

1975

Board of Regents Meeting Materials, September 17, 1975

Eastern Michigan University

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BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the meeting of September 17, 1975
Regents' Room, McKenny Union

Members present:

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

Members absent:

Carleton K. Rush

Administration present:

President James H. Brickley, Vice President Vincent J. Carillot, Vice President Gary D. Hawks, Vice President James Magee, Vice President Laurence Smith, Bob Andrews, John Fountain, Gerald Fulford and George Johnston

The meeting was called to order at 1:05 p.m.

It was moved by Regent Milford and supported by Regent Dyer that the Minutes of the meeting of August 20, 1975 be approved-
Motion carried.

Chairman Robb opened the meeting by reading correspondence the Board had received. The first was a citation regarding the inauguration of President Brickley from President Moore of Bowling Green University.

Chairman Robb also commented about the favorable article that appeared in the Ypsilanti Press congratulating Eastern Michigan University for the accommodations and service provided for the Jaycees Summer Board Meeting conducted at the Hoyt Conference Center. The Chairman also acknowledged the letter he received from the co-chairmen of the Jaycees Summer Board in which it thanked Dan Olson and Bob Wood of EMU Food Services; Gary Hawks and John Fountain from administration and Bob Preston and Carol Chont of the Hoyt Conference Center for all their help.

Chairman Robb also referred to a letter from Robert Ryan, a coordinator for the handicapped for the city of Lansing, and asked Secretary Hawks to respond to this charge.

Chairman Robb noted that all Board members had received a communication from the American Governing Board concerning Errors and Omissions Insurance. He reported that he asked Secretary Hawks to check into the matter. Mr. Hawks reported that

Mr. Fulford, Director of Fiscal Analysis, informed him this type of insurance was provided by our new insurance carrier, Alexander and Alexander.

The Treasurer's report was given by Vice President Carillot.

Regent Dyer 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 be received and placed on file:

- (a) The audit-activity report for the month of August, 1975
- (b) Audit report of: Change Fund - Eastern Echo (August 21, 1975)
- (c) Responses to:
 1. Audit of Bookstore Inventory dated August 1, 1975
 2. Audit of Food Service Inventories dated August 1, 1975
 3. Audit of Change Fund - Eastern Echo dated August 21, 1975

There was a short discussion as to why we pay an outside firm to audit inventories when we have auditors within the university.

Motion carried.

Regent Dyer moved and Regent Milford seconded that the list of recoveries of previously transferred receivables -- for the month of August 1975 -- be received and placed on file.

Motion carried.

.1560 M GIFTS

Regent Dyer moved and Regent Milford seconded that the gifts for the month of August 1975 be received and placed on file.

Motion carried.

.1561 M EDUCATIONAL GRANTS

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

1. A Department of Education grant was awarded to the Saginaw Public School District. The School District is sub-contracting \$54,688 to Eastern Michigan University for a Bilingual-Bicultural Program for the 1975-76 fiscal year, with Dr. William J. Cline of the Foreign Language Department as Project Director.
2. A Small Business Administration Grant in the amount of \$7500 to provide technical and management assistance to small business concerns for the period of July 30, 1975 through June 30, 1976, with Dr. Earl Roth of the College of Business as Project Director.

3. A National Shooting Sports Foundation Inc., grant in the amount of \$3000 for the project, "Upgrading the Shooting Sports Program at Eastern Michigan University," for the 1975-76 fiscal year, with Ronald J. Saunders of the Health, Physical Education, and Recreation Department as Project Director.
4. A grant from the Romulus Community Schools for Vocational Education in the amount of \$22,637, for the 1975-76 fiscal year, with Dr. James Rokusek, Head of the Industrial Education Department, as Project Director.

Motion carried.

.1562 M 1975-76 GENERAL FUND BUDGET PROPOSAL

Regent Dyer moved and Regent Milford seconded that the proposed 1975-76 General Fund Budget be approved in the amount of \$38,298,398.

Chairman Robb referred to President Brickley who provided a very comprehensive budget presentation. He reported that the bulk of the revenue will come from the State which has appropriated \$24,685,184 to the university for the coming year. This is about 1.4 million more than last year. He also reported that it was rumored that Governor Milliken will ask the legislature to approve at least a one percent reduction in all appropriations. President Brickley said he did not know yet what will be done if such a cut is made but the university would try to make it through the rest of the year without reducing programs any further by dipping into reserve funds. He added he was not sure if this will be possible.

President Brickley continued his report noting that enrollment is up this fall, at 18,931. He explained that the increase in student fees was almost equal to the increase in state aid which he said was not a healthy situation. President Brickley warned that the rising cost of tuition is becoming a real concern to all students. The largest expenditure in the budget is for instruction. He said that the faculty work loads have increased. He explained that the College of Arts and Sciences as well as the College of Education bore the brunt of the faculty cut. While the College of Human Services and the College of Business actually increased; this reflects changes in student enrollment patterns and emphasis at the college.

President Brickley continued by explaining where he made cuts in the university spending, such as counseling, health service and in the athletic department. He also explained the reason for increased spending in general administration, which included his own office and the hiring of the presidential assistant.

President Brickley complimented Representative Gary Owen for an exceptional effort in assisting Eastern Michigan University with our first favorable budget in several years. He also complimented Vice President Hawks for his excellent work with the legislature.

Regent McCormick complimented President Brickley for his knowledge of the financial picture of the university. He said it was a very enlightening report and one of the finest budget presentations he had seen since he had been on the Board.

Regent Dyer also complimented the President, Representative Owen and Secretary Hawks. Regent Dyer said he was happy with the appropriation and he is sure it is because of the hard work of these three individuals.
Motion carried.

.1563 M 1975-76 AUXILIARY FUND BUDGET PROPOSAL

Regent Dyer moved and Regent Ullrich seconded that the proposed 1975-76 Auxiliary Fund Budget be approved.

Vice President Carillot explained that occupancy in the dormitories was down 350 students from what had been predicted, reflecting a revenue loss of \$467,500. He said that part of this loss could be wiped out by excess earnings of \$45,000 at the Hoyt Conference Center, \$12,000 in increased single room occupancy revenue and operating expense reductions of \$172,043. He said the total showed a net loss of \$238,115 in the housing and food service area. Vice President Carillot listed three potential means of recovering the loss; (1) increased annual occupancy, (2) transfer of excess earnings to deficit areas, and (3) reversal of budgeted maintenance reserves.

Vice President Smith, attending his first board meeting, attributed the drop in housing occupancy to economic conditions and families not being financially able to send their children away to college. He suggested that the university should make a strong effort to attract students from outside the nine-county area it is predominately serving so that we would have more students in the dormitories.

Regent Ullrich asked for a monthly progress report on how we spend the money from the maintenance reserve accounts in the dormitories.

Regent Stripp questioned why we pay excess earnings in certain trusts to the trusts. He believes this money should be used to upgrade residence halls and should not be turned back to the Ann Arbor Trust Company.

Regent Ullrich stated his concerns and his reasons for asking for the monthly progress report.

A lengthy discussion followed regarding the rooms in the dormitories and how they compared to other universities.

Vice President Carillot said he will provide the Board with a further review of residence halls and food services expenditures in February '76.

Regent Stripp complimented President Brickley and the staff on the best budget presentation he has seen since he has been on the Board. Regent McCormick expressed agreement.
Motion carried.

.1564 M SELF-INSURANCE RESERVE

Regent Dyer moved and Regent Milford seconded that the self-insurance reserve be reduced from \$300,000 to \$100,000, and that the amount of the reserve be reviewed annually to assure its adequacy for the next year.

Regent McCormick questioned if we even need a \$100,000 reserve.

Regent Robb stated that Regent Rush suggested to him that this could be reduced to \$50,000.

There was further discussion on the dollar amount of the reserve.
Motion carried.

Regent Dyer moved and Regent Ullrich seconded that the item tabled at the last meeting be removed.

Motion carried.

.1565 M AFFIRMATIVE ACTION DIRECTOR

Regent Dyer moved and Regent Ullrich seconded that effective September 1, 1975 the Affirmative Action Office report through the Director of Personnel and Vice President for University Relations to the President.

Regent Dyer explained the reasoning for this change. He said this office works very closely with the Personnel Office and could function much more effectively.

President Brickley reported that the Affirmative Action Director should be privy to the day-to-day personnel decisions as well as being accessible to those persons who are intended to be protected by the Affirmative Action Program. He said this move was in no way a demotion or a lessening of our efforts in affirmative action. He said the Director should now have more opportunity to be even more effective.

Regent Milford said that in her opinion she would interpret this change as a demotion and she would have to vote "no" on the motion.

Motion carried.

Regent Milford voted no.

Chairman Robb asked for a report from the Student Affairs Committee. In the absence of Regent Rush, Regent Ullrich made the report. He said he had no action for the board to consider, but wanted to apprise them of the Student Affairs Committee meeting held last week in which they discussed the following:

1. Handicapped students
2. Catalog restrictions
3. Counseling area
4. Philosophy and direction of exceptional students
5. Pass-fail option
6. Athletic facility
7. Student employment
8. Learning resource center
9. Cut-back in Health Center services
10. Housing and food service

Regent Ullrich asked Vice President Smith to send a copy of the report regarding student housing he provided at their meeting to Secretary Hawks so that all Regents could have a copy.

.1566 M APPOINTMENTS

Regent Smith moved and Regent Milford seconded that the Appointments be approved:

Faculty

| | | | | | |
|-------------------------|------------------|-------------------|-----------|---------|----------------------|
| Adamson, Roberta E. | Grad Asst | School Psychology | Fall/Wntr | \$2800 | 9-3-75 |
| Ahmed, Anis | Grad Asst | Adm Serv/Bus Ed | Fall | \$1300 | 9-3-75 |
| Airy, Subhash C. | Grad Asst 25% | Chemistry | Summer | \$ 155 | 7-24-75 to 8-7-75 |
| Airy, Subhash C. | Grad Asst | Chemistry | Fall/Wntr | \$2800 | 9-3-75 |
| Aleksoff, Mary | Lecturer 40% | Occup Therapy | Fall | \$1600 | 9-3-75 |
| Ames, John E. | Teach Fellow 25% | English | Fall/Wntr | \$3200 | 9-3-75 |
| Andringa, Anita | Lecturer 100% | Stu Teach | Fall | \$4750 | 9-3-75 |
| Augenstein, Patricia A. | Lecturer 25% | Educ Psychology | Fall | \$1200 | 9-3-75 |
| Banninga, Mary E. | Lecturer 40% | Political Science | Fall | \$1800 | 9-3-75 |
| Barber, Thomas | Grad Asst | Biology | Fall/Wntr | \$2600 | 9-3-75 |
| Barkus, Valerie | Teach Fellow 25% | English | Fall/Wntr | \$3400 | 9-3-75 |
| Barry, Anne | Lecturer 20% | Sociology | Fall | \$ 900 | 9-3-75 |
| Bartosik, Gary | Grad Asst | Spec Ed | Fall/Wntr | \$2800 | 9-3-75 |
| Beebe, Michael | Lecturer | Spec Ed | Fall/Wntr | \$14150 | 9-3-75 |
| Bell, James | Grad Asst 67% | Art | Fall/Wntr | \$1800 | 9-3-75 |
| Bigler, Mary | Lecturer | Curr & Instr | Fall/Wntr | \$14000 | 9-3-75 |
| Bisel, Noel | Lecturer 20% | Acctg & Finance | Fall | \$ 950 | 9-3-75 |

Appointments - continued

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| | | | | | |
|-----------------------|--------------------------------|-------------------|-----------|----------|----------|
| Bluhm, Gerald A. | Lecturer 40% | Speech | Fall | \$1800 | 9-3-75 |
| Bonney, Charles A. | Lecturer 40% | Sociology | Fall | \$1800 | 9-3-75 |
| Booth, Luanne | Teach Fellow 25% | English | Fall/Wntr | \$3200 | 9-3-75 |
| Bordin, Ruth | Lecturer 20% | History/Phil | Fall | \$ 900 | 9-3-75 |
| Boissoneau, Robert A. | Dean-College of Human Services | | 12 mos. | \$32,000 | 10-15-75 |
| * Brackney,, Barbara | Asst Prof | Psychology | Fall/Wntr | 13,000 | 9-3-75 |
| Brooks, Lois | Lecturer | Guid/Counseling | Fall/Wntr | \$1300 | 9-3-75 |
| Bumpus, James II | Grad Asst 50% | Chemistry | Fall/Wntr | \$1400 | 9-3-75 |
| Bylsma, Donald Jr. | Lecturer 20% | Sociology | Fall | \$1050 | 9-3-75 |
| Cain, Semiha | Grad Asst | Educ Psychology | Fall/Wntr | \$2800 | 9-3-75 |
| Capuano, William J. | Grad Asst | Indus Education | Fall/Wntr | \$2800 | 9-3-75 |
| Carling, Susan | Lecturer 20% | Indus Education | Fall | \$ 700 | 9-3-75 |
| Carlisle, Barbara | Lecturer 25% | Fine Arts | Fall/Wntr | \$3412 | 9-3-75 |
| Carlisle, Barbara | Lecturer 75% | Humanities | Fall/Wntr | \$10238 | 9-3-75 |
| Cetola, Henry W. | Lecturer 40% | Psychology | Fall | \$1800 | 9-3-75 |
| Cevallos, Helle | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Chapman, Robert J. | Grad Asst | Indus Education | Fall/Wntr | \$2800 | 9-3-75 |
| Chen, Shirley | Grad Asst | Chemistry | Fall/Wntr | \$2800 | 9-3-75 |
| Cobb, Pamela | Teach Fellow | English | Fall/Wntr | \$3400 | 9-3-75 |
| Colgan, James | Lecturer 20% | Acctg & Finance | Fall | \$ 950 | 9-3-75 |
| Cooper, Mark W. | Grad Asst | English | Fall/Wntr | \$2800 | 9-3-75 |
| Corazza, Cecilia E. | Grad Asst | Guid/Counseling | Fall/Wntr | \$2600 | 9-3-75 |
| Corrigan, Anthony | Lecturer 50% | Curr & Instr | Summer | \$ 750 | 6-30-75 |
| Crabtree, Nancy | Grad Asst | Home Economics | Fall/Wntr | \$2800 | 9-3-75 |
| Crafton, Craig | Grad Asst | Biology | Fall/Wntr | \$2600 | 9-3-75 |
| Crall, Margaret A. | Grad Asst | English | Fall/Wntr | \$2800 | 9-3-75 |
| Cregar, James M. | Lecturer 40% | Political Science | Fall | \$2100 | 9-3-75 |
| Dajani, Munther | Grad Asst 50% | Political Science | Fall/Wntr | \$1200 | 9-3-75 |
| Dapogny, Gail A. | Lecturer 80% | Music | Fall | \$3600 | 8-28-75 |
| Davis, Marjorie | Grad Asst | Home Economics | Fall/Wntr | \$2800 | 9-3-75 |
| Davis, Reed W. | Lecturer | Acctg/Finance | Fall/Wntr | \$14000 | 9-3-75 |
| Delaney, Craig | Grad Asst | Management | Fall | \$1300 | 9-3-75 |
| Dobritt, Dennis | Grad Asst | Chemistry | Fall/Wntr | \$2800 | 9-3-75 |
| Doppler, Arlette S. | Grad Asst | English | Fall/Wntr | \$2800 | 9-3-75 |
| Drelles, George | Lecturer | Home Economics | Fall/Wntr | \$11000 | 9-3-75 |
| Durant, Margaret B. | Lecturer | Curr & Instr | Fall | \$1000 | 9-3-75 |

Appointments - continued

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| | | | | | |
|------------------------|------------------|--------------------|------------|-----------|----------------------|
| Eby, Bonnie | Grad Asst | Biology | Fall/Wntr | \$2600 | 9-3-75 |
| Elliott, Ava | Lecturer 40% | Occup Therapy | Fall | \$1500 | 9-3-75 |
| Ellis, Norman C. | Lecturer 20% | Psychology | Fall | \$1000 | 9-3-75 |
| Epstein, Jerome | Lecturer 20% | Special Education | Fall | \$1000 | 9-3-75 |
| Falk, Tim | Grad Asst | Biology | Fall/Wntr | \$2600 | 9-3-75 |
| Farah, Hani | Grad Asst | Chemistry | Fall | \$1400 | 9-3-75 |
| Finzel, Rodney | Grad Asst 50% | Chemistry | Fall/Wntr | \$1400 | 9-3-75 |
| Flitner, Arthur L. | Teach Fellow 25% | English | Fall/Wntr | \$3400 | 9-3-75 |
| Galbraith, Dennis L. | Grad Asst | English | Fall/Wntr | \$2800 | 9-3-75 |
| Goby, Dale | Lecturer | Curr & Instr | Fall | \$1150 | 9-3-75 |
| Goines, Valmore | Visiting Prof | Swaziland | 2 wks only | \$1095.71 | 8-25-75 to 9-5-75 |
| Gordon, Marilyn | Lecturer | Speech | Fall/Wntr | \$3600 | 9-3-75 |
| *Gordon, Norman G. | Asst Prof | Psychology | Fall/Wntr | \$13500 | 9-3-75 |
| Graff, Gary L. | Grad Asst | Indus Education | Fall/Wntr | 2800 | 9-3-75 |
| Graves, Forrest W. Jr. | Lecturer 40% | Sociology | Fall | \$1800 | 9-3-75 |
| Gretzler, Alice | Lectuer 20% | Psychology | Fall | \$1000 | 9-3-75 |
| | | | | | |
| Hartig, John | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Haydn, Michael | Grad Asst | Special Ed | Fall/Wntr | 2800 | 9-3-75 |
| Hemmelgarn, Linda | Lecturer | HPER | Fall/Wntr | 10000 | 9-3-75 |
| Hendricks, Robert | Grad Asst 75% | Chemistry | Fall/Wntr | \$2100 | 9-3-75 |
| Henson, Donald L. | Lecturer 33% | Curr & Instr | Fall | \$1400 | 9-3-75 |
| Heufelder, George | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Higgins, Francis | Lecturer 20% | Ed Leadership | Fall | \$1000 | 9-3-75 |
| Hinel, D. | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Hines, David M. | Lecturer | Biology | Fall | \$6200 | 9-3-75 |
| Holley, Lynn P. | Grad Asst | Indus Education | Fall/Wntr | \$2800 | 9-3-75 |
| Holoka, James | Lecturer 25% | English | Winter | \$1575 | 1-5-76 |
| Holoka, James | Lecturer 75% | Foreign Lang | Winter | \$4725 | 1-5-76 |
| Holoka, James | Lecturer 100% | Humanities | Fall | \$6300 | 9-3-75 |
| Hopkins, Gregory A. | Lecturer 50% | Speech | Fall/Wntr | \$3600 | 9-3-75 |
| Hough, Dorothy | Lecturer 20% | Curr & Instr | Fall | \$ 775 | 9-3-75 |
| Howe, Michael | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Howrylak, Frank | Lecturer 40% | Acctg/Finance | Fall | \$1900 | 9-3-75 |
| Hurd, John II | Lecturer | Oper Res/Infor Sys | Fall/Wntr | \$17000 | 9-3-75 |
| Israel, Tanya | Lecturer 75% | Stu Teach | Fall | \$3563 | 9-3-75 |

Appointments - continued

| | | | | | |
|------------------------|------------------|--------------------|---------------|---------|-----------------------|
| Johnson, Robbie | Asst Prof | HPER | Fall/Wntr | \$13650 | 9-3-75 |
| Jones, Barbara | Grad Asst | International Stud | Fall/Wntr | \$2800 | 9-3-75 |
| Kapral, Thomas | Grad Asst 75% | Chemistry | Fall/Wntr | \$2100 | 9-3-75 |
| Kapral, Thomas | Grad Asst 25% | Chemistry | Summer | \$155 | 8-7-75 to 8-20-75 |
| Kaunisto, Catherine | Instructor | Nursing Ed | Fall/Wntr/Spr | \$13500 | 9-3-75 |
| Kazmierski, Stanley | Lecturer | Indus Education | Fall/Wntr | \$11500 | 9-3-75 |
| Kelley, David E. | Grad Asst | School Psychology | Fall/Wntr | \$2800 | 9-3-75 |
| Kelley, Mary E. | Teach Fellow | English | Fall/Wntr | \$3400 | 9-3-75 |
| Kingston, Michael | Lecturer | Sociology | Fall | \$1050 | 9-3-75 |
| Knickerbocker, Edward | Lecturer 20% | Acctg/Finance | Fall | \$ 900 | 9-3-75 |
| Koepke, Thomas | Grad Asst | School Psychology | Fall/Wntr | \$2800 | 9-3-75 |
| Kolek, Edward Jr. | Grad Asst | Student Life | Fall/Wntr | \$2600 | 9-3-75 |
| Koste, Walter | Lecturer | Speech | Fall/Wntr | \$6000 | 9-3-75 |
| Kotyuk, Timothy | Grad Asst | Guid/Counseling | Fall/Wntr | \$2800 | 9-3-75 |
| Krag, Geraldine | Lecturer 40% | Occup Therapy | Fall | \$1500 | 9-3-75 |
| Kuwik, Paul | Assoc Prof 50% | Indus Education | Post Sum | \$ 524 | 8-11-75 to 8-22-75 |
| LaCombe, Kathleen | Grad Asst | School Psychology | Fall/Wntr | \$2800 | 9-3-75 |
| Laird, Joan | Lecturer | Sociology | Fall/Wntr | \$13650 | 9-3-75 |
| Larb, Adele | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Lanzon, Lawrence | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Lockett, Lonnie L. | Grad Asst | Indus Education | Fall/Wntr | \$2800 | 9-3-75 |
| Long, Margaret | Lecturer | Acctg/Finance | Fall | \$6500 | 9-3-75 |
| Loppnow, Donald | Lecturer | Sociology | Fall/Wntr | \$13650 | 9-3-75 |
| Loveluck, Eliana | Lecturer 55% | Foreign L | Fall | \$2400 | 9-3-75 |
| McDole, Thomas | Lecturer 20% | Curr & Instr | Fall | \$ 850 | 9-3-75 |
| McElreath Mary | Lecturer 40% | Occup Therapy | Fall | \$2000 | 9-3-75 |
| McGee, Charles | Asst Prof | Art | Fall/Wntr | \$11800 | 9-3-75 |
| McLaughlin, Timothy M. | Teach Fellow | English | Fall/Wntr | \$3400 | 9-3-75 |
| McNitt, Terrence | Grad Asst | Political Science | Fall/Wntr | \$2600 | 9-3-75 |
| Martens, Sarah | Lecturer | HPER | Fall/Wntr | \$10000 | 9-3-75 |
| Meyer, Robert L. | Lecturer | Psychology | Fall | \$1000 | 9-3-75 |
| Miller, James A. | Grad Asst | English | Fall/Wntr | \$2800 | 9-3-75 |
| Minter, Mary K. | Lecturer | Management | Fall | \$ 950 | 9-3 -75 |
| Miskinis, Barry | Grad Asst | English | Fall/Wntr | \$2800 | 9-3-75 |
| Moore, Karen | Teach Fellow 25% | Biology | Fall/Wntr | \$3400 | 9-3-75 |
| Monsma, Charles M. | Asst Prof 60% | Political Science | Post Session | \$494 | 8-15-75 to 8-22-75 |

Appointments - continued

| | | | | | |
|----------------------|------------------|----------------------|-------------|----------|-----------------------|
| Moorman, Edward L. | Lecturer 20% | Mathematics | Fall | \$950 | 9-3-75 |
| *Morgan, Robert | Asst Prof | Admin Serv/Bus Ed | Fall/Wntr | \$14500 | 9-3-75 |
| Myrick, Tommye G. | Lecturer 60% | Speech | Fall/Wntr | \$5400 | 9-3-75 |
| *Negendank, Daryl | Asst Prof | Admin Serv/Bus Ed | Fall/Wntr | \$14500 | 9-3-75 |
| Pearson, Sheryl M. | Lecturer 40% | English | Fall | \$1800 | 9-3-75 |
| Pederson, Dorothy | Teach Fellow 25% | English | Fall/Wntr | 3400 | 9-3-75 |
| Perkins, Barbara | Lecturer | Humanities | Fall | 2100 | 9-3-75 |
| Perkins, Barbara | Lecturer | Humanities | Winter | 2100 | 1-6-76 |
| Petranio, Richard J. | Lecturer 20% | Psychology | Fall | \$900 | 9-3-75 |
| Pilafian, Michael | Teach Fellow | Music | Fall/Wntr | \$3200 | 8-28-75 |
| Ping, Jack | Lecturer | HPER | Fall/Wntr | \$10000 | 9-3-75 |
| Pitman, Deborah | Grad Asst | Home Economics | Fall/Wntr | \$2800 | 9-3-75 |
| Privette, Jeanne | Grad Asst | Chemistry | Fall/Wntr | \$2800 | 9-3-75 |
| Rafiq, Mohammad | Asst Prof | Mathematics | Fall/Wntr | \$14450 | 8-28-75 |
| Rahn, Elizabeth | Grad Asst | Home Economics | Fall/Wntr | \$2800 | 9-3-75 |
| Rasher, Arthur | Lecturer 40% | Oper Res Info Sys | Fall | \$1700 | 9-3-75 |
| Roberts, Preston | Exchange Prof | Intern Exchange Prog | Fall/Wntr | \$5000 | 9-3-75 |
| Ross, Joan K. | Lecturer | Mathematics | Fall | \$5800 | 9-3-75 |
| Rouble, Ambrose J. | Lecturer | Acctg/Finance | Fall | \$950 | 9-3-75 |
| Rusch, Jane L | Grad Asst | Curr & Instr | Fall/Wntr | \$2650 | 9-3-75 |
| Sattler, Diane | Teach Fellow 25% | English | Fall/Wntr | \$3400 | 9-3-75 |
| Sattler, John C. | Lecturer 40% | Speech | Fall | \$2000 | 9-3-75 |
| Schienze, Werner | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Scholl, Kathleen K. | Lecturer | Home Economics | Spr 76 | \$3080 | 5-3-76 |
| Scholl, Kathleen K. | Lecturer | Home Economics | Fall/Wntr | \$14000 | 9-3-75 |
| Scott, Jean | Asst Prof | Curr & Instr | Post Summer | \$841.74 | 8-11-75 to 8-22-75 |
| Shockravi, Abbas | Grad Asst 75% | Chemistry | Fall/Wntr | \$2100 | 9-3-75 |
| Shwaery, Glenn | Grad Asst | Biology | Fall/Wntr | \$2800 | 9-3-75 |
| Sinclair, Stephen | Lecturer | Humanities | Fall | \$1050 | 9-3-75 |
| Sisko, Donald M. | Lecturer 34% | Mathematics | Fall | \$1417 | 9-3-75 |
| Smitt, Robert | Grad Asst | Biology | Fall/Wntr | \$2600 | 9-3-75 |
| Snellings, Courtenay | Lecturer 40% | English | Fall | \$1800 | 9-3-75 |
| Synder, Barbara | Grad Asst | School Psychology | Fall/Wntr | \$2800 | 9-3-75 |
| Synder, Dale | Teach Fellow 25% | English | Fall/Wntr | \$3400 | 9-3-75 |

Appointments - continued

| | | | | | |
|-----------------------|---------------------|-------------------|--------------|---------|--------|
| *Stambaugh, Edward II | Asst Prof | Psychology | Fall/Wntr | \$13200 | 9-3-75 |
| Stehowsky, Iris | Lecturer 20% | Admin Serv/Bu Ed | Fall | \$950 | 9-3-75 |
| Stevens, Ella | Lecturer 40% | English | Fall | \$1800 | 9-3-75 |
| Szymanski, David | Grad Asst | English | Fall/Wntr | \$2800 | 9-3-75 |
| Terrell, Joseph | Grad Asst 75% | Chemistry | Fall | \$1050 | 9-3-75 |
| Tiba, Omar | Grad Asst 75% | Chemistry | Fall/Wntr | \$2100 | 9-3-75 |
| Tilmann, Frank | Grad Asst | Indus Education | Fall/Wntr | \$2800 | 9-3-75 |
| Tillman, Laura | Grad Asst | School Psychology | Fall/Wntr | \$2800 | 9-3-75 |
| Tims, Norma | Grad Asst | Home Economics | Fall/Winter | \$2800 | 9-3-75 |
| Trotter, James | Teach Fellow | English | Fall/Wntr | \$3200 | 9-3-75 |
| Uhlener, Lorraine | Lecturer 20% | Psychology | Fall | \$ 900 | 9-3-75 |
| Volkman, Thomas | Lecturer 40% | Mathematics | Fall | \$1500 | 9-3-75 |
| Vruggink, Faith | Grad Asst | Biology | Fall/Wntr | \$2600 | 9-3-75 |
| Vukadinovich, Mara | Teaching Fellow 25% | Biology | Fall/Wntr | \$3400 | 9-3-75 |
| Warren, Bruce L | Assoc Prof | Foster Parent 50% | Fall/25%Wntr | \$16207 | 9-3-75 |
| Weinstein, David | Grad Asst 75% | Chemistry | Fall/Wntr | \$2100 | 9-3-75 |
| West, Lawrence | Grad Asst | Indus Ed | Fall/Wntr | \$2800 | 9-3-75 |
| Will, Paul | Lecturer 40% | History | Fall | \$1800 | 9-3-75 |
| Williams, Karen | Grad Asst | Student Life | Fall/Wntr | \$2600 | 9-8-75 |
| Williams, Paul | Lecturer 15% | Guid/Counseling | Fall | \$ 550 | 9-3-75 |
| Yaco, Rosemary | Lecturer 60% | Sociology | Fall | \$3150 | 9-3-75 |
| Zeiger, Michael | Lecturer | Mathematics | Fall/Wntr | \$12900 | 9-3-75 |

Appointments - continued

Staff

| | | | | | |
|--------------------|---------------------|------------------|--------|--------|---------|
| Clift, Susan | CS-2 Key punch Oper | Ad Computer Cntr | \$5886 | 12 mos | 8-11-75 |
| Cooley, Stephanie | CS-3 Sr. Clerk | Payroll | 6364 | 12 mos | 9-3-75 |
| Dufour, Antoinette | CS-1 Clerk | Purchasing | 5543 | 12 mos | 8-25-75 |
| Erhart, Thomas | S-3 Safety Officer | Univ Safety | 9000 | 12 mos | 8-31-75 |
| Grosh, Elizabeth | CS-3 Secretary | Instit Research | 6364 | 12 mos | 8-18-75 |
| House, Rochelle | CS-3 Account Clerk | Student Acctg | 6364 | 12 mos | 8-25-75 |
| Schreiner, Kathryn | CS-2 Clerk | Graduate School | 5886 | 12 mos | 8-11-75 |
| Shih, Ann Nan | AP-5 Accountant I | Accounting | 9200 | 12 mos | 8-18-75 |
| Wanty, Betty | CS-1 Clerk | Admin Comp Cntr | 5543 | 12 mos | 8-11-75 |

Field ServicesFaculty

| | | | | |
|----------------------|----------------------|--------|-------|---------------------|
| Andresen, Glenora | Lectürer 25% | Fall | \$650 | 9-11-75 to 12-4-75 |
| Augenstein, Patricia | Lecturer 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Behrmann, Arthur | Lecturer 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Birleson, Clifford | Assoc Prof 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Bishop, Harry | Lecturer 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Brown, Duane | Lecturer | Summer | 650 | 8-11-75 to 8-22-75 |
| Buss, Heidi | Lecturer | Fall | 650 | 9-11-75 to 12-4-75 |
| Coleman, Robert | Lecturer 25% | Fall | 650 | 9-8-75 to 11-24-75 |
| Deal, Kenneth | Assistant Prof 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Escott, Richard | Lecturer 25% | Fall | 650 | 9-10-75 to 11-26-75 |
| Fish, Barry A. | Assistant Prof | Fall | 650 | 9-11-75 to 12-4-75 |
| Fox, Donald | Associate Prof 25% | Fall | 650 | 9-8-76 to 11-24-75 |
| Gaston, Hugh | Assistant Prof 25% | Fall | 650 | 9-11-75 to 12-4-75 |
| Geffen, Lawrence | Associate Prof 25% | Fall | 650 | 9-8-75 to 11-24-75 |
| Gwaltney, Thomas | Professor 25% | Fall | 650 | 9-10-75 to 12-3-75 |
| Hogancamp, Richard | Lecturer 25% | Fall | 650 | 9-10-75 to 11-26-75 |
| Klaus, Meredith | Assistant Prof 37.5% | Fall | 975 | 9-8-75 to 12-23-75 |
| Kromer, William | Assistant Prof 25% | Fall | 650 | 9-10-75 to 11-26-75 |

Field Service Faculty

| | | | | |
|-------------------|--|--------|--------------|---------------------|
| Lederman, Edward | Associate Prof 25% | Fall | \$650 | 9-9-75 to 11-25-75 |
| Metler, John | Associate Prof 25% | Fall | 650 | 9-8-75 to 11-24-75 |
| Mims, Jasper Jr. | Lecturer 25% | Fall | 650 | 9-10-75 to 11-26-75 |
| Monahan, Thomas | Professor 25% | Fall | 650 | 9-9-75 to 12-2-75 |
| Scarpino, Joseph | Lecturer 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Scarpino, Joseph | Lecturer 25% | Fall | 650 | 9-10-75 to 11-26-75 |
| Schmitt, Donna | Asst Director Center for Com Ed 25% | Fall | 650 | 9-8-75 to 11-24-75 |
| Smith, Wilfred | Associate Prof 25% | Fall | 650 | 9-10-75 to 12-3-75 |
| Stambaugh, Edward | Assistant Prof | Fall | 650 | 9-10-75 to 11-26-75 |
| Suss, Wendy | Lecturer 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Thomas, Clinton | Associate Prof 25% | Fall | 650 | 9-10-75 to 11-26-75 |
| Wells, Phillip | Professor 25% | Fall | 650 | 9-8-75 to 12-1-75 |
| Wells, Phillip | Professor (ndependent Study | | \$36.00 only | |
| Wescott, John | Associate Prof 12% | Summer | 650 | 8-11-75 to 8-22-75 |
| Williams, John | Lecturer 25% | Fall | 650 | 9-9-75 to 11-25-75 |
| Woronoff, Israel | Professor 25% | Fall | 650 | 9-8-75 to 11-24-75 |

Regent Stripp questioned some of the Field Service appointments. He thought some investigation should be made into this as it seems to be a repeat system every year. Vice President Magee is to control this system more closely.

Motion carried.

.1567 M SEPARATIONS

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

Faculty

| | | | |
|--|-----------------|-------------------|---------|
| Adamo, Victor T. End of appointment | Lecturer | Adm Serv/Bus Educ | 8-22-75 |
| Andersen, Bruce End of appointment | Grad. Asst | Industrial Ed | 8-8-75 |
| Aronson, Richard R. End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Beutler, Suzanne A. End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Brannan, Phyllis J. End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Brownlee Luan End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Burnham, Sharon Change date of separation | Instructor | Special Ed | 8-8-75 |
| Burkman, Jerry J. End of appointment | Lecturer | Nursing Ed | 8-20-75 |
| Campo, Patricia G. Leaving area | Teaching Fellow | Speech | 8-18-75 |
| Carling, Susan Leaving area | Lecturer | Industrial Ed | 8-27-75 |
| Chamberlain, Beverly End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Cheney, Carolyn End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Corrigan, Anthony End of appointment | Lecturer | Curr & Instr | 8-8-75 |

Separations - continued

Faculty

| | | | |
|---|--------------------|----------------|---------|
| Corte, Henry End of appointment | Lecturer | Psychology | 8-8-75 |
| Davis, Sandra End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Durant, Margaret End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Green, Allen End of appointment | Grad Asst | Industrial Ed | 8-8-85 |
| Gayman, David End of appointment | Lecturer | English | 4-26-75 |
| Hendrix, Mary Jane Resigned before start of semester | Teaching Fellow | English | 9-3-75 |
| Jackson, Newton L. Class cancelled | Lecturer | Psychology | 8-8-75 |
| Jamison, Ruth Resigned before start of semester | Grad Asst | English | 9-3-75 |
| Knudson, Lance End of appointment | Grad Asst | Chemistry | 8-20-75 |
| Koepke, Ben Other position | Assistant Prof | Curr & Instr | 8-8-75 |
| Kogelmann, Joseph Financial reasons | Grad Asst | Geography | 8-7-75 |
| Kramer, Karl End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Laboda, Patricia Change date of separation | Assistant Prof | Special Ed | 8-8-75 |
| Lindgard, Peter End of appointment | Exchange Professor | HPER | 6-25-75 |
| Marshall, Joan M. Leaving area-other position | Associate Prof | Psychology | 8-22-75 |
| Miller, Gary Other position | Associate Prof | Guid & Counsel | 8-14-75 |

Separations - continued

Faculty

| | | | |
|---|---------------------------------------|----------------------|---------|
| Monkiewicz, James End of appointment | Grad Asst | Industrial Ed | 8-8-75 |
| Motz, Leon End of appointment | Grad Asst | Industrial Ed | 8-8-75 |
| Munster, Ann P. End of appointment | Lecturer | English | 4-26-75 |
| Niebanck, Joanne End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Oberstein, Bennett T. End of appointment | Lecturer | Speech | 8-22-75 |
| Samuel, Yvonne End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Sanchez, Cassandra Change date of separation | Lecturer | Special Ed | 8-8-75 |
| Schroeder, Anthony End of appointment | Lecturer | Speech | 8-8-75 |
| Smith, Harry T. Other position | Instructor | Industrial Ed | 8-23-75 |
| Southard D. Anita End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Thornberry, Raymond End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Trapp, Ronald Change date of separation | Assistant Prof | Special Ed | 8-8-75 |
| VanCamp, Sarah End of appointment | Lecturer | Curr & Instr | 8-22-75 |
| Wackus, Jessie End of appointment | Lecturer | Curr & Instr | 8-8-75 |
| Wagner, Ingrid L. Other position | Grad Asst | Accounting & Finance | 4-25-75 |
| Ward, Lawrence Resigned | Assistant Professor | Adm Serv & Bus Ed | 8-22-75 |
| Zick, Thomas Other position | Lecturer | Acctg & Finance | 7-28-75 |
| Pate, Robert Retired | Professor-Emeritus Department Head | Mathematics | 8-8-75 |

Separations - continued

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Staff

| | | | |
|---|-----------------------------------|--------------------|---------|
| Branham, Patricia Personal | CS-1 Clerk | Records | 8-8-75 |
| Browning, Diane Leaving Area | CS-4 Library Tech | Library | 9-5-75 |
| Chaney, Deborah Personal | CS-1 Library Tech | Library | 8-22-75 |
| Dayss, Thomas Other position | P-6 Sr Programmer | Admin Systems | 8-30-75 |
| Hartsell, Leeann Return to school | CS-3 Secretary | Purchasing | 8-15-75 |
| Kurtz, Donna Personal | CS-3 Secretary | Education | 8-14-75 |
| Laughlin, Barbara Other position | CS-3 Sr Clerk | Library | 8-30-75 |
| Love, Janet Leaving area | CS-4 Academic Records Verifier | Records | 8-22-75 |
| McFarlin, George Health | FM-6 Custodian | Physical Plant | 8-14-75 |
| Moore, Janis K. Quit w/o notice | CS-2 Cashier | Cashier's Office | 8-14-75 |
| Norton, Suzanne Return to school | CS-3 Sr Clerk Typist | Sociology | 8-29-75 |
| Pfaus, Roselyn Ann | CS-3 Account Clerk | Student Accounting | 8-25-75 |
| Pittman, Walter R. Other position | S-3 Safety Officer | Public Safety | 9-6-75 |
| Prater, Marilyn Leaving area-maternity | CS-3 Senior Clerk | Payroll | 9-26-75 |
| Smith, David A. Other position | FM-6 Custodian | Physical Plant | 8-22-75 |
| Strobl, Frederick Other position | FM-6 Custodian | Physical Plant | 8-8-75 |
| Wiederhoft, Charles Other position | FM-6 Custodian | Physical Plant | 8-15-75 |
| McDaniel, Vanessa Return to school | CS-1 Clerk | Field Services | 9-12-75 |

Motion carried.

.1568 M CHANGES OF STATUS

Regent Smith moved and Regent Milford seconded that the Changes of Status be approved:

- Carpenter, Gary, be appointed a Lecturer in Speech & Dramatic Arts, at a salary of \$8500 for the Fall/Winter semesters, effective 9-3-75.
- Cline, William J., be changed from Assistant Professor to Project Director-Bilingual-Bicultural Program, at an annual salary of \$20,726 effective 7-1-75.
- Duvall, Elven E., Professor in Educational Leadership, be changed to 50% Educational Leadership and 50% Michigan Congress, at a salary of \$22,006 for the Fall/Winter semesters, effective 9-3-75.
- Garfield, Juanita W., Associate Professor in Curriculum and Instruction, be changed from 100% to 50% for the Post-Summer Session Workshop, at a salary of \$499.20, effective August 11 through August 22, 1975.
- Gex, Stanley, Professor in Curriculum & Instruction, be changed from 42% Curriculum and Instruction and 58% Student Teach-Swaziland, at a salary of \$33,104 for 12 months, effective 8-12-75.
- Green, Mary, Assistant Professor in HPER be granted \$900 salary adjustment for completion of the doctorate.
- Isaacson, Helen, Lecturer in English, be changed from 40% to 100% for the Fall/Winter semesters at a salary of \$12,200, effective 9-3-75.
- Kaminsky, Mildred, Assistant Professor in Educational Psychology, be changed from 50% to 100% for the Fall semester, at a salary of \$7996 , effective 9-3-75.
- Kaminsky, Mildred, Assistant Professor in Student Teaching, be changed from 50% to 0% for the Fall semester, effective 9-3-75.
- Krebs, Robert, Professor in Curriculum & Instruction, be changed from 100% to 42% in Curriculum & Instruction and 58% in Student Teaching for the Fall and Winter, at a salary of \$20,126, effective 9-3-75.

Changes of Status - continued

Faculty

- Kromer, William F., Assistant Professor/Director, be changed from administrative to faculty, at an annual salary of \$15,014, effective 7-1-75.
- Muckenhirn, Erma, Professor in International Studies, be changed from 100% to 50% International Studies and 50% Swaziland, at an annual salary of \$26,490 effective 7-1-75.
- Navarre, Gary, Professor in Special Education be changed from Professor to Acting Department Head in Special Education, at an annual salary of \$24,502 effective 9-1-75.
- Northey, James H., Professor in Mathematics, be changed from Professor to Professor and Acting Department Head in Mathematics, at an annual salary of \$30,554, effective 8-10-75.
- PaDelford, Harold E., Associate Professor in Industrial Education, be changed to 50% Industrial Education and 50% Student Teaching-Swaziland, at an annual salary of \$26,253 effective 7-28-75.
- Porretta, Louis, Professor in Curriculum and Instruction, be changed from 100% in Curriculum and Instruction to 100% Swaziland, at an annual salary of \$26,444 effective 7-30-75.
- Privette, Jeanne, Graduate Assistant in Chemistry, be granted \$100 to correct an error of underpayment for Fall 1974.
- Stark, Maurice, Associate Professor in Accounting and Finance, be changed from Associate Professor to Acting Department Head and Associate Professor, at an annual salary of \$27,401 effective 8-7-75.
- Wawrzaszek, Frank J., Professor in Special Education be changed from Department Head to Professor, at a salary of \$23,752 for the Fall and Winter semesters, effective 9-3-75.
- Weiser, Jerome, Associate Professor in Curriculum and Instruction, be changed to 42% in Curriculum and Instruction and 58% Student Teach-Swaziland, at a salary of \$21,739 This appointment to be effective after the end of the fall semester.

Changes of Status - continued

Staff

- Armitage, James, AP-6 Assistant Varsity Coach, be changed to 12-month appointment, at a salary of \$12,480, effective 7-1-75.
- Curran, Joan, CS-4 Verifier in Records, be changed from temporary to regular at a salary of \$7020 for 12 months, effective 8-4-75.
- Cutsy, Debra, S-3 Safety Officer, be changed from temporary to S-3 Safety Officer at a salary of \$9000 for 12 months, effective 8-31-75.
- Etheridge, Reiri, CS-1 Clerk in Records, be changed from temporary to regular at a salary of \$5543 for 12 months, effective 8-18-75.
- Falcon, Carlos, AP-8 Senior Admissions & Financial Aids Officer, be reinstated from leave of absence, at a salary of \$15,154 for 12 months, effective 9-15-75.
- Gilden, Ralph, Dean of Admissions and Financial Aids, be changed from Interim Vice President of Student Affairs, to Dean of Admissions and Financial Aids, at a salary of \$32,240 for 12 months, effective 9-2-75.
- Green, Shirley, be changed from AP-9 Associate Director to AP-12 Director of Academic Services Center, at a salary of \$21,569 for 12 months, effective 8-4-75.
- Green, Sophie, be changed from CS-1 Clerk to CS-3 Senior Clerk in Records, at a salary of \$6364 for 12 months, effective 8-25-75.
- Hays, Jane, CS-3 Secretary in International Studies be changed to 50% International Studies and 50% Swaziland, at a salary of \$10093 for 12 months, effective 7-1-75.
- Heck, Ann C., be changed from CS-5 Senior Secretary in Nursing, to AP-6 Academic Advising, at a salary of \$10,000 for 12 months, effective 9-8-75.
- Holland, Jackie, be changed from CS-1 Clerk to CS-3 Secretary in Purchasing, at a salary of \$6364 for 12 months, effective 8-18-75.
- Nicholson, Edelle, be changed from temporary to CS-1 Clerk in Records at a salary of \$5543 for 12 months, effective 8-25-75.
- Osadchuk, Mitchell, Administrative Associate II in the office of Vice President for University Relations, salary be changed to \$18,500 effective 9-1-75, resulting from re-assignment.

Changes of Status - continued

Staff

Owens, Marjorie E., be changed from CS-1 Clerk to CS-3 Senior Clerk in Records, at a salary of \$7065 for 12 months, effective 8-4-75.

Shepherd, Gloria L., be changed from CS-1 Clerk to CS-3 Senior Clerk in Admissions, at a salary of \$6443 for 12 months, effective 8-18-75.

Ward, Betty Charlene, be changed from CS-1 Clerk 50% to 100% in McKenny Union, at a salary of \$6760 for 12 months, effective 8-25-75.

Wilson, Janet A., be changed from CS-3 Senior Clerk to CS-4 Academic Records Verifier, at a salary of \$7020 for 12 months, effective 8-4-75.

Faculty - Plan B

| | | | |
|------------------|------------|-------------------|--|
| Powers, Margaret | Instructor | Nursing Education | To be determined by needs of program \$13,500 9-3-75 |
| Wood, Judith A. | Instructor | Nursing Education | Fall/Winter/Spring \$13,500 9-3-75 |

Faculty - Plan C

| | | | |
|---------------------|----------------|--------------|---------------------------------------|
| Fadiman, Jeffrey A. | Assistant Prof | History/Phil | Fall/Spring/Summer \$12,554 9-3-75 |
| Hornel, Michael W. | Assistant Prof | History/Phil | Fall/Spring/Summer \$13,067 9-3-75 |

Motion carried.

.1569 M LEAVES OF ABSENCE

Regent Smith moved and Regent Milford seconded that the Leaves of Absence be approved:

Faculty

MacLeod, Atelia, Assistant Professor in English, be granted a leave of absence without pay, for the Fall/Winter semesters '75, effective 9-3-75.

Rebane, Toomas, Assistant Professor in Mathematics, be granted a leave of absence without pay, for the Fall/Winter semesters '75, effective 9-3-75.

Staff

Noble, Willard, a FM-6 Custodian in the Physical Plant be granted an extended medical leave without pay, from 8-25-75 to 11-25-75.

Motion carried.

.1570 M BYLAWS

Regent Dyer moved and Regent Milford seconded that the Bylaws be approved as follows:

BYLAWS

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

Date of Draft: August 20, 1975

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

- Dr. Richard N. Robb, Chairman
Term expires December 31, 1976
- Mrs. Beth W. Milford, Vice Chairperson
Term expires December 31, 1978
- Dr. Timothy J. Dyer
Term expires December 31, 1980
- Mr. Edward J. McCormick
Term expires December 31, 1978
- Mr. Carleton K. Rush
Term expires December 31, 1982
- Dr. Mildred Beatty Smith
Term expires December 31, 1980
- Mr. George E. Stripp
Term expires December 31, 1976
- Dr. John F. Ullrich
Term expires December 31, 1982

Former Regents

- | | |
|------------------------|--------------------------------|
| Ms. Virginia R. Allan | January 1964 to April 1974 |
| Mrs. Veda S. Anderson | November 1967 to December 1974 |
| Dr. Charles L. Anspach | January 1964 to June 1974 |
| Mr. O. William Habel | January 1964 to October 1967 |
| Mr. Lawrence R. Husse | January 1964 to December 1972 |
| Mr. J. Don Lawrence | January 1964 to October 1967 |
| Dr. Martin P. O'Hara | January 1964 to October 1967 |

BYLAWSBOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITYPREAMBLE

Eastern Michigan University was founded by the State Legislature in 1849 to educate teachers for the public schools. Teacher preparation was the primary purpose of the institution for its first 100 years, but this purpose was always broadly interpreted and included instruction in liberal arts, science and other areas vital to the background of a well-qualified teacher. The University's capabilities in these various areas developed steadily, and were formally recognized in the 1960s by the designation of Eastern as a multi-purpose university with accredited and respected degrees in many areas of the liberal arts, social and natural sciences, business and pre-professional programs. Graduate study is offered in art, biology, chemistry, English language and literature, foreign languages and literatures, geography and geology, history and philosophy, mathematics, music, physics and astronomy, psychology, speech and dramatic arts, accounting and finance, business education, general business, management, marketing, as well as in various areas of general and special education, health, physical education, recreation, home economics and industrial education.

In 1956, recognizing the development of regional teachers' colleges in the state, Michigan State Normal College became Eastern Michigan College. On June 1, 1959, the college became Eastern Michigan University, comprising three colleges -- Arts and Sciences, Education and the Graduate School. The College of Business was created in 1964.

ARTICLE VIII, Section 6 of the Constitution adopted by the people of the State of Michigan in 1963 to be effective January 1, 1964 granted constitutional autonomy to Eastern Michigan University.

The Board of Regents of Eastern Michigan University reaffirms its obligation to the people of the State of Michigan to provide high quality education to people from all walks of life. It pledges itself to the wisest use and distribution of resources at its disposal to meet this major objective. In keeping with this obligation, Eastern Michigan University shall not discriminate against any person because of race, color, religion, creed, sex, national origin or ancestry.

With respect to students, the Board declares it to be its intention to provide the opportunity for each to realize his or her highest potential, to formulate and enforce reasonable rules governing student conduct, and to give due consideration to the opinions of students on matters related directly to their interest when they are expressed in a responsible manner.

With respect to the alumni, the Board invokes their loyal support of the University and invites their advice and counsel, reminding them that the esteem of the University is constantly measured by their performance as educated men and women.

With respect to the people of Michigan, the Board openly acknowledges that this University is, in the final analysis, their University. As a public institution, Eastern Michigan University is obligated to serve the best interests of the people who support it, as can be best determined.

Finally, the Board of Regents holds as its special trust the historic mission of a University to create an intellectual climate that will challenge and encourage the vigorous development and courageous expression of the human mind and spirit. Specifically, the Board of Regents recognizes that it is a primary responsibility to assure the University of the financial and other resources necessary to the successful performance of its mission. The Board believes that the best method of assuring that support is to interpret the University faithfully and continually to their fellow citizens, to the legislature and elected state officials, and to the federal government, and thus persuade them of the essential importance of the University's mission. To those tasks of interpretation and persuasion the Board is committed by their appointment to office, and to those tasks they pledge themselves without reservation.

In order to exercise the principles here declared, to achieve the objectives of Eastern Michigan University and to insure that the conduct of its own officers will be in accord with the highest standards of educational administration, the Board of Regents adopts their bylaws:

ARTICLE I

The Corporation

1.01 Eastern Michigan University is an institution of higher education having authority to grant baccalaureate degrees.

1.02 Eastern Michigan University shall be governed by a board of control which shall be a body corporate and shall be known as the Board of Regents.

ARTICLE II

The Board of Regents

2.01 The constitution provides that this University shall be governed by a board of control which hereinafter is referred to as the Board of Regents, which shall be a body corporate. The Board has general supervision of the institution and the control and direction of all expenditures from the institutional funds.

2.02 The constitution further provides that the Board, as often as necessary, elect a president of the institution under its supervision who shall be the principal executive officer of the institution and who shall be, ex-officio, a member of the Board without a right to vote.

2.03 The eight member Board of Regents who are appointed by the governor by and with the advice and consent of the Michigan Senate, and who serve without compensation, receive only actual necessary expenses incurred by them in the performance of the duties of their office.

ARTICLE III

Meetings of the Board

3.01 The Board shall meet monthly, or as required. The normal meeting date will be the third Wednesday of each month. Meetings will ordinarily be held at Eastern Michigan University in Ypsilanti, Michigan, in the Regents' Room located in the McKenny Union Building; but may be held at

such other times and places as the Board may determine. Reasonable and proper public notice shall be given when the time and place of the regular meeting is changed.

3.02 A majority of the members shall constitute a quorum to transact business, but a smaller number may meet and adjourn to some other time or until a quorum is obtained.

3.03 Special meetings of the Board may be called by the Chairman or upon the request of any three members of the Board in accordance with established rules. Each Board member shall be informed by messenger or telephone at least twenty-four (24) hours before the scheduled meeting time of the special meeting. Only those matters for which the special meeting has been called shall receive consideration unless unanimous consent is granted by the total Board.

3.04 The Board shall consider at its regular meetings items that have been placed on the agenda. The Board may consider additional items of business at its regular meeting only by a majority vote of those present.

3.05 The business at each regular or special meeting shall be conducted under general parliamentary rules set forth in Robert's Rules of Order as modified by the rules and regulations of the Board.

3.06 Formal sessions or meetings of the Board shall be open to the public and reasonable and proper public notice shall be given as to the time and place. Persons wishing to speak before the Board must make application to do so with the Secretary ten (10) days prior to the meeting unless there is unanimous consent of the Board to waive the time limit requirement.

3.07 Students, faculty and staff must first make application to the appropriate Vice President stating the subject of which he or she wishes to speak and the length of time desired for comments.

3.08 If this request is approved by the Vice President he will note his approval and forward the request to the Secretary of the Board of Regents.

3.09 If the request is approved by the President and/or the Chairman of the Board, the Secretary will note the subject matter to be discussed and the time to be allotted on the agenda. In the event such a request is not approved, the request and denial shall be reported to the members of the Board and the person making the request.

3.10 The Secretary to the Board of Regents shall be responsible for the preparation of the agenda. The Secretary will be responsible for contacting the President, the Chairman of Board Committees and the Chairman of the Board for items to be placed on the agenda.

ARTICLE IV

Officers and Organizations

4.01 Chairman

The Board shall elect annually, at its January meeting, one of its own members to be Chairman beginning February first of that year who shall be the presiding officer. The Chairman shall perform such duties as may be prescribed by law or by the regulations of the Board.

4.02 Vice Chairman

The Board shall elect annually, at its January meeting, one of its own members to be Vice Chairman beginning February first of that year. The Vice Chairman will act in the absence of the Chairman.

4.03 President

The Board shall, as often as necessary, elect a President of the University who shall serve at the pleasure of the Board. He shall be, ex-officio, a member of the Board without a right to vote, and be its chief administrating officer.

4.04

As the chief executive officer of the University, he shall exercise such powers as are inherent in the position in promoting, supporting, or protecting the interests of the University and in managing and directing all of its affairs. He may issue directions and executive orders not in contravention of existing Board policies. He shall be responsible for all business policies as heretofore enacted or modified or hereafter established subject to the general policies established by the Board. He shall instruct the proper administrative officers to prepare an annual budget which, upon his approval, shall be recommended by him to the Board. He shall exercise such other powers, duties, and responsibilities as are delegated to or required of him by the Board of Regents.

4.05 Secretary*

The Board shall appoint a Secretary to the Board who shall serve at the pleasure of the Board. The Secretary shall keep a public record of all actions of the Board. He shall be the custodian of the corporate seal and shall cause it to be used at the direction of the Board of Regents. The Secretary shall be the principal liaison officer and official contact between the University and the state legislature, individual legislators, governmental agencies and committees on behalf of the University. He shall sign all requisitions for transaction directed by the Board and receive monthly statements of the appropriate accounts.

He shall perform such other duties as may be required of him by the President and the Board of Regents.

4.06 Treasurer*

The Board shall appoint a Treasurer to the Board who shall serve at the pleasure of the Board. The Treasurer is charged with the responsibility for the collection, custody and accounting for all monies due the University. He is authorized to sign checks for the expenditure of funds approved by the Board of Regents and to refuse expenditures not authorized by the Board or budgets approved by the Board.

He shall sign all formal applications for grants of funds for research, extension, or other University purposes as directed by the Board prior to the President's signature being placed on such documents.

He shall prepare an annual financial report at the close of each fiscal year and such other interim reports as the President and the Board of Regents may request.

He shall perform such other duties as may be required by the President and the Board of Regents.

The Board may also appoint an Assistant Treasurer to act in the absence of the Treasurer.

4.07 Internal Auditor

The Board shall appoint an Internal Auditor who shall report directly to the Board through the Finance Committee and who shall serve at the pleasure of the Board. While his supervision will come directly from the Board through the Finance Committee, the Secretary to the Board shall review and sign all requisitions for transaction directed by the Board.

*See Ineligibility - page 9

4.08 Ineligibility

No member of the Board shall be eligible to be appointed as Secretary or Treasurer as provided in enabling legislation. (Public Act #48 of the Public Acts of 1963 ... Second Extra Session.)

ARTICLE V

Committees

5.01 The Board may appoint committees and prescribe their duties and functions. There shall be four standing committees of the Board:

1. Educational Policies Committee
2. Faculty Affairs Committee
3. Finance Committee
4. Student Affairs Committee

5.02 Members of the Board shall be appointed to these committees by the Chairman of the Board or by the Board on its own motion. In addition to the members appointed to each standing committee, the Chairman of the Board and the President of the University shall be ex-officio members of all standing committees.

5.03 Special committees may be authorized or appointed by the Chairman of the Board at his or her discretion.

5.04 After the annual election of officers, the Chairman shall reconstitute standing committees and may reconstitute special committees taking into consideration requests of Board members.

5.05 Educational Policies Committee

The Educational Policies Committee shall be charged with the duty of reviewing and evaluating all existing educational programs. It shall also review all educational grants, requests for new programs, requests for new majors and minors, requests for new degrees and personnel appointments prior to action by the Board of Regents.

It shall also be charged with the responsibility of making final recommendations to the Board on honorary degrees.

5.06 Faculty Affairs Committee

The Faculty Affairs Committee shall be charged with the duty of meeting with representatives of the faculty at such times as the committee may determine to discuss general concerns of the faculty excluding any matters covered by the collective bargaining agreement. The committee shall share its deliberations with the Board and make appropriate referrals to the other committees when further study on a matter is required.

5.07 Finance Committee

The Finance Committee shall be charged with the duty of meeting with the Internal Auditor at such time as the committee may determine to discuss his operations and to recommend the adoption or revision of such general policies relating thereto as may be found desirable.

It shall be charged with the duty of reviewing the financial affairs and the property of the University and reporting its findings thereon to the Board. Further, it shall review all major proposed contracts prior to their being taken to the full Board for action.

5.08 Student Affairs Committee

The Student Affairs Committee shall be charged with the duty of meeting with student leaders at such times as the committee may determine to discuss programs, policies and general concerns of the students. The committee shall share its deliberations with the Board and make appropriate referrals to the other Board committees when further study on a matter is required. It shall make appropriate recommendations.

ARTICLE VI

Collective Authority and Action

6.01 The authority of the Board of Regents is conferred upon them as a Board and they can bind the corporation and the University only by acting together as a Board. No individual member shall commit the Board or the University to any policy, declaration or action without prior approval of the Board.

ARTICLE VII

Amendments

7.01 These bylaws may be amended or repealed at any meeting of the Board by an affirmative vote of a majority of the Board, provided that copies

of such amendments or notices of repeal are submitted in writing to each Board member twenty-four hours in advance of such meeting.

ARTICLE VIII

Indemnification

8.01 DUTY TO INDEMNIFY. Subject to all of the other provisions of this Article, the Board of Regents shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the Board) by reason of the fact that he or she is or was a member of the Board or an officer, employee or agent of the Board, against expenses (including attorneys' fees), judgments, fines and amounts paid in settlement actually and reasonably incurred in connection with such action, suit or proceeding if such person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Board of Regents, and with respect to any criminal action or proceeding, had no reasonable cause to believe his or her conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which he or she reasonably believed to be in or not opposed to the best interests of the Board of Regents, or with respect to any criminal action or proceeding that the person did not have reasonable cause to believe that his or her conduct was unlawful.

8.02 EXPENSES OF SUCCESSFUL DEFENSE. To the extent that a person has been successful on the merits or otherwise in defense of any action, suit or proceeding referred to in Section 8.01 of these Bylaws, or in defense of any claim, issue or matter therein, he or she shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by him or her in connection therewith.

8.03 DETERMINATION THAT INDEMNIFICATION IS PROPER. Any indemnification under Section 8.01 of these Bylaws (unless ordered by a court) shall be made by the Board of Regents only as authorized in the specific case upon a determination that indemnification of the person is proper in the circumstances because the applicable standard of conduct set forth in Section 8.01 has been met. Such determination shall be made in either of the following ways:

(i) By the Board by a majority vote of a quorum consisting of Regents who were not parties to such action, suit or proceeding; or

(ii) If such quorum is not obtainable, or, even if obtainable, a quorum of disinterested Regents so directs, by independent legal counsel in a written opinion.

8.04 EXPENSE ADVANCE. Expenses incurred in defending a civil or criminal action, suit or proceeding described in Section 8.01 of these Bylaws may be paid by the Board of Regents in advance of the final disposition of such action, suit or proceeding as authorized in the manner provided in Section 8.03, upon receipt of an undertaking by or on behalf of the person involved to repay such amount unless it shall ultimately be determined that he is entitled to be indemnified.

8.05 INSURANCE. The Board of Regents may purchase and maintain insurance on behalf of any person who is or was a member of the Board or an officer, employee or agent of the Board, against any liability asserted against him and incurred by him in any such capacity or arising out of his status as such, whether or not the Board would have power to indemnify him against such liability under these Bylaws or the laws of the State of Michigan.

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A lengthy discussion followed and it was generally concluded that the Bylaws would be revised at a future date and those portions of the Bylaws that referred to the Secretary and Treasurer would be rewritten and would include only the duties related to Board responsibility and would exclude any administrative responsibilities.

Regent Dyer explained that the Eastern Michigan University Board of Regents are one of the few, if not the only Board in the State, that did not have Bylaws. Regent Dyer explained several of the points in the Bylaws. He also noted that they had been reviewed by legal counsel, Mr. James D. Tracy.

Motion carried.
Regent Stripp voted no.

Chairman Robb complimented the Bylaws Committee for their work on the bylaws and asked the Secretary to have the bylaws printed in booklet form.

Chairman Robb announced that he thought this was an appropriate time to appoint a Faculty Affairs Committee. He noted this will be the fourth standing committee of the Board. He appointed Regent Ullrich to chair the committee, which will include Regent Dyer and Regent Smith. Vice President Magee was charged with meeting with the faculty leaders to work out details of faculty participation and to report the names of faculty members to Secretary Hawks.

Chairman Robb reported that a few weeks ago he attended a nice program sponsored by the Dug-Out Club honoring last years baseball team at which time awards were presented to the baseball players.

Regent Dyer reported on the progress of the Inauguration plans and gave thanks to his committee for all their help and hard work. Regent Dyer said the Inauguration will be a festive occasion to honor the University. He stated there would be no state appropriated dollars used to fund the inauguration. He said the President of General Motors Corporation, "Pete" Estes was hosting a program Thursday afternoon for business and education leaders to be followed that evening by a Detroit Symphony Concert which will be free and open to the public. On Friday, there will be open symposiums featuring notable figures. On Saturday, October 4th, is the installation of President Brickley as the 16th President of Eastern Michigan University as well as the awarding of three honorary degrees.

.1571 M HONORARY DEGREES AND PRESIDENTIAL INAUGURATION SCHOLARSHIPS

Regent Dyer moved and Regent Ullrich seconded that the following honorary degrees be awarded by the Board of Regents:

Aldo Ceccato --- Doctor of Music (Conductor of the Detroit Symphony Orchestra)
 Marilyn Jean Kelly -- Doctor of Laws (President of the Mich. State Board of Educ.)
 William S. White -- Doctor of Humanities (Vice President and Secretary of
 Charles S. Mott Foundation)

and that Presidential Inauguration Scholarships be awarded to Susan D. Riggs and Gerry W. Bayer.

Motion carried.

Regent Robb thanked Regent Dyer and all the members of the Inauguration Committee for all their hard work and an excellent program.

Regent McCormick asked about the status of WEMU-fm effort to increase power, he said he wanted to be kept informed of the progress.

Vice President Carillot said he wanted it on the record that he appreciated all the help the Accounting Department gave on the budget preparation this year.

Secretary Hawks reminded everyone of the following meeting dates:

- Student Affairs Committee September 29, 1975
 - Finance Committee October 14, 1975
 - Educational Policies Committee October 15, 1975
 - Board of Regents October 22, 1975
- Executive session to start at 10 a.m. with a report from Ernst & Ernst, and the public meeting will begin at 1:00 p.m.

Meeting adjourned 3:55 p.m.

Respectfully submitted:

 Secretary