maternity-did not return from leave	CS-5 Senior Secretary	Economics Department	1-2-76
Haque, Syed Other position	FM-14 Fireman Heating Plant	Physical Plant	10-4-76
Hickerson, Evelyn Leaving area	CS-3 Cashier	University Bookstore Annex	11-12-76
Lobbestael, Gail Leaving Area	CS-4 Library Assistant	Center of Educational Resources	12-3-76

Separations - continued

<u>Staff</u>			<u>Effective</u>
Lutz, Karen Leaving area	CS-3 Secretary	Special Education	11-19-76
See, Brenda Leaving area	P-5 Supervisor	Food Service-McKenny	10-29-76
Smith, June Leaving area	FM-6 Custodian	Physical Plant	10-29-76
Thomas, Ferrell Quit w/o notice	FM-6 Custodian	Physical Plant	9-2 -76
Weiss, Benjamin Personal	AP-8 Coordinator Academic Advising	Academic Services	11-1-76
Wetzler, Carolyn Personal	CS-2 Cashier	Parking & Paving	9-24-76
Wilhelm, Dolores Did not return from maternity leave	CS-4 Senior Account Clerk	Development	11-3-76

Retirements - Staff

Brower, Noreen	CS-5 Senior Secretary	Educational Psychology	12-18-76
Dufek, Louis	FM-6 Custodian	Housing	10-15-76
Knight, Earl	FM-6 Custodian	Physical Plant	9-1-76

Deceased - Staff

Decker, Randall	PG-12 Grounds Leader	Physical Plant	11-15-76
-----------------	----------------------	----------------	----------

Deceased - Faculty

Fox, Donald	Associate Professor	Educational Leadership	2-2-76
Smith, Wilfred	Associate Professor	Education	10-22-76

Motion carried.

.1736 M CHANGES OF STATUS

Regent Smith moved and Regent Milford seconded that the faculty and staff Changes of Status be approved as follows:

Staff

Anderson, Carl	Be changed from FM-21 Skilled Tradesperson to Layoff Status, effective 8-20-76. Notice of separation being rescinded. Employee being converted to layoff status per bargaining unit agreement with AFSCME.
Baylis, Marie	Be changed from FM-5 Second Cook to FM-9 First Cook in Food Service, at a salary of \$4.50 per hour, for Fall and Winter Semester, effective 11-8-76.
Brown, Donalee	Be changed from CS-3 Senior Clerk to AP-6 Campus Interact Officer, at a salary of \$9729, for 12 months, effective 10-11-76.
Burg, Gary	Be changed from AP-4 Graphic Arts Technician in Account #48593 to AP-4 Graphic Arts Technician in Account #29211, effective 10-25-76. Appointment to terminate not later than 12-6-76.
Cook, Susie	Be changed from FM-1 Food Service Helper to FM-6 Custodian in McKenny Union Maintenance, at a salary of \$4.35 per hour, for 12 months, effective 10-19-76.
Duda, Judith	Be changed from CS-3 Senior Clerk to CS-4 Academic Records Verifier in Academic Records, at a salary of \$7617, for 12 months, effective 10-4-76.
Etheridge, Reiri	Be changed from CS-3 Senior Clerk in Account #13010 to CS-3 Senior Clerk in Account #14600, at no change in salary for 12 months, effective 11-8-76.
Fawcett, Lee	Be changed from AP-11 Director of Financial Aids at a salary of \$21,134 to AP-11 Director of Financial Aids at a salary of \$21,606, for 12 months, effective 1-1-77 -- recalculation of Board approved special merit increase
Garland, Joan	Be changed from temporary to FM-5 Second Cook in Food Service, at a salary of \$4.29 per hour, for Fall and Winter Semesters, effective 10-25-76.

Staff

Gentner, Harold Be changed from FM-21 Skilled Tradesperson in General Maintenance and Repair to Layoff Status, effective 7-19-76. Notice of separation being rescinded. Employee being converted to layoff status per bargaining unit agreement with AFSCME.

Hall, Florence Be changed from AP-6 Nurse to AP-7 Nurse in the Health Center, at a salary of \$10,826, for 12 months, effective 2-1-75. Also change of salary from \$10,826 to \$11,367, effective 7-1-75. To compute UAW 1976 salary increase. Employee on Layoff as of 8-1-75.

Heck, Ann Be changed from AP-7 Academic Advisor to AP-8 Acting Coordinator of Academic Services Center, at a salary of \$13,800, for 12 months, effective 11-1-76.

Howard, Flonnie Be changed from temporary to FM-1 Food Service Helper in Food Service, at a salary of \$3.69 per hour, for Fall and Winter Semesters, effective 11-8-76.

Hurdle, Vickii Be changed from CS-2 Cashier to CS-3 Account Clerk in Cashier's Office, at a salary of \$7987, for 12 months, effective 10-13-76.

Jenkins, John Be changed from temporary to FM-10 Special Projects Crewperson in the Physical Plant, at a salary of \$4.57 per hour, for 12 months, effective 9-27-76.

Jones, Henry Be changed from FM-6 Custodian to FM-9 Pot and Pan Utility in Food Service, at a salary of \$4.50 per hour, for Fall and Winter Semesters, effective 10-25-76.

LaBerge, Marie Be changed from FM-9 First Cook to FM-5 Second Cook, at a salary of \$4.29 per hour, for Fall and Winter Semesters, effective 10-11-76.

LaBoissonniere, Earl Be changed from temporary to FM-9 Pot and Pan Utility in Food Service, at a salary of \$4.50 per hour, for Fall and Winter Semesters, effective 11-8-76.

Lewis, Hildred Be changed from AP-9 Director of Upward Bound in Account #22336, to AP-9 Director of Upward Bound in Account #22337, at no change in salary, for 12 months, effective 9-1-76. Renewal of Grant.

McAndrew, Martha Be changed from CS-3 Secretary to CS-4 Secretary II in the Admissions Office, at a salary of \$8267, for 12 months, effective 10-25-76.

McGraw, James Be changed from AP-7 Campus Life Officer to AP-8 Mental Health Counselor in the Mental Health Office, at a salary of \$20,948, for 12 months, effective 9-2-76.

Murdock, Barbara Be changed from temporary to CS-5 Senior Secretary in Sociology, at a salary of \$8277, for 12 months, effective 11-15-76.

Staff

- Modic, Catherine Be changed from CS-1 Library Assistant I to CS-2 Clerk/Typist in Center of Educational Resources, at a salary of \$6180, for 12 months, effective 9-27-76.
- Palmateer, Phyllis/Be changed from CS-5 Senior Secretary to CS-5 Account Specialist in Student Accounting, at no change in salary, for 12 months, effective 10-11-76.
- Parris, Kunigunda Be changed from FM-5 Second Cook to FM-9 First Cook in Food Service, at a salary of \$4.50 per hour, for Fall and Winter Semesters, effective 11-8-76.
- Petelka, Martha Be changed from temporary to CS-1 Clerk in Records, at a salary of \$5820, for 12 months, effective 9-27-76.
- Pinkston, Cordie Be changed from FM-9 Pot and Pan Utility to FM-2 Assistant Cook in Food Service, at a salary of \$3.94 per hour, for Fall and Winter Semesters, effective 10-11-76.
- Pontello, Mary Be changed from AP-6 Nurse to AP-7 Nurse in Health Center, at a salary of \$10,826, for 12 months, effective 2-1-75. Then change of salary from \$10,826 to \$11,367, effective 7-1-75. To compute UAW 1976 salary increase. Employee on layoff as of 8-1-75.
- Raymond, Linda Be changed from CS-4 Secretary II to CS-5 Senior Secretary in Management, at a salary of \$10,540, for 12 months, effective 10-11-76.
- Redfern, Keven Be changed from AP-5 Conference Coordinator to AP-5 Resident Unit Administrator in Housing, at no change in salary, effective 10-31-76. Appointment to terminate not later than 4-30-77.
- Reeds, Ellen Be changed from CS-1 Clerk to CS-3 Senior Clerk in Academic Records, at a salary of \$6856, for 12 months, effective 9-27-76.
- Sanborn, Marianne Be changed from AP-6 Assistant Director of Upward Bound in Account #22336 to AP-6 Assistant Director of Upward Bound in Account #22337, at no change in salary, for 12 months, effective 9-1-76. Renewal of grant.
- Szalanga, Antoinette Be changed from CS-4 Academic Record Verifier to CS-4 Library Assistant II in Center of Educational Resources, at no change in salary, for 12 months, effective 9-27-76.
- Tedders, Ada Be changed from temporary to FM-2 Salad Maker in Food Service, at a salary of \$3.94 per hour, for Fall and Winter Semesters, effective 10-11-76; then from FM-2 Salad Maker to FM-1 Food Service Helper in Food Service, at a salary of \$3.69 per hour, for Fall and Winter Semesters, effective 11-8-76.

Staff

- Thurber, Barbara Be changed from CS-1 Clerk to CS-3 Senior Clerk in Center of Educational Resources-Media Services, at a salary of \$6682, for 12 months, effective 10-5-76.
- Wright, Charles Be changed from FM-8 Grounds Attendant to FM-13 Motor Vehicle Operator in Physical Plant, at a salary of \$4.81 per hour, for 12 months, effective 10-10-76.

Faculty

- Ackenhusen, Dorothy Lecturer - English
Substituting for ill faculty member
\$23/ credit hour
Fall 1976 Semester
- Angelocci, Angelo Professor - Special Education
From: 100% Special Education

To: 75% Special Education
25% Grievance Review Board
No change in salary
Winter 1977 Semester
- Braun, Sandra Assistant Professor
From: Art Department (#10320)
To: Sick Leave Reserve (#19940)
Effective: 9-21-76
From: Sick Leave Reserve (#19940)
To: Art Department (#10320)
Effective: 10-14-76
No change in salary
- Cline, William Associate Professor - Bilingual Program Grant
Includes \$800 for grant administration
Base salary: \$16,918
Effective: 9-1-76 to 8-31-77
- Johnson, Marvin Associate Professor
From: 100% HPER
To: 50% HPER
50% Athletics
No change in salary
Fall 1976 & Winter 1977 Semesters
- Lindsay, Mark Instructor - Industrial Education
From: \$14,372
To: \$15,272 Change in Base Salary
by \$900 for Ph.D.
Effective: 11-15-76
Fall 1976 & Winter 1977 Semesters

Faculty

Markese, John Assistant Professor
Special Employment during August for purpose
of preparing the School of Banking proposal.
Salary: \$300
August 1976 - only

McGlynn, Paul Associate Professor - English
Substituting for ill faculty member
\$23/ credit hour
Fall 1976 Semester

Mohl, Ronald Associate Professor - English
Substituting for ill faculty member
\$23/ credit hour
Fall 1976 Semester

PaDelford, Harold Associate Professor - Swaziland
To change termination date on Swaziland Grant.
Dr. PaDelford terminated effective 10-24-76.
Supercedes previous termination date of 10-2-76
Actual salary: \$10,375

Pearson, Donald Associate Professor
From: 100% Economics
To: 75% Economics at \$7,064
25% Grievance Review Board at \$2,355
Winter 1977 Semester

Spike, Clark Department Head - Chemistry
From: \$37,401
To: \$38,000 Salary adjustment for
1976-77 incorrectly calculated.
Annual

Stover, Henrietta Graduate Assistant
From: Fall & Winter Appointment - \$1500
To: Fall only appointment - \$750 (50%)
Effective: 8-26-76

Szonyi, Paul Instructor - History and Philosophy
Is on Plan C and not teaching this semester,
will cover Mr. Green's classes and be compensated
according to Article 11.1 E.3 of the EMU-AAUP Agreement
Salary: \$2852
Effective: 9-20-76
Fall 1976 Semester

Motion carried.

.1737 M LEAVES OF ABSENCE

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

Faculty

- Mayer, Roger Associate Professor in Art, be granted a leave of absence, without pay, to pursue independent research and study, from 1-1-77 to 1-1-78.
- Reichbach, Gwendolyn Assistant Professor, be granted a temporary disability leave of absence from 9-16-76 to 9-29-76. Sick Leave Reserve #19940, Fall Semester.

Staff

- Atchinson, Josie CS-5 Senior Secretary in Geography, be granted sick leave reserve until return to work or exhausted of accrued sick time. Effective 10-4-76.
- Burger, Patricia CS-5 Senior Secretary in Management, be granted an educational leave of absence, without pay, from 9-16-76 to 9-16-77.
- Carpenter, Johnnie FM-4 Housekeeper in the Physical Plant, be granted an extended medical leave of absence, without pay, from 9-7-76 to 10-11-76.
- D'Angelo, Laurie FM-6 Custodian in the Physical Plant, be granted an extended medical leave of absence, without pay, from 10-10-76 to 11-10-76.
- Frasier, Barbara FM-4 Housekeeper in the Physical Plant, be granted a medical leave of absence, without pay, from 9-28-76 to 10-28-76; then be granted an extended medical leave of absence, without pay, from 10-28-76 to 11-28-76.

Staff

Gladney, Lugene FM-2 Assistant Cook in Food Service, be granted a compensable injury leave of absence, effective 10-5-76.

Gruno, Mary FM-1 Food Service Helper in Food Service, be granted a medical leave of absence, without pay, from 8-23-76 to 10-11-76.

Harris, Robert FM-6 Custodian in the Physical Plant, be granted a medical leave of absence, without pay, from 10-7-76 through 1-7-77.

Holland, Jackie CS-3 Secretary in Purchasing, be granted a maternity leave of absence, without pay, from 7-19-76 to 10-19-76.

Holzer, Judith CS-5 Senior Secretary in Sociology, be granted a child care leave of absence, without pay, from 9-28-76 through 12-28-76.

Jackubowski, Jean CS-3 Account Clerk in Student Accounting, be granted an extended medical leave of absence, without pay, from 11-8-76 to 12-1-76.

Knowlton, Bruce FM-12 Grounds Leader in the Physical Plant, be granted a compensable injury leave of absence, effective 11-18-76.

Kotrba, Connie CS-3 Senior Clerk in Financial Aids, be granted an extended child care leave of absence, without pay, from 10-31-76 to 1-31-77.

Kuhn, Jr., Robert FM-16 Special Grounds Equipment Operator in the Physical Plant, be granted a personal leave of absence, without pay, from 8-16-76 to 11-16-76,

Miles, Ofelia CS-3 Secretary in Campus Life Office, be granted a maternity leave of absence, without pay, from 9-13-76 to 12-13-76.

Moran, Diane CS-3 Senior Clerk in Financial Aids, be granted a child care leave of absence, without pay, from 7-15-76 to 10-15-76; then an extended child care leave of absence, without pay, from 10-16-76 to 1-16-77.

Navidonski, Marjorie FM-6 Floater Custodian in Housing/Food Service, be granted an compensable injury leave of absence, effective 10-4-76.

Leaves of Absence - continued

Staff

Pinkston, Gerald	FM-6 Custodian in the Physical Plant, be granted a compensable injury leave of absence, effective 11-16-76.
Singleton, Fronie	FM-6 Custodian in the Physical Plant, be granted a medical leave of absence, without pay, from 9-15-76 to 10-25-76.
Swikoski, Wendy	FM-4 Housekeeper in the Physical Plant, be granted a maternity leave of absence, without pay, from 10-11-76 to 1-11-77.
Wheeler, Judy	CS-5 Account Specialist in Accounting, be granted a child care leave of absence, without pay, from 10-9-76 to 1-9-77.
Whitfield, Lelia	FM-9 Housekeeper in the Physical Plant, be granted a medical leave of absence, without pay, from 9-27-76 to 12-27-76.

Motion carried.

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

Regent Rush reported that he would only highlight several items and focus on special concerns as their committee minutes have been very comprehensive and circulated to the Board. He said their ad hoc committee's report on apartments was introduced and they were impressed with the excellent job by the committee and its chairman, Vincent Neton. They also discussed a report by Tom Sullivan, the Director of Housing, which indicated the actions housing had taken regarding the recommendations found in the report. They also had an ad hoc task force reviewing the student health and accident insurance and student personal property insurance policies that are available to the student body. This final report was accepted by the Student Affairs Committee and referred to student government and administration for their action.

Regent Rush continued that at their last meeting President Brickley reported on the search and screening policy for non-teaching personnel. They also had a report from Jim Mathias from McKenny Union and Conferences. The Student Affairs Committee was pleased with movement in this area which includes a new reservation system for McKenny and Hoyt. They were especially pleased to learn that there will be food service available in McKenny throughout periods when the University is open but classes are not in session. He said they learned that Gallery I is the first priority for redecorating with a projected completion date of February first. The committee also heard about the development of a student art gallery as part of the current music/listening room.

He also reported that they dealt with concerns for financial aid recipients to be able to voucher for their books when their financial aid checks were delayed. He said they had a report from the President of the Residence Hall Association about the changes which have taken place over the past year. He also reported that Dr. MacLean provided them with on going reports regarding the physically handicapped students. They also had a meeting with the University Student Publications Board, toured publication facilities and had a chance to explore and exchange ideas. Also Mr. Barnhill, the publisher/editor of the Ypsilanti Press attended their last meeting. Of special note was Regent Edward McCormick's remarks which established a perfect tone for the meeting.

The committee also heard a report from President Brickley on the recommendation to increase student fees and received material on the changes in pass-fail policies.

The committee took two important actions at the last meeting; (1) passed a motion recommending adoption of President Brickley's proposal regarding the proposed intramural, athletic and instructional facility; and (2) the committee recommends the proposed changes in the Student Conduct Code and Judicial Structure be accepted.

.1738 M STUDENT CONDUCT CODE & JUDICIAL STRUCTURE - Revisions

Regent Rush moved and Regent Dyer supported that the Student Conduct Code and Judicial Structure revisions be accepted as follows:

Student Conduct Code and Judicial Structure

Section 1.

A. UNIVERSITY WIDE REGULATIONS

The following conduct, should it take place on University owned or controlled property or at a University sponsored or supervised event, may result in disciplinary action by the University, including dismissal from the University.

1. Use of Alcohol Consumption or possession of alcoholic beverages by persons under 18 years of age. Consumption or possession of alcoholic beverages by any person at any place or at any time where not specifically permitted by University policy or regulation. NOTE: Transportation in sealed containers to and from an authorized area or place is permissible if the person in possession has attained the legal age as prescribed by Michigan law for the legal possession of alcoholic beverages.
2. Drugs
 - (a) Drug Distribution Distribution of narcotic or drug substance in violation of local, state or federal drug or narcotic laws.
 - (b) Drug Usage Use or possession of any drug or narcotic in violation of local, state or federal drug or narcotic laws.
3. Property
 - (a) Theft of University property or property of a member of the University or visitor.
 - (b) Damage, destruction or defacement of University property or property of a member of the University or visitor.
 - (c) Wrongful appropriation of University property or property of member of the University or visitor.
 - (d) Unauthorized possession of University property or property of a member of the University or visitor.
4. University Facilities
 - (a) Unauthorized Use (including entry to, occupation of, or blocking ingress or egress) of University facilities such as but not limited to buildings, classrooms, hallways, entryways, conference rooms, as well as unauthorized use of vehicles, equipment, or services.

- (b) Gambling Gambling on campus for money or other things of value except as provided by law.
- (c) Pets Dogs, cats, reptiles, or other animals are prohibited in University buildings or on University grounds, except where properly authorized. (Such animals on campus in violation of this policy are subject to impoundment.) This restriction shall not apply to a leader dog or a guide dog when assisting a blind or visually handicapped person.

5. Disruptive Conduct

- (a) Active participation in or instigation of disruption or obstruction of any University activity including but not limited to functions of the board of control, teaching, research, administration, disciplinary procedures and the public service functions of the University.
- (b) Disturbance of or harassment of any member of the University community.

6. Physical Abuse

Physical abuse or threat of physical abuse or unwarranted inflammatory provocation to physical abuse against any member of the University community or any person on University property or conduct which threatens or endangers the mental or physical health or safety of such person.

7. Falsification of Records

Forgery, alteration or improper use of University documents, records or identification including alteration or transfer to another person of identification cards (which are the property of EMU.)

8. Firearms, Weapons and Explosives

- (a) Possession or use of firearms and other weapons.
- (b) Possession or use of firecrackers, gunpowder, explosives or incendiary devices, or other materials which endanger health or safety.

9. Fire Alarm Systems and Equipment

Tampering with or misuse of fire alarm systems or firefighting equipment.

10. Other University Regulations

Violation of any other posted or published University regulations, including but not limited to:

- (a) EMU Policy Manual
- (b) Terms and conditions of the Residence Hall Contract
- (c) The Student Guidebook
- (d) Game Plan

All of the above are available in the Dean of Students Office, 214 Goodison Hall.

B. OFF CAMPUS CONDUCT

Conduct described in the regulations in part A which occurs off campus may also result in disciplinary action by the University when:

- (a) such conduct has or tends to have a substantial adverse impact on the interest of the University or an individual within the University community, AND
- (b) there is a showing to that effect to the satisfaction of a University hearing board to which the case is referred.

Section 2

PROCEDURAL RIGHTS OF THE ACCUSED STUDENT

1. The student shall have the right to remain silent.
2. The student shall have the right to an adviser of his or her choice. Such adviser shall be selected from the University community (i.e., current faculty, staff, employees and students) who is a member in good standing.
3. The student shall be presented with a written statement of the charges against him or her.
4. The student must be presented with a written list of his or her rights. Rights 1-4 shall extend to all judicial proceedings, all investigations conducted by the Dean of Students Office and before any statement is made to the Dean of Students Office.
5. The student may confront his or her accuser and is guaranteed the right to cross-examine all those testifying against him or her.
6. The student shall have the right to bring witnesses to testify in his or her defense. The University Judicial Board and the Judicial Appeals Board shall have the authority to limit the number of witnesses by a two-thirds (2/3) vote of those members present, in order to avoid dilatory tactics.
7. The student shall have the right to an open or closed hearing at her or his discretion. A hearing shall be deemed to have been open if provision for twenty (20) spectators was made in the hearing room and no person was excluded until the room's capacity was reached except for sequestration or if such person's behavior was disruptive of the atmosphere for the conduct of a fair hearing. A closed hearing means participants only: student(s) charged, adviser(s), Dean of Students and/or designee(s), witnesses, members of the board.
8. The student may submit to the Dean of Students, University Judicial Board or the Judicial Appeals Board, orally or in writing, a friendly and supportive report of any individual or organization who chooses to intervene in his or her behalf.

9. The student shall have the right to challenge for cause any member of the University Judicial Board or Judicial Appeals Board. Each body shall determine the validity of such challenges.
10. No member of the University Judicial Board or Judicial Appeals Board who is involved with the investigation of a case or is a party to the case shall sit on the Board while the case is being heard. Rights 5-10 shall extend to all cases before the University Judicial Board or Judicial Appeals Board.
11. With the assistance of the Dean of Students Office, the University Judicial Board and the Judicial Appeals Board must keep official records of each case which the student may examine.

Section 3 DEAN OF STUDENTS OFFICE

- A. All student disciplinary cases which may be heard originally by the University Judicial Board shall originate with the Dean of Students, and it shall have the power to investigate each case.
- B. After investigation, the Dean of Students will make one of the following decisions:
 - 1) charge the student(s) with misconduct and assign a penalty;
 - 2) charge the student(s) with misconduct and refer the case to the UJB for action;
 - 3) refer the case to the UJB for review and action;
 - or
 - 4) not charge the student.
- C. When a case is taken to the University Judicial Board (or Judicial Appeals Board), the complaint may be submitted in the form of a signed statement or elicited orally from witnesses presented to the hearing board by a representative from the Dean of Students Office or by an appointee of the Dean of Students Office.
- D. In all cases where a student is charged, a written notice shall be prepared by the Dean of Students Office and served on the student(s) involved. It will satisfy this provision if such notice is mailed to the student's last known address registered with the University. The notice shall include:
 - 1) A recitation of the facts which surround the violation giving so far as possible the date, time, and location of the behavior in question.
 - 2) A recitation of the specific regulation violated.
 - 3) Any penalty assigned or other action taken.
- E. In case of a hearing before the University Judicial Board (or Judicial Appeals Board), the Dean of Students Office shall notify the student(s) involved of the date, time, and place of the hearing and/or pre-hearing conference. The date of the hearing and/or pre-hearing conference shall not be more than five (5) working days from the date of mailing or service and the date of any pre-hearing conference shall not be less than two (2) days prior to the date of the hearing--except by mutual consent. The student shall also be informed that as a result of the decision rendered at the hearing, the student(s) may be dismissed from

the University, suspended, or placed on administrative probation.

- F. A copy of any appeal to the University Judicial Board or Judicial Appeal Board shall be sent to the other board.
- G. Pre-hearing conferences. At least two days prior to any hearing by the University Judicial Board, Judicial Appeals Board or hearing officer, the Dean of Students Office shall schedule a pre-hearing conference for any student or students charged with conduct violations. Such conference shall be attended by:
1. The presiding officer of the University Judicial Board or Judicial Appeals Board, or the hearing officer or a designee of one of these officers.
 2. The Dean of Students and/or his or her designee may be attended by:
 - a. Any employee of the University who may be designated to represent the University.
 - b. The student(s) involved.
 - c. Any member of the University community in good standing selected by the student to serve as an adviser or representative.

The purpose of such conference shall be to identify those issues and facts which will be presented at the hearing, to exchange information as to witnesses likely to be called, to answer procedural questions so far as possible, and to settle those matters which may be agreeably concluded. This conference will not determine questions of innocence or guilt or recommendation of penalty. The failure of the student or his or her adviser or representative to appear shall in no way affect any procedural rights of the student in subsequent disciplinary proceedings and such failure will not prohibit a hearing from being set and a hearing being held.

Section 4.

THE UNIVERSITY JUDICIAL BOARD (UJB)

A. Composition

The University Judicial Board shall consist of five (5) enrolled students, two (2) full-time faculty members and two (2) full-time members of the University community (which includes current faculty, staff, employees and students.)

No member shall be on any probationary status and no member shall have any pending disciplinary action which may lead to a change of status.

B. Selection of Members

The student members shall be selected by Student Senate in such manner as their constitution or by-laws may direct. The faculty members shall be selected by the Faculty Assembly in a manner prescribed by that body. The President or his or her designee shall appoint two members.

C. Term of Office

Members shall be appointed for two year terms. They may be reappointed by the person or body who appointed them. Members may be removed from the board for poor attendance by a simple majority vote of the total board.

- D. The Chief Justice shall be elected from within the body by a majority of the body.

Section 5.

JURISDICTION OF THE UNIVERSITY JUDICIAL BOARD

- A. The University Judicial Board shall have original jurisdiction in all cases involving violations of University regulations where no other inferior body has been delegated jurisdiction.
- B. The University Judicial Board shall have appellate jurisdiction over all other inferior bodies.
- C. The University Judicial Board shall exercise superintending control over lower courts if there is probable cause to believe that elementary principles of fairness and justice are being or will be violated.

Section 6.

APPEALS TO THE UNIVERSITY JUDICIAL BOARD

All appeals to the University Judicial Board shall be governed by the following:

1. Appeal may be granted on any basis.
2. Appeals shall be made to the University Judicial Board by presentation of the appeal to the Dean of Students Office.
3. The University Judicial Board shall decide whether or not to hear the case by majority vote.
4. All cases heard shall be heard from the beginning.
5. Upon motion of the student party, any case may be removed directly to the Judicial Appeals Board, which shall assume original jurisdiction.

Section 7.

PROCEDURE OF THE UNIVERSITY JUDICIAL BOARD

- A. Prior to any discipline hearing, a pre-hearing conference will be held (see Section 3. Dean of Students Office. Item G.)
- B. Quorum
A quorum shall exist with the presence of any six (6) members.

C. Disposition

1. A majority of the Board members present shall be required for any action taken by this Board.
2. University Judicial Board decisions shall be in writing with specific factual finding, citing rule(s) violated, and setting forth discipline to be imposed, if any. Within forty-eight (48) hours, this decision will be made available for inspection at the Dean of Students Office for the student charged and mailed to his or her last known address. Also a copy will be sent to the Judicial Appeals Board.
3. All decisions of the University Judicial Board shall be final and shall be implemented after five (5) working days, unless appealed/or as provided under Section 14. These decisions may be appealed by either party to the Judicial Appeals Board. If appealed, the appeal must be in writing to the Chairperson of the Judicial Appeals Board and delivered to the Dean of Students Office within five (5) working days from the date of the decision.
4. The University Judicial Board shall have authority to decide on penalties sanctioned by the University (see Section 12) and/or other action deemed appropriate.

Section 8.

JUDICIAL APPEALS BOARD

A. Composition

The Judicial Appeals Board shall consist of two enrolled students, two full-time faculty members and two full-time members of the University community. No member shall be on any probationary status and no member shall have any pending disciplinary action which may lead to a change of status.

B. Selection of Members

The student members shall be selected by the Student Senate in such a manner as their constitution or bylaws may direct. The faculty members shall be selected by the Faculty Assembly in a manner prescribed by that body. The President or his or her designee shall appoint two (2) members.

C. Term of Office

Members shall serve for three year terms. They may be reappointed by the person or body that appointed them. Members may be removed from the Board for poor attendance by a simple majority vote of the total Board.

D. Chairperson

The chairperson of the Judicial Appeals Board shall be elected by a majority vote of the Board.

Section 9.

JURISDICTION OF THE JUDICIAL APPEALS BOARD

- A. The Judicial Appeals Board shall have appellate jurisdiction in all cases heard before the University Judicial Board and shall have original jurisdiction on the motion of the student party in any case.
- B. In the event the University Judicial Board shall fail to convene and decide any case within a reasonable time, and the Judicial Appeals Board will have the power to assume jurisdiction.
- C. The Judicial Appeals Board shall exercise superintending control over lower courts if there is probable cause to believe that elementary principles of fairness and justice are being violated or will be violated.

Section 10.

APPEALS TO THE JUDICIAL APPEALS BOARD

1. Appeals may be granted to either party on any basis.
2. Student appeals or administrative appeals shall be made in writing to the Chairperson of the Judicial Appeals Board by presentation of the appeal to the Dean of Students Office within five (5) working days.

In case of administrative appeal, the student involved shall be notified at least five (5) working days prior to his or her hearing before the Judicial Appeals Board.

3. The Judicial Appeals Board shall decide whether or not to hear the case by majority vote in all cases other than those which may lead to suspension or dismissal--in which cases the appeal shall be heard.
4. All cases on appeal will be heard from the beginning.

Section 11.

PROCEDURE OF THE JUDICIAL APPEALS BOARD

- A. Prior to any discipline hearing, a pre-hearing conference will be held (see Section 3., Dean of Students, Item G).
- B. Quorum
A quorum shall exist with the presence of any four members.
- C. Disposition of Cases
 1. A majority of those present shall be required for any action taken by this Board.
 2. Decisions of the Judicial Appeals Board shall be submitted forthwith to the President for review with copies to the Dean of Students Office, University Judicial Board, and the student(s). The President will make the final decision by accepting, modifying, or rejecting the Judicial Appeals Board decision. If the decision is modified or rejected,

then the President shall provide the student(s) and the Judicial Appeals Board with the reason(s) for the modification or rejection.

3. Judicial Appeals Board and/or Presidential decisions shall be in writing with specific factual findings, citing rule(s) violated and setting forth discipline to be imposed, if any.
4. For cases on which there has been no Presidential action within five (5) working days after submission, the Judicial Appeals Board decision is deemed to be approved.

All decisions approved and all decisions that have been permitted to stand without formal approval shall become effective immediately.

5. Decisions shall be made in writing and made available to the student on the first day following Judicial Appeals Board action and following acceptance by the President or his designee. In cases permitted to stand without Presidential action, the decision shall be made available to the student not later than the sixth (6) working day following the submission for review of the decision of the Judicial Appeals Board.
6. Application for additional review and modification of the Judicial Appeals Board and Presidential decision may be made to the Board of Regents through the Secretary of the Board of Regents. The Board of Regents, at its discretion, may agree to review the findings and decision of the President or the Judicial Appeals Board.

Section 12.

ALTERNATE HEARING PROCEDURE

- A. In the event the Judicial Appeals Board shall fail or neglect to reasonably convene and act in any case for any reason, the President shall be authorized, after consultation with and approval by the Board of Regents, to appoint a hearing officer, not otherwise employed by the University, who shall conduct such hearings and perform the functions otherwise specified for the Judicial Appeals Board. The hearing officer shall submit his findings and recommendations to the President or his or her designee in the same manner and within the time as required for the Judicial Appeals Board.
- B. Discipline by Administrative Action
It is the policy and practice of the University to handle disciplinary cases administratively without involvement of the student judicial systems when the judicial bodies are not in session.

Section 13. PENALTIES

Discipline is intended to be corrective and educational as well as punitive. It is intended that students will learn from disciplinary experience and develop a more mature attitude toward group living problems. The penalties which may be incurred include, but are not limited to, the following:

1. Reprimand
An official written statement of the University's disapproval of an individual or group action.
2. Administrative Warning
Will be issued to students for lesser offenses than those subject to administrative probation. A breach of conduct will be viewed not only as the breach of conduct itself but a violation of this warning, which may result in dismissal.
3. Administrative Probation
Defines the student status to be not in good standing at the University. There are some programs which require the student to be in good standing in order to participate. Examples are some loans, scholarships, curricular and extra-curricular programs. A breach of conduct while on administrative probation will be viewed not only as the breach of conduct itself but a violation of probation, which may result in dismissal.
4. Suspension
Suspension is an involuntary separation of the student from the University which may extend for one semester, until a specified date, and/or until a stated condition is met.
5. Dismissal
Dismissal, like suspension, involves separation from the University but it is for an indefinite period of time.

In case of a judicial decision requiring that a commitment or action, or other stated condition be met by a student, the person or body setting this condition shall be responsible for making their expectations clear to the student and for superintending and monitoring its implementation.

Section 14. PRESIDENTIAL REVIEW

- A. The authority to suspend or dismiss a student from the University for conduct in violation of University rules and regulations is vested in the President as the chief executive officer of the University or his or her designated representative.

- B. All disciplinary penalties assigned through the University judicial and review system which would result in suspension or dismissal of a student from the University shall be reviewed by the President or his or her designee.
- C. The President or his or her designated representative may:
 - 1. Accept the decision of the judicial review system or
 - 2. Reject the decision. If the decision rejected is:
 - a) a Dean of Students decision, the rejection will constitute an automatic appeal to the University Judicial Board.
 - b) a University Judicial Board decision, the rejection will constitute an automatic appeal to the Judicial Appeals Board.
 - c) a Judicial Appeals Board decision, the procedure stated in Section 11, Procedure of the Judicial Appeals Board, Item C.2, will be followed.

Section 15. INTERIM SUSPENSION

The President, as the chief executive officer of the University, is directly responsible to the Board of Regents for the enforcement of the University Policies, rules and regulations and is charged with the maintenance of that degree of order and safety necessary to the successful continuation of the University's lawful mission and he is further charged with the authority to protect the members of the University community and University property.

Although such authority has always existed in the office of the President, it is herein made explicit that the President or his designated representative is authorized to suspend a student prior to a hearing and procedure through the University Judicial process when in the judgment of the President or his designated representative the misconduct of the student threatens or endangers University property and that such student's continued presence on campus creates a clear and present danger to the safety of students, faculty, administrators and University property or which constitutes an interference with the maintenance of the University's educational processes and missions. The student shall be notified of his or her suspension status orally, by written notice served on the student, or written notice sent to the last address on record. Within five (5) days after the notice, the student shall be provided with the opportunity for an informal hearing before the President or his/her designee. At this hearing, the student shall be permitted to present his or her side of the story. After the hearing, the President or his/her designee may lift suspension and direct that a hearing follow within eight (8) days before the University Judicial Board, or maintain the student on suspension status and direct that a hearing follow within eight (8) days before the University Judicial Board.

Section 16.
EMERGENCY POWERS OF THE PRESIDENT

When faced with mass disruptions, activity of a violent and destructive nature, or other dangerous violations of University rules the President may take note in a general statement of the seriousness of the threat to the University. As Chief Executive Officer of the University, the President is charged with the maintenance of that degree of order necessary to the successful continuation of the University's lawful mission. Such responsibility carries with it the necessity for a certain degree of authority. Such authority has always existed in the office of the President. It is herein made explicit but to the extent that the courts of the land may deem such authority to be inherent or implicit, it is not limited.

The President, after consultation with and approval of the Board of Regents, may:

1. Impose and have enforced a curfew on all or portions of the campus of the University.
2. Curtail or suspend services.
3. Close the University or portions of the University entirely for the period of emergency.
4. Suspend students and forbid their presence on campus if they have been sufficiently identified to him as participants in activities violative of University policy leading to the conditions described above. Suspensions shall continue for the period of emergency.
5. Appoint a hearing board on an ad hoc or extraordinary basis to make a recommendation as to whether individual interim suspension shall be continued. Such a hearing board shall convene and make its recommendations within ten (10) days from the effective date of the interim suspension.

In making more explicit the authority of the President to take necessary actions in the interest of the University, the Board of Regents in no way restricts its own powers and prerogatives to carry out its obligations and duties as imposed by the Constitution and laws of the State of Michigan.

Regent Milford said she felt very strongly that the students should be elected and not appointed to the judicial board by the student body.

Regent Dyer commented that he felt it was up to the students to make that decision.

Regent McCormick reported that he had some reservations regarding the Student Conduct Code. He said in previous years when the administration was at odds with the students, the system then put a student in a situation where he could not vote against another student. Is there any place in the Code where they have a time limit to make a decision?

Regent Stripp said he agreed with Regent McCormick and said he still has several concerns with the Code, as it should be pointed out that any action of the student body should be a recommendation only; he pointed out the faculty cannot make a final decision and the students should not either. It has to be pointed out in this Code that they are a recommending body only.

Chairman Robb said he was against passing the proposed Code until such questions have been answered as he too was present and understands what Regents McCormick and Stripp are concerned about.

Regent Rush said he would like to have the Board pass the motion and to have sixty days before bringing the Code back with revisions only if they feel it is necessary after further review.

Regent Dyer called for a question on the motion.

Vote: 5 yea

Regent McCormick voted no

Regent Robb voted no

Regent Stripp voted no

Motion carried.

Chairman Robb called on Regent Ullrich for a report of the Faculty Affairs Committee.

Regent Ullrich reported that his committee met on Tuesday, December 7, 1976, at which time they discussed:

1. Distinguished Faculty Award and developed the language for a proposal
2. Student Evaluation Proposal and reviewed status of committee of faculty and student leaders

3. Faculty Retirement & Recognition. There was no further input since it is still under review by the AAUP
4. Report on Faculty Assembly
 - A. A joint faculty administrative committee is revising admission policies
 - B. A resolution opposing the Foreign Language proposal was discussed
 - C. A resolution on the Mission Study Report was passed
 - D. They expressed comments on the proposed athletic facility
5. Report on AAUP Elections
Elected were:
President - Benjamin Palmer, Foreign Language Department
Vice President - Judy Johnson, English Department
Secretary - Donald Pearson, Economics Department
Treasurer - Geraldine Kruse, Accounting & Finance Dept.
6. The Mission Study was reviewed

.1739 M HONORARY DEGREE - CONGRESSMAN WILLIAM D. FORD

Regent Smith moved and Regent Dyer seconded that Congressman William David Ford receive an honorary Doctor of Laws degree and be the December commencement speaker. It is further recommended that John Groth and Albert Jon Coudron be awarded honorary degrees at the Winter Commencement on December 12, 1976.

Motion carried.

Regent McCormick noted the Board did not get an enrollment report this month and he feels this should be done on a monthly basis.

Regent Dyer said he wanted to thank the Board, the Council of State College Presidents, the Finance Committee, Regent Rush and the Michigan Association of Governing Boards and everyone that helped to defeat State Proposal "C" in the last election. He said he felt Eastern Michigan University played a big role for higher education in helping defeat this proposal.

President Brickley reported that he had discussed the proposed employment and screening procedure with each of the Boards' committees and in the absence of any objection by the Board, they will include it in the administrative policy manual. (There were no objections.)

The next meeting of the Board will be Wednesday, January 19, 1977, at 1:15 p.m.

Meeting adjourned at 4:50 p.m.

Respectfully submitted:

Gary D. Hawks, Secretary