

1975

## Board of Regents Meeting Materials, November 19, 1975

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BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the meeting of November 19, 1975  
Regents' Room, McKenny Union

Members present:

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

Members absent:

Mildred B. Smith

Administration present:

President James H. Brickley, Vice President Vincent J. Carillot,  
Vice President Gary D. Hawks, Vice President James Magee, Vice  
President Laurence Smith and John Fountain

The meeting was called to order at 1:10 p.m.

It was moved by Regent Milford and supported by Regent Dyer that the minutes of the meeting of October 22, 1975 be approved as corrected.

Motion carried.

Chairman Robb asked President Brickley to give a report on actions taken concerning items requested at the last Board meeting.

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

Regent Stripp requested a report from Vice President Smith to indicate why some of the married student apartments are empty. He questioned if the reason could be the safety of the apartments. He would like this report by the next meeting because he said occupancy has never been a problem in the past with these units.

Regent McCormick reported that he had checked with the Monroe area banks concerning short-term interest rates and found the rates quite the same as those noted by Vice President Carillot in his report last month. He said that in all fairness he wanted to amend his hard criticism of last month and he wanted to commend the Treasurer for going beyond the institutions they usually go to and expressed hope that he would continue this practice.

Regent Milford raised a question about security in the dormitories.

Vice President Smith reported that the university has a good program for security in the dormitories which is staffed by well trained personnel. He reported that when the residents refuse to make the system work, or are negligent in making the system work, then problems will occur. He continued that in any population of 3500 young people there will be difficulties. In many cases there is little more that administration can do.

President Brickley also commented on this subject in support of Vice President Smith's remarks. He said security was affected by a constant shifting of values; there is no question that the administration could totally eliminate the security problems depending on how many steps the administration is willing to take; if this is done some freedoms will have to be eliminated. President Brickley said he feels the dormitories are substantially a safe place to live.

Regent Stripp commented that our crime problem started in the dormitories when we established the open visitation policy.

Regent Milford commented that in most well-run apartment buildings there is some control over who comes and goes and you do not need a police state type of operation.

Regent Dyer moved and Regent McCormick 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 October, 1975
- (b) Audit Reports of:
  1. Major University Inventories (October 21, 1975)
    - Response for December meeting
  2. Review of Self-Insurance Reserve (October 9, 1975)
    - Response attached
  3. Supplemental Employment (October 27, 1975)
    - Response for December meeting

(c) Responses to:

1. Audit of College Work Study dated September 30, 1975
2. Audit of Payroll Fiscal 1975-75 dated September 30, 1975
3. Audit of Supplemental Economic Opportunity Grants dated September 25, 1975
4. Review of Self-Insurance Reserve dated October 9, 1975

Regent Dyer said the Finance Committee had asked for the Educational Policies Committee to review the report on Supplemental Employment. The two committees will discuss the subject jointly at a future meeting.

Motion carried.

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

Regent Dyer noted that we do have a good return on our collection efforts but the reports are not compatible. He said we write off on one calendar schedule and recover on another schedule which causes misunderstandings and confusion. He said the Vice President for Business and Finance has been directed to revise the reports so they are compatible.

Regent McCormick took exception to Regent Dyer's comments about the success of our collection efforts because the reports and figures do not reflect the costs of collections. He said that should also be considered if the report is going to be accurate, meaningful and have creditability. He said it did look like our people are trying.

Motion carried.

.1585 M GIFTS

Regent Dyer moved and Regent Milford seconded that the gifts for the month of October 1975 be received with appreciation.

Motion carried.

.1586 M EDUCATIONAL GRANTS

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

1. A grant from the C. S. Mott Foundation in the amount of \$208,352 for the project, "Center for Community Education," for the 1976-77 fiscal year, with Dr. Donna Schmitt of the Department of Educational Leadership as Acting Project Director.
2. A grant from the Michigan Council for the Humanities in the amount of \$15,000 for the project, "TV Series on Humanistic Perspectives on Policy Issues," for the period of October 1, 1975 through December 31, 1976, with Dr. Monroe Friedman and Dr. David Geherin of the Center for Contemporary Issues as Co-Project Directors.
3. A grant from the Michigan Council for the Arts in the amount of \$720 for a "Mid-West Regional Workshop for Metalsmiths," for the period of October 2 through October 20, 1975, with Professor Fred Hunter of the Art Department as Project Director.

Motion carried.

.1587 M ERNST & ERNST MANAGEMENT LETTER

Regent Dyer reported that as part of their annual audit, Ernst and Ernst issues a management letter to assist the Board and administration in identifying areas that should be reviewed.

Regent Dyer moved and Regent Milford seconded that the Ernst and Ernst Management Letter be referred to the Treasurer for review and study. The Treasurer is then to prepare a response to the Board of Regents.

Vice President Carillot reported that the response to this letter will be ready for the December meeting of the Board, and it will go out with their materials for the Finance Committee meeting.

Motion carried.

.1588 M CAPITAL OUTLAY BUDGET REQUEST FOR 1976-77

Regent Dyer moved and Regent Milford seconded that the administrative Capital Outlay Budget Request for 1976-77, including Program Revision Requests, be approved for submission to the Department of Management and Budget, in accordance with the procedures and policies established by and communicated to state agencies.

Motion carried.

## .1589 M APPOINTMENTS

Regent Milford moved and Regent Ullrich seconded that the following appointments be approved:

<u>Faculty</u>					
Burg, Gerald	Visit Lecturer	Ed. Leadership	Fall	\$1000	9-25-75
Dashti, Abdollah	Grad Assistant	Sociology	Fall/Wntr	2800	9-16-75
DeMont, Billie	Visit Lecturer 20%	Ed. Leadership	Fall	900	9-30-75
Else, Max	Grad Assistant	Speech/Drama Arts	Fall	1400	9-3-75
Filer, James	Grad Assistant	Grad Touring Theatre	Fall/Wntr	2800	9-3-75
Gordon, Anitra	Visit Lecturer 20%	Curr & Instruc	Fall	850	9-3-75
Hood, Ivory	Lecturer 20%	Upward Bound	Fall/Wntr	\$5/hr	10-27-75 to 5-31-76
Jordan, Thomas	Lecturer	English	Fall	\$22/hr	10-21-75
Long, Charles	Grad Assistant	Grad Touring Theatre	Fall	1400	9-3-75
Morris, Marion	Grad Assistant	Institute Research	Fall	1470	10-7-75
Moss, Walter	Asst Professor	Mission Study	Spr	3751	5-3-76
Osborn, Charlotte	Lecturer 20%	Upward Bound	Fall/Wntr/Spr	800	10-13-75 to 5-31-76
Pings, Joan	Visit Lecturer 33%	Curr & Instruc	Fall	1500	9-3-75
Procurier, Douglas	Visit Lecturer	Ed. Leadership	Fall	600	10-15-75
Rengan, Hema	Grad Asst 50%	Biology	Fall/Wntr	1300	9-2-75
Sinclair, Karen	Asst Professor	Sociology	Fall/Wntr	14113	9-22-75
Stevenson, John	Visit Lecturer 20%	Account/Finance	Fall	900	9-2-75

## Appointments - continued

Staff

Brink, E. Lois	CS-3 Secretary	Curr & Instruc	\$6364	12 mos	9-29-75
Butman, Ivon	CS-3 Sr. Clerk/Typist 50%	SPARD	3182	10 mos	10-13-75
Clouse, James	AP-5 Accountant I	Cashier's Office	8000	12 mos	11-10-75
Connor, William	AP-7 Compen Analyst	Personnel	12000	12 mos	11-10-75
Costanza, David	AP-5 Comput Programmer	Admin Systems	8100	12 mos	10-13-75
Ficek, Mary	CS-4 Library Tech II	Center Ed Resour	7020	12 mos	10-6-75
Haynes, Elizabeth	CS-3 Sr. Clerk	Media Services	6364	12 mos	9-30-75
Himes, CathY	CS-1 Clerk	McKenny Union	5543	12 mos	10-2-75
Jackson, Fabienne	CS-3 Secretary	Placement Center	6364	12 mos	10-9-75
Kalohn, Jennifer	CS-3 Account Clerk	Student Accounting	6364	12 mos	11-4-75
Newcomb, Wallace	CS-4 Supervisor Clerk	Bookstore	7020	12 mos	10-13-75
Pahl, Carol	CS-1 Clerk	Acad Serv Center	5543	12 mos	10-20-75
Raphael, Carol	AP-6 Admis Fin Aids Officer	Financial Aids	11000	12 mos	10-20-75
Schmaltz, Edward	S-3 Safety Officer	Public Safety	9000	12 mos	9-28-75
Stachlewitz, Cheryl	CS-3 Account Clerk	Student Accounting	6364	12 mos	10-28-75
Teepie, Cheryl	CS-1 Clerk	Placement Center	5543	12 mos	10-20-75
Todd, Carolyn	CS-3 Sr. Clerk	Acad Serv Center	6364	12 mos	10-27-75
Wackenhut, Sharman	CS-1 Clerk	Records	5543	12 mos	9-29-75

Field Service Faculty

Beal, Jacqueline	Lecturer 25%	Fall	\$650	9-10-75 to 11-26-75
Beebe, Michael	Visit Lecturer 25%	Fall	650	9-18-75 to 12-11-75
Boyer, Lee	Asst Professor	Fall	108.32 only	2 class meetings
DeLoach, Rosemary	Assoc Professor	Fall	54.16 only	1 class meeting
Garfield, Juanita	Assoc Professor 25%	Fall	650	10-2-75 to 12-11-75
Geffen, Lawrence	Assoc Prof 37.5%	Fall	975	9-8-75 to 11-24-75
Goldsmith, William	Asst Professor 50%	Winter	1300	10-16-75 to 2-12-76
Hoexter, Robert	Assoc Professor	Winter	1213.24	10-9-75 to 1-29-76
Jennings, Gerald	Professor	Fall	54.16 only	1 class meeting
Jones, Hebert	Assoc Professor	Fall	54.16 only	1 class meeting
Jones, Vernon	Assoc Professor	Fall	54.16 only	1 class meeting
Klaus, Meredith	Asst Professor	Fall/Wntr/Spr	150	7-1-75 to 6-30-76
Koss, Deborah	Grad Assistant	Fall	1400	9-3-75
Kuwik, Paul	Assoc Professor 25%	Fall	108.32 only	2 class meetings
MacDonald, Alister	Asst Prof 37.5%	Fall	975	9-8-75 to 11-24-75
Rokusek, H. James	Professor 25%	Fall	650	10-9-75 to 12-11-75
Stevens, Suzanne	Asst Professor	Fall	650	9-11-75 to 12-4-75
Street, Scott	Professor 50%	Winter	1300	10-2-75 to 1-29-76

Motion carried.

## .1590 M DIRECTOR OF ALUMNI RELATIONS

Regent Milford moved and Regent Ullrich seconded that effective December 1, 1975, Carolyn G. Embree be named Director of Alumni Relations, and that she be paid at an annual salary of \$17,286.

Regent McCormick said he had some misgivings about this appointment but would vote for it because the President made the recommendation.

Regent Dyer remarked that he was pleased with the recommendation for the Director of Alumni Relations and applauded the administration for their choice and dedication to affirmative action.

Motion carried.

## .1591 M WRESTLING COACH

Regent Milford moved and Regent Dyer seconded that David Stewart be appointed as the wrestling coach in Athletics (part-time) at a salary of \$2500 for seven months, effective November 15, 1975.

Motion carried.

## .1592 M SEPARATIONS

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

Staff

Aldrich, Candace Leaving area	CS-3 Senior Clerk	Payroll	11-15-75
Armstrong, Mary Other position	CS-5 Senior Secretary	Academic Serv Center	10-31-75
Bates, Leslie Return to school	AP-10 Director	Office Minority Affairs	10-3-75
Booth, Karen Maternity	CS-5 Senior Secretary	Educational Leadership	12-12-75

## Separations - continued

Clise, Charles Other position	P-2 Supervisor	Food Service	10-31-75
Emenaker, Michael Other position	FM-8 Groundsman	Physical Plant	10-28-75
Fye, Iota Other position	06 Adm & Fin Aids Officer	Financial Aids	11-1-75
Greig, Linda Sue Maternity	CS-5 Sept Secretary	Economics	5-26-75
Horsch, Rosemarie Other position	CS-3 Secretary	Upward Bound	10-24-75
McDermott, Anita Other position	CS-4 Lib Tech II	Ed Resources Center	11-7-75
Nowicki, Louise Other position	CS-3 Secretary	V/P University Relations	10-24-75
Vasher, Mary Ypsilanti Public Schools (Rackham staff)	CS-5 Secretary	Rackham School, Dept of Special Educa	10-31-75
Vorenkamp, Corstance Maternity	CS-3 Secretary	Curric & Instruction	10-22-75
Workman, Jane quit w/o notice	CS-3 Account Clerk	Cashier's	10-20-75

Faculty

Conrad, Nancy End of appointment	Lecturer	Occupational Therapy	8-8-75
Dailey, Judith End of appointment	Lecturer	Occupational Therapy	8-8-75
DeVine, Eller End of appointment	Visiting Lecturer	Occupational Therapy	4-75
Fairbanks, Helen Position not funded	Visiting Lecturer	HPER	8-5-75
Michael, Regria End of appointment	Lecturer	Occupational Therapy	8-8-75
Quimpo, Ledirila Personal	Grad Assistant	Educational Leadership	9-26-75

Motion carried.

## .1593 M CHANGES OF STATUS

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

Staff

- Arndts, Patti, be changed from CS-1 Clerk to CS-3 Senior Clerk in Admissions, at a salary of \$6364, for 12 months, effective 10-13-75.
- Beck, Terry, be changed from temporary to CS-3 Secretary in the office of Vice President for University Relations, at a salary of \$6364, for 12 months, effective 10-14-75.
- Berrey, Harlan, be changed from FM-15 Senior Vehicle Operator to FM-13 Motor Vehicle Operator in the Physical Plant, at \$4.81 per hour, for 12 months, effective 10-5-75.
- Betonti, Lawrence, be changed from FM-6 Custodian Special Projects to FM-10 Special Projects Crewperson in the Physical Plant, at \$4.57 per hour, for 12 months, effective 10-6-75.
- Burnett, Constance, be changed from CS-1 Library Technician I to CS-2 Clerk-Typist in the Center of Educational Resources, at a salary of \$5886, for 12 months, effective 10-27-75.
- Colf, Ila, be changed from FM-1 FSH to FM-5 Second Cook in Food Service, at \$4.29 per hour, for Fall and Winter semesters, effective 10-13-75.
- Cripps, T. Maxine, be changed from FM-2 Salad Maker to FM-5 Second Cook in Food Service, at \$4.29 per hour, for Fall and Winter semesters, effective 10-13-75.
- Dickerson, Carol, be changed from temporary to CS-1 Clerk in Admissions, at a salary of \$5543, for 12 months, effective 10-27-75.
- Frye, Larry, be changed from FM-6 Custodian to FM-9 Utility in Food Service, at \$4.50 per hour, for Fall and Winter Semester, effective 10-20-75.
- Gilden, Ralph, be changed from AP-13 Dean in Admissions for 12 months to 9 months, at a salary of \$32,240, effective 9-1-75. (Salary to be pro-rated for 9 months.)
- Heck, Ann C., be changed from AP-6 to AP-7 Academic Advisor in the Academic Services Center, at a salary of \$10,826, for 12 months, effective 9-8-75.
- Hughs, J. Thomas, be changed from AP-6 Programmer/Analyst to AP-8 System Analyst in Administrative Systems, at a salary of \$12,480, for 12 months, effective 11-9-75.

Staff

- Jones, Edgar, be changed from AP-12 Director of Academic Advising to AP-9 Associate Director in Registration, at a salary of \$20,134, for 12 months, effective 10-13-75.
- Leslie, Dale R., be changed from temporary to AP-6 Assistant Director in Sports Information, at a salary of \$9266, for 12 months, effective 9-17-75.
- Lowther, Carole Ann, be changed from temporary to CS-2 Cashier in the Cashier's Office, at a salary of \$5886, for 12 months, effective 10-6-75.
- Ludeman, William, be changed from AP-8 Trades and Grounds Foreman to FM-21 Skilled Tradesperson in the Physical Plant, at \$7.00 per hour, for 12 months, effective 10-13-75.
- Meeks, Gail A., be changed from AP-5 Computer Programmer to AP-6 Programmer/Analyst in Administrative Systems, at a salary of \$9266, for 12 months, effective 10-27-75.
- Ross, Edward, be changed from FM-6 Custodian to FM-6 Floater Custodian in Housing, at \$4.35 per hour plus .15 floater premium, for 12 months, effective 10-21-75.
- Salisbury, Robert, be changed from AP-6 AFA Officer to AP-8 Senior Admissions and Financial Aids Officer in Financial Aids, at a salary of \$12,480, for 12 months, effective 9-22-75.
- Sankar, Milton, be changed from AP-7 Reading Specialist in Student Affairs to AP-7 Reading Specialist in Academic Services Center, at a salary of \$15,163, for 12 months, effective 10-13-75.
- Smith, Mary Sue, be changed from temporary to CS-3 Secretary in Personnel, at a salary of \$6364, for 12 months, effective 10-13-75.
- Smith, Phyllis, be changed from AP-7 Accountant II in Student Accounting to AP-7 Accountant II in Payroll, at no change in salary, for 12 months, effective 11-10-75.
- Trent, Kathy, be changed from CS-3 Account Clerk to CS-3 Secretary in Curriculum and Instruction, at no change in salary, for 12 months, effective 10-21-75.
- Wright, Charles, be changed from FM-13 Motor Vehicle Operator to FM-10 Special Projects Crewperson in Physical Plant, at \$4.57 per hour, for 12 months, effective 10-6-75.



## .1594 M LEAVES OF ABSENCE

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

Staff

Armitage, Linda	CS-2 Keypunch Verifier in Accounting be granted an extended maternity leave, without pay, from 9-29-75 until 11-29-75.
Burney, Frances	CS-5 Sr. Library Technician in the Center of Educational Resources, be granted a medical leave, without pay, from 10-20-75 until 1-20-76.
Davenport, Roselle	AP-10 Director of Special Programs in Minority Affairs, be granted an extended leave, without pay, from 9-15-75 until 12-31-75
Denny, Kathy	CS-3 Sr. Clerk in the office of Dean of Students, be granted an extend leave for educational purposes, without pay, from 10-7-75 until 1-7-76.
Hamilton, Cecilia	FM-1 Food Service Helper in Food Service, be granted a medical leave, without pay, from 10-28-75 until 1-28-76.
Overkleeft, P. M.	AP-5 Supervisor of Food Service in McKenny Union, be granted a medical leave, without pay, from 10-7-75 until 1-7-76
Sinclair, Harold	FM-6 Custodian in the Physical Plant, be granted a leave for compensable injury from 10-21-75 until 1-21-76.

Motion carried.

Chairman Robb asked Regent Ullrich to comment about the speaker and honorary degree recipients for the December commencement.

.1595 M    SPEAKER AND HONORARY DEGREES - DECEMBER COMMENCEMENT

Regent Ullrich moved and Regent Dyer seconded that Dr. John W. Porter, State Superintendent of Public Instruction, be the Commencement speaker for the Winter Commencement to be held on December 14, 1975, and that Dr. Porter be conferred at that Commencement with an honorary Doctor of Laws degree.

Motion carried.

Regent Ullrich reported that he would withhold final announcement on other honorary degree recipients until later.

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

Regent Rush reported that this committee held a meeting on November 6, 1975 at the Snow Health Center and Dr. Frie took them on a tour of the facility. Regent Rush summarized some of the topics discussed at that meeting. He reported that the Student Affairs Division is in the process of appointing a Civic Advisory Committee to serve as a sounding board for areas of mutual concern of student-community relations. Similarly, another university advisory committee of faculty-staff will be appointed.

Regent Rush also reported that the offices of Admissions and Financial Aids have been separated and reorganized. He said McKenny Union is undergoing total reorganization and revitalization. The December committee meeting will include a tour of the residence halls. Regent Rush said he had no recommendations for Board action at this time.

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

Regent Ullrich reported that this committee held their first meeting on November 18, 1975. The membership of this committee consists of Dr. Frederick Anderson and Dr. Sally McCracken of the AAUP; Dr. Edward Compere and Dr. Robert Hoexter of the Faculty Senate; Dr. Robert McCoy of the Management Department and Dr. Betty Bornemeier as members-at-large. Regent Ullrich stated he thought they had a very productive meeting and he is very encouraged. They plan to hold monthly meetings.

Regent McCormick questioned if this committee is operating safely within the bounds of the Union contract.

Vice President Hawks responded that the Regents serving on this committee understand that by law, the AAUP represents the faculty exclusively in the areas of wages, hours and working conditions, and they have a sensitivity to issues that can or cannot be discussed.

President Brickley asked Chairman Robb for permission to give a report on the 1976-77 budget request.

President Brickley commented that Eastern Michigan University officials have been informed that Governor Milliken does not plan to recommend any increase in state appropriations next year over this year's level.

He continued that because of the effects of inflation, Eastern Michigan University officials informed the Governor's staff that a no-increase policy would actually mean a decrease in the number of real dollars flowing to the institution. He said inflation will cost the university about \$3.7 million in the 76-77 school year by itself.

President Brickley said an increase in tuition might be necessary to bridge the inflationary gap. While calling a tuition hike the last thing the university would do if the administration found it could not sustain the university programs, he said we would have to consider it.

The President continued that the university also faces a further cut of up to \$700,000 in this year's appropriation from the state. This is one of the many spending cuts which is the subject of negotiation between the governor and legislators who want much smaller reductions. President Brickley said he was informed that the Governor is insisting on the full \$700,000 cut he originally recommended for Eastern Michigan University. He continued, that the university is readying contingency plans to deal with whatever reduction is eventually agreed upon. The administration officials are also readying plans, including some fulltime faculty layoffs, to cope with the expected financial problems in the next fiscal year. He reported that he is very appreciative of the efforts expended by Representative Gary Owen to reduce the \$700,000 reduction first offered by the Governor.

The President further said the budget Eastern is proposing to the state for the next fiscal year is \$43,234,054; an increase of about thirteen percent over this year. This would involve an increase in state appropriation from this year's \$24.7 million to about \$29 million. Of the nearly \$5 million increase in the budget, only \$877,097 would go for new programs. But Brickley added, he was told there was no chance the Governor would recommend any new expenditures even if he did give the university more dollars.

He continued that the new program proposed includes more personnel and equipment for the administrative and academic computers, 9.9 new faculty positions, and new instructional and non-instructional equipment.

President Brickley continued that the university officials are attempting to convince state officials that the university is operating efficiently and fulfilling a unique and important function. He said Eastern has been getting an uneven break at budget time because of a study, now several years old, that indicated a lack of efficiency.

Regent Dyer brought to the attention of the Board, a chart in the Chronicle of Higher Education which shows that Eastern Michigan University receives the lowest support on FYES basis of any school in the state.

President Brickley announced that he and the Vice Presidents would be available to the press after the meeting.

Chairman Robb reminded the Board they will have a Retreat with the top administrators of the university in January. They should get any items they want on the agenda to Secretary Hawks as soon as possible.

The next meeting of the Board will be December 17, 1975, with the executive session starting at 11:00 a.m. The public meeting will start at 1:00 p.m.

Meeting adjourned at 3:20 p.m.

Respectfully submitted: