

1974

## Board of Regents Meeting Materials, September 18, 1974

Eastern Michigan University

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BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the meeting of September 18, 1974  
Regent's Room, McKenny Union

Members present:

Veda S. Anderson, Timothy J. Dyer, Beth W. Milford, Edward J. McCormick,  
Richard N. Robb, Carleton K. Rush, Mildred Beatty Smith, George E. Stripp

Administration present:

Interim President Ralph F. Gilden, Vice President James B. Campbell,  
Vice President Gary D. Hawks, Vice President Bruce K. Nelson,  
Vice President Vincent J. Carillot, Assistant Treasurer Gerald E.  
Fulford, and John Fountain of Information Services

The meeting was called to order at 11:10 a.m.

Chairman McCormick reported that he had received letters from Virginia Allan and Dr. Anspach thanking the Board of Regents for their resolutions and expression of appreciation. He will bring the letters to the next meeting.

The minutes of the July 24, 1974 meeting of the Board of Regents were approved as presented.

The Treasurer's Report was given by Vice President Vincent Carillot. Mr. Carillot opened his report by expressing his appreciation to everyone for their patience with the preparation of the budget. He noted that this was his first E.M.U. budget and because of this and the fact that many things had to be brought into it, this took a lot of time and effort. He reminded the Board that his report covered a two (2) month period.

Regent Robb moved and Regent Dyer seconded that the report be received and placed on file. Regent Robb extended personal thanks to Gerald Fulford, the Assistant Treasurer, for a job well done during the interim period.

Motion Carried.

Chairman McCormick reported that he had received a letter from Leonard E. Staliker, a student at Eastern Michigan University, who wished to express appreciation and thanks to the Board of Regents for a scholarship he received.

Regent Robb moved and Regent Dyer seconded that the Internal Audit Reports dated August 1, 1974 and September 3, 1974, be received and placed on file.

Motion Carried.

Regent Robb moved and Regent Dyer seconded that the report on recoveries of June and July 1974, and previously transferred accounts receivable be received and placed on file.

Motion Carried.

#### .1410 M - GIFTS

Regent Robb moved and Regent Dyer seconded that the attached list of gifts to the University for the months of July and August, 1974, be received with appreciation.

Motion Carried.

#### .1411 M - EDUCATIONAL GRANTS

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

1. An award of \$8,758 for the project, 'Nursing Capitation Program," for the period of July 1, 1974 through June 30, 1975, to provide institutional support for the ongoing nursing program at Eastern, with Dr. Gundrum S. Burtz, Department of Nursing Education, as the project director.
2. Michigan Department of Education grant in the amount of \$25,575 to provide consultant and coordinator services for the Distributive Education Clubs' of America for the period of August 1, 1974 through June 30, 1975, with Dr. Louis R. Graziano of the College of Business as Project Director.
3. Michigan - Office of Highway Safety Planning grant in the amount of \$3,000 for the highway safety project entitled "Driving Range Area Workshops," for the period of September 1, 1974 through August 31, 1975, with Professor Benjamin J. Koepke, Curriculum and Instruction Department, as Project Director.
4. Michigan Council for the Arts mini-grant in the amount of \$1,000 for the project, "Dramatic Outreach in School Touring Companies," for the period of September 1, 1974 through April 20, 1975, with Dr. Virginia Koste of Speech and Dramatic Arts Department as Project Director.
5. Small Business Administration (federal) grant in the amount of \$2,500 to provide management counseling and technical assistance to small business concerns for the period of August 15, 1974 through December 30, 1974, with Dr. R. L. Harris of the Bureau of Business Services and Research as Project Director.

Motion Carried.

.1412 M - SALARY AND FRINGE BENEFITS - 1974-75

Regent Robb moved and Regent Smith seconded that the University adopt the non-contributory retirement plan as provided in P.A. #244, Public Acts of 1974, for all lecturers, clerical, professional, administrative, and safety employees, classified S-5 and above, on the payroll as of September 18, 1974, to be effective July 1, 1974.

It is further recommended that sick leave accrual for said employees be changed, effective July 1, 1974, from the one (1) day per month provision to a half day per two-week period. The total accumulation of a 200-day maximum would remain the same, but the days accumulated would increase from 12 to 13 per year. (Note: This proposed accrual rate is a common rate with State Civil Service and other state institutions of higher education.)

It is further recommended that the longevity pay plan for all clerical employees and professional employees classified P-1 through P-3, and safety employees classified S-5 be revised, effective September 18, 1974, for employees who are still on the payroll on this date, and thereafter, to provide that:

1. The eligibility date for such employees shall be changed from July 1 to their University anniversary date of employment. Payments will be due to eligible employees on the first regular pay day following the month in which they become eligible.
2. Longevity pay for those employees who were eligible as of July 1, 1974, under the existing longevity program, shall be made as scheduled on December 1, 1974.
3. Longevity payments for those eligible employees who have anniversary dates between July 1, 1974 and June 30, 1975, shall be prorated to reflect the number of months of service from July 1, 1974 to their anniversary date of employment. (Example: An employee who has an anniversary date of August 1 will receive 1/12th of the amount of payment due under the new policy.)

Recommendations for improvements in the group life insurance and long-term disability insurance programs, as discussed in general terms with the Finance Committee, will be forthcoming as studies of various proposals are concluded. It would be our plan to implement such improvements on the anniversary dates of the policies, December 1, 1974.

No changes in salary schedules are recommended pending the completion of the Hayes Study.

Motion Carried.

Secretary Hawks when asked, noted that implementation of the provision of the amendment to the Retirement Act is voluntary this year, but must be fully effected no later than July 1, 1977.

.1413 M - GENERAL FUND BUDGET 1974-75

Regent Robb moved and Regent Rush seconded that the General Fund Budget for 1974-75 be approved in the amount of \$35,532,647

This consists of net state appropriations of \$23,639,000, student fees of \$10,396,647, other income of \$797,000, and a carryover from the previous year of \$700,000.

Regent Robb noted that the budget this year was a very austere budget. It is a difficult budget to work with as the SS&M is cut, the personal services is cut, and there has been a reduction of 35 faculty members.

Regent Smith asked why Eastern received such a relatively small percentage increase in State Appropriations. One reason given was the fact that we have had a decline in enrollment for the past three years with last years decline being very drastic. In a sence, we had been over-funded since the appropriations granted in years past was based on an enrollment figure we never met.

Regent Stripp felt the members of the Board should level with one another. When the Finance Committee met with the Ernst & Ernst Auditors the night before the Regent's meeting, to review the progress of the current audit and special audits, they gave them answers to questions that he has been unable to receive since he has been on the Board. He felt this type of problem faced by the Board was also felt in Lansing with some of our staff who in the past had contacts in Lansing.

Regent Dyer said in his opinion it was a simple issue of creditability between some of the University staff that used to go to Lansing and those people and offices with whom they conducted business. He felt that had it not been for Vice President Hawks, this University would have had no creditability at all in Lansing. He felt the problem has now been resolved and we will have to mend our fences.

President Gilden expressed agreement. From what he has learned and from contacts he has made in Lansing during the very limited time he has been serving as the Interim President, Regent Stripp's and Regent Dyer's position would be supported. He complimented Vice President Hawks for his efforts in Lansing. He reported he has directed all contacts in Lansing be coordinated through Vice President Hawks because there is no question about his ability and integrity.

Motion Carried.

Chairman McCormick asked Interim President Gilden to give a report on enrollments. Interim President Gilden used a slide to show a very complete report on a yearly comparison for enrollments for the years 1966 through 1974. He reported that we have an enrollment of 18,414 for this fall, September 1974. Regent Dyer complimented President Gilden on the excellent report. Regent Smith lead a discussion on the retention of students. President Gilden explained that retention is a problem but noted that this is one area being strengthened in several ways, such as;

1. scholarships
2. association with faculty for one extra hour per week with a student
3. students must become more active with campus affairs
4. must have campus employment

Regent Smith reported that the Educational Policies Committee have been studying all scholarships in general, and will be coming up with a recommendation soon.

Regent Milford asked how we compared with other MAC schools on intramural activities.

Regent Stripp reported that the Student Affairs Committee has done some checking into this area also and noted that Eastern Michigan University did not compare well with other schools as to on campus extra curricular facilities. He explained that it was a matter of being "out-of-dollars." The Student Affairs Committee is continually working in this area hoping that in time we should make all students feel wanted and given proper attention. We must let the students know we do care about them. Many people are working hard on this problem.

Chairman McCormick stated that both he and Regent Robb had attended the house hearings and he was most concerned that our past President when asked what we were going to do about our problems, he said he didn't know. The Chairman asked the Treasurer to comment.

Mr. Carillot explained that if we display to the legislature some of the things we have done regarding faculty hiring, and other personal services related items, (80% of our budget is in personal services), we will be on the right track. He felt we are working in the right direction to re-establish creditability in Lansing.

The meeting was recessed at 12:40 p.m.

The meeting was reconvened at 2:15 p.m.

Regent Robb reported that the recommendation concerning Personal Services for 1974-75 would be tabled until the next meeting.

.1414 M - AUXILIARY FUND BUDGET 1974-75

Regent Robb moved and Regent Dyer seconded that the Auxiliary Fund Budgets for 1974-75 be approved.

It is further recommended that deviation for one year, (1974-75) from current policy concerning maintenance reserves be approved.

Motion Carried.

Regent Robb noted that the total Auxiliary system is carrying its own weight, however, some areas need to be strengthened. There was a lengthy discussion regarding rental rates.

Regent Smith moved and Regent Milford seconded that the recommendation that the attached proposal "Professional Leave for Administrators and Professional Personnel" be approved.

After much discussion there was a motion by Regent Anderson, seconded by Regent Smith, that this recommendation be tabled for further study.

Motion to table carried.

.1415 M - PROGRAM REVISION REQUEST FOR 1975-76

Regent Smith moved and Regent Milford seconded that the administration be authorized to proceed with the submission of the 1975-76 Program Revision Requests to the Bureau of the Budget.

Regent Stripp said this is one area where the Board should meet as a Committee of the Whole so that a priority order can be established. He said his vote for this motion will be made with the understanding that this submission to Lansing is for a preliminary submission only and does not establish Board priorities.

Motion Carried.



## .1416 M - EXTENSIONS ON PROBATIONARY PERIOD - FACULTY

Regent Smith moved and Regent Milford seconded that the following faculty members be given extensions on their probationary period for one year for the reason noted:

1. Must complete doctoral degree by date shown:
 

Nancy Neale, Biology Department	June 30, 1975
John Pisoni, Foreign Language Department	June 30, 1975
Gary Evans, Speech Department	June 30, 1975
2. Must complete 18 hours beyond the Master's by date shown:
 

Joan Irish, Biology Department	June 30, 1975
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3. Another year needed to meet standards of department:
 

Ana-Maria McCoy, Foreign Language Department
Barry Fish, Psychology Department
Henry Orloff, Psychology Department

Motion Carried.

## .1417 M - FACULTY GRANTED INDETERMINATE TENURE

Regent Smith moved and Regent Anderson seconded that the following eligible faculty members be granted indeterminate tenure:

Geography Department

Robert Mancell - Ph.D.	Assistant Professor
5 years at rank	
5 years at Eastern Michigan University	
Andrew Nazzaro - Ph.D.	Assistant Professor
5 years at rank	
5 years at Eastern Michigan University	

University Library

Nelly Doll - MALS	Assistant Professor
4 years at rank	
4 years at Eastern Michigan University	

Motion Carried.

## .1418 M - COLLEGE OF HUMAN SERVICES

Regent Smith moved and Regent Anderson seconded that the proposed College of Human Services be approved, and that planning for implementation continue.

Motion Carried.

Vice President Nelson explained that the College of Human Services would require the services of a Dean. They have a target date of January 1, 1975 for the implementation of the College, but will be later for the hiring of the Dean.

## .1419 M - FIVE-YEAR PROJECTION OF NEW ACADEMIC PROGRAMS

Regent Smith moved and Regent Anderson seconded that the Five-Year Projection of New Academic Programs be approved as submitted to the Board by Vice President Nelson.

Motion Carried.

## .1420 M - UNDERGRADUATE PROGRAM IN SHOPPING CENTER MANAGEMENT

Regent Smith moved and Regent Anderson seconded that the attached proposal for a new undergraduate program in Shopping Center Management be approved.

Motion Carried.

## .1421 M - APPOINTMENTS

Regent Smith moved and Regent Anderson seconded that the following recommendations for employment of personnel conform to salary and personnel policies:

Name	Rank	Department	Salary	Effective Date
Ackenhusen, Dorothy K.	Lecturer temp 40%	English	\$1800 - 1 sem	9-3-74
Akkad, Khaled	Grad. Ass't. 50%	Chemistry	\$1400 - 2 sem	9-3-74
Allen, Archie E.	Lecturer 60%	Sociology	\$3000 - 1 sem	9-3-74
Anderson, Frederick	Professor 50%	Humanities	\$4783 - 1 sem	9-3-74
Anderson, Mary	Lecturer 20%	Guidance & Coun.	\$850 - 1 sem	9-3-74
Ardito, Elizabeth A.	Grad. Ass't. temp.	Psychology	\$2800 - 2 sem	9-3-74
Arora, Kashmiri Lal	Lecturer 20%	Biology	\$1050 - 1 sem	9-3-74
Asberom, Theodros	Grad. Ass't. temp.	Chemistry	\$2800 - 2 sem	9-3-74
Ashton, Dub	Ass't. Professor	Marketing	\$14,900 2 sem	9-3-74
Aronson, Richard R.	Lecturer temp	Curr & Instr	\$875 - 1 sem	9-3-74
Badanowski, Rachel	Teach Fellow temp	Biology	\$3400 - 2 sem	9-3-74
Bajza, Charles A.	Grad. Ass't. temp	Geography	\$2800 - 2 sem	9-3-74
Ballard, Brenda G.	Teaching Fellow temp	Music	\$3400 - 2 sem	9-3-74
Ballou, Kenneth C.	Teaching Fellow 25%	English	\$3200 - 2 sem	9-3-74
Balmer, Joseph G.	Grad. Ass't. temp	Psychology	\$2800 - 2 sem	9-3-74
Barnes, Geraldine K.	Assistant Prof.	HPER	\$13,415 2 sem	9-3-74
Barclay, Rosalyn L.	Lecturer 20%	Psychology	\$1000 - 1 sem	9-3-74
Barmatoski, Stephen	Lecturer 66%	Biology	\$2900 - 1 sem	9-3-74
Barkus, Valerie C.	Teach Fellow temp	English	\$3200 - 2 sem	9-3-74
Barron, Mark A.	Grad. Ass't. temp	Biology	\$2800 - 2 sem	9-3-74
Barnyak, Jill	Lecturer 20%	Home Ec	\$850 - 1 sem	9-3-74
Bartolacci, Donald R.	Grad. Ass't. temp	Education	\$2800 - 2 sem	9-3-74
Bassett, Margaret A.	Instructor	Nursing Educ.	\$13,000 2 sem	9-3-74
Beeler, Kent	Ass't Prof. 25%	Student Affairs	\$3705 - 2 sem	9-3-74
Benham, William R.	Teach Fellow temp	HPER	\$3000 - 2 sem	9-3-74
Bennett, Jan A.	Grad. Ass't. temp	Psychology	\$2800 - 2 sem	9-3-74
Bhatia, Nishtha Gill	Grad. Ass't. temp	Dean of Students	\$2600 - 2 sem	9-3-74
Bonney, Charles A.	Lecturer 40%	Sociology	\$1700 - 1 sem	9-3-74
Bracht, Timothy J.	Teach Fellow temp	Foreign Lang.	\$3000 - 2 sem	9-3-74
Brancheau, Michelle A.	Grad. Ass't temp	English	\$2800 - 2 sem	9-3-74
Brandon, Ernest M.	Lecturer temp	Music	\$10,500 2 sem	9-3-74
Brish, Howard	Grad. Ass't. temp	Biology	\$2800 - 2 sem	9-3-74

## Appointments (continued)

Broder, Thomas N.	Lecturer temp.	Business Educ.	\$13,100	2 sem	9-3-74
Brooks, Lois	Lecturer temp	Guid & Counc.	\$12,500	2 sem	9-3-74
Brown, Curtis M.	Grad. Ass't. temp.	Physics & Ast.	\$2800 -	2 sem	9-3-74
Brumfiel, Eliz. M.	Lecturer 40%	Sociology	\$1750 -	1 sem	9-3-74
Bruss, Kathleen	Teach Fellow temp.	Speech	\$3000 -	2 sem	9-3-74
Brylowski, Anna	Lecturer 40%	English	\$2100 -	1 sem	9-3-74
Burke, Michael S.	Teach Fellow temp	Speech	\$3000 -	2 sem	9-3-74
Bush, Michael W.	Lecturer temp	Acctg. & Fin.	\$13,000	2 sem	9-3-74
Burtz, Gudrun S.	Prof 50% & Director	Nursing Educ.	\$12,100		12 mos.
Bushey, James T.	Ass't. Prof.	Educ. Psych.	\$15,936	2 sem	9-3-74
Cantrell, Douglas D.	Ass't Prof (\$900 for completion of Ph.D.)	Management	\$15,393	2 sem	9-3-74
Capparelli, Michelle	Ass't Prof.	Speech	\$10,750	2 sem	9-3-74
Carter, Larry	Ass't. Prof	Stu Teach	\$12,500	2 sem	9-3-74
Castagna, Richard	Grad. Ass't. temp	Geography	\$2800 -	2 sem	9-3-74
Cevallos, Helle	Grad. Ass't temp	Biology	\$2600 -	2 sem	9-3-74
Chamblin, Virginia M.	Teach Fellow temp	Foreign Lang	\$3000 -	2 sem	9-3-74
Chen, Shirley Sha-yue	Grad. Ass't. temp	Chemistry	\$1300 -	2 sem	9-3-74
Cheney, Helen M.	Teach. Fellow temp	Art	\$3000 -	2 sem	9-3-74
Chitkara, Rakesh	Grad. Ass't temp	Marketing	\$1400 -	1 sem	9-3-74
Chmielewski, Marie D.	Teach. Fellow temp	English	\$1600 -	2 sem	9-3-74
Clark, George S.	Lecturer temp	Acc't. & Fin	\$15,000	2 sem	9-3-74
Cobb, Pamela	Teach. Fellow temp	English	\$3200 -	2 sem	9-3-74
Colby, Robert Wm.	Grad. Ass't temp	Speech	\$1400 -	2 sem	9-3-74
Corte, Henry E.	Lecturer temp	Psychology	\$1000 -	1 sem	9-3-74
Crabtree, Nancy	Grad. Ass't temp	Home Econ.	\$2800 -	2 sem	9-3-74
Crafton, Janice R.	Ass't. Prof.	Sociology	\$13,000	2 sem	9-3-74
Crum, Linda K.	Lecturer temp	HPER	\$9500 -	2 sem	9-3-74
Dale, Dennis J.	Grad. Ass't. temp	Geography	\$2800 -	2 sem	9-3-74
Danak, Subbash M.	Grad. Ass't temp	Physics	\$1400 -	1 sem	9-3-74
Davis, Marjorie J.	Grad. Ass't temp	Home Econ.	\$2800 -	2 sem	9-3-74
Davis, Paul	Lecturer temp	Ed. Leader.	\$950 -	1 sem	9-3-74
Deskins, Dennis C.	Teach. Fellow temp	Biology	\$3200 -	2 sem	9-3-74
Dobronski, Agnes	Lecturer temp	Ed. Leader.	\$950 -	1 sem	9-3-74
Doll, Elizabeth	Grad. Ass't. temp	Psychology	\$2800 -	2 sem	9-3-74
Doll, Nelly E.	Ass't. Professor	Library	\$11,591	2 sem	9-3-74
Dougherty, Barbey	Lecturer temp	English	\$1800 -	1 sem	9-3-74
Duncan, Jeffery	Assoc. Prof 50%	Humanities	\$3770 -	1 sem	9-3-74
Dunning, Greg R.	Grad. Ass't. temp	Acctg. & Fin.	\$2600 -	2 sem	9-3-74
Edgerton, Carole S.	Grad. Ass't. temp	Foreign Lang.	\$1400 -	2 sem	9-3-74
Edner, Sheldon	Ass't Prof.	Political Sci.	\$12,400	2 sem	9-3-74
Einstadter, Constance	Lecturer temp	Sociology	\$1700 -	1 sem	9-3-74
Ellerbruch, Lawrence	Lecturer temp	Mathematics	\$3600 -	2 sem	9-3-74
Ellis, Norman C.	Lecturer temp	Psychology	\$1000 -	1 sem	9-3-74
Epstein, Jerome	Lecturer temp	Special Educ.	\$1000 -	1 sem	9-3-74
Ervin, Mary Alice	Teach. Fellow temp	English	\$3200 -	2 sem	9-3-74
Evans, Roger W.	Grad. Ass't temp	Sociology	\$2800 -	2 sem	9-3-74
Eriksen, Mary	Lecturer temp 50%	Stu Teach	\$2524 -	1 sem	9-3-74
Exner, Jerry P.	Grad. Ass't. temp	Indus. Ed.	\$2800 -	2 sem	9-3-74

## Appointments (continued)

Fairbanks, Helen V.	Lecturer temp	HPER	\$10,500	2 sem	9-3-74
Fallon, Mary Ellen	Grad. Ass't temp	Biology	\$2600	- 2 sem	9-3-74
Farer, Susan	Grad. Ass't temp	Art	\$1800	- 2 sem	9-3-74
Flaga, Sylvia	Lecturer temp 50%	Stu Teach	\$2376	- 1 sem	9-3-74
Finzel, Rodney	Grad. Ass't temp	Chemistry	\$2800	- 2 sem	9-3-74
Floyd, Judith A.	Lecturer temp	Nursing Educ.	\$7062	- 2 sem	9-3-74
Force, Carol S.	Teach. Fellow temp	English	\$3200	- 2 sem	9-3-74
Fortunato, Mary A.	Teach. Fellow temp	Mathematics	\$3200	- 2 sem	9-3-74
Franks, Thomas H.	Ass't. Prof. 50%	Humanities	\$3335	- 1 sem	9-3-74
Freddolino, Paul P.	Lecturer temp	Sociology	\$850	- 1 sem	9-3-74
Garcia, Victoria P.	Teach. Fellow temp	Foreign Lang.	\$3000	- 2 sem	9-3-74
Garvelink, Roger	Lecturer temp	Educ. Leader.	\$950	- 1 sem	9-3-74
Gayman, David	Lecturer temp	English	\$1800	- 1 sem	9-3-74
Gaus, Deanna L.	Ass't Prof 50%	Nursing Educ.	\$7000	- 2 sem	9-3-74
Geherin, David J.	Assoc. Prof.	Humanities	\$6863	- 1 sem	9-3-74
Glover, John C.	Grad. Ass't. temp.	Biology	\$2800	- 2 sem	9-3-74
Goldman, Daniel R.	Lecturer temp	Sociology	\$14,000	2 sem	9-3-74
Goldman, Donna M.	Lecturer temp	Stu. Teach.	\$3,167	1 sem	9-3-74
Gordon, Floria S.	Grad. Ass't temp	English	\$2800	- 2 sem	9-3-74
Green, Allen M.	Grad. Ass't. temp	Indus. Educ.	\$2800	- 2 sem	9-3-74
Green, Donna L.	Grad. Ass't temp	Child Devel.	\$2800	- 2 sem	9-3-74
Green, Edward	Professor	Sociology	\$24,097	2 sem	9-3-74
Green, Mary A.	Ass't. Prof.	HPER	\$14,069	2 sem	9-3-74
Greenwald, Deborah F.	Lecturer temp	Psychology	\$900	- 1 sem	9-3-74
Griess, Jerald A.	Assoc. Prof.	Industrial Ed.	\$17,256	2 sem	9-3-74
Haas, Patrick M.	Grad. Ass't. temp	English	\$2800	- 2 sem	9-3-74
Hafer, Daryl	Ass't. Prof. 50%	Humanities	\$3500	- 1 sem	9-3-74
Hala, Frank J.	Lecturer temp	English	\$1800	- 1 sem	9-3-74
Hall, Barbara A.	Teach. Fellow temp	HPER	\$3300	- 2 sem	9-3-74
Halmhuber, Nancy L.	Grad. Ass't temp	Psychology	\$2800	- 2 sem	9-3-74
Haranath, Vishwanadha H.	Grad. Ass't temp	English	\$2800	- 2 sem	9-3-74
Harris, Cornelius D.	Lecturer temp	Sociology	\$850	- 1 sem	9-3-74
Hart, Ronald A.	Lecturer temp	Sociology	\$3400	- 2 sem	9-3-74
Hartig, John H.	Grad. Ass't temp	Biology	\$2600	- 2 sem	9-3-74
Heath, Thomas D.	Grad. Ass't temp	Indus. Educ.	\$2800	- 2 sem	9-3-74
Hendricks, Robert A.	Grad. Ass't. temp.	Chemistry	\$2800	- 2 sem	9-3-74
Henry, Michael Dale	Grad. Ass't temp	Art	\$1800	- 2 sem	9-3-74
Henry, Oscar M.	Professor	Music	\$20,803	2 sem	9-3-74
Herman, Sanford H.	Grad. Ass't. temp	Biology	\$1400	- 1 sem	9-3-74
Herrera, Maria C.	Teach. Fellow temp	School Psych.	\$3000	- 2 sem	9-3-74
Heufelder, Geo. R.	Grad. Ass't temp	Sociology	\$2600	- 2 sem	9-3-74
Higgins, Francis A.	Lecturer temp	Educ. Leader.	\$900	- 1 sem	9-3-74
Hill, Linda J.	Grad. Ass't temp	Speech	\$1400	- 1 sem	9-3-74
Hinel, Marion D.	Grad. Ass't temp	Biology	\$2600	- 2 sem	9-3-74
Hines, David	Lecturer temp	Biology	\$5500	- 1 sem	9-3-74
Hoagland, Kyle	Grad. Ass't temp	Biology	\$2800	- 2 sem	9-3-74
Hogan, Michael P.	Grad. Ass't temp	General Business	\$2800	- 2 sem	9-3-74
Hollinshead, Elizabeth	Grad. Ass't temp	Stu. Teach	\$2800	- 2 sem	9-3-74
Holmes, Nan K.	Lecturer temp	Psychology	\$13,500	2 sem	9-3-74
Hopkins, Gregory A.	Teach. Fellow temp	Speech	\$3000	- 2 sem	9-3-74
Horton, Jason M.	Lecturer temp	Acctg. & Fin.	\$1700	- 2 sem	9-3-74
Howe, Michael R.	Grad. Ass't temp.	Biology	\$2600	- 2 sem	9-3-74
Howrylak, Frank J.	Lecturer temp	Acctg. & Fin.	\$1700	- 2 sem	9-3-74
Hudson, Samuel	Lecturer temp	English	\$1050	- 1 sem	9-3-74
Hutson, David L.	Teach Fellow temp	Music	\$3400	- 2 sem	9-3-74

## Appointments (continued)

James, Barry W.	Grad. Ass't temp	Industrial Ed	\$2800 - 2 sem	9-3-74
Kazmierski, Stanley P.	Grad. Ass't. temp	Industrial Ed	\$2800 - 2 sem	9-3-74
Kapral, Thomas A.	Grad. Ass't temp	Chemistry	\$2800 - 1 sem	9-3-74
Keane, William G.	Lecturer temp	Educ. Leader.	\$1000 - 1 sem	9-3-74
Keating, Frederick	Lecturer temp	Speech	\$8500 - 2 sem	9-3-74
Keefe, Anne M.	Teach. Fellow temp	English	\$3400 - 2 sem	9-3-74
Keirnan, Martin G.	Teach. Fellow temp	Biology	\$3400 - 2 sem	9-3-74
Kelley, David E.	Grad. Ass't. temp	Psychology	\$2700 - 2 sem	9-3-74
Kelly, Mary E.	Teaching Fellow temp	English	\$3200 - 2 sem	9-3-74
Kelly, Wm. M. Jr.	Teach. Fellow temp	HPER	\$3000 - 2 sem	9-3-74
Kent, Edward R.	Grad. Ass't temp	Physics	\$2800 - 2 sem	9-3-74
Kent, Thomas L.	Grad. Ass't temp	English	\$2800 - 2 sem	9-3-74
Kinney, Barbara Jean	Lecturer temp	Speech	\$1800 - 1 sem	9-3-74
Kirkland, Marla J.	Grad. Ass't temp	Guid. & Coun.	\$2600 - 2 sem	9-3-74
Klein, George Jay	Lecturer temp	English	\$2100 - 1 sem	9-3-74
Knopsnider, Martha L.	Grad. Ass't. temp	Home Ec.	\$2800 - 2 sem	9-3-74
Kolbash, Ronald L.	Lecturer temp	Biology	\$4125 - 1 sem	9-3-74
Kolovos, Michael	Grad. Ass't temp	Inst. Research	\$2800 - 2 sem	9-3-74
Kromer, William	A-5 Director 75%	Educ. Leader.	\$14,250	12 mos
LaCombe, Kathleen A.	Grad. Ass't. temp	School Psych	\$2700 - 2 sem	9-3-74
Laird, Joan E.	Lecturer	Sociology	\$13,000 2 sem	9-3-74
Lanz, Sally	Lecturer	Home Ec	\$14,000 2 sem	9-3-74
Lamb, Adele	Grad. Ass't. temp	Biology	\$2600 - 2 sem	9-3-74
Lee, Julius T.	Lecturer	Speech	\$10,500 2 sem	9-3-74
Leedon, Kristen H.	Teach Fellow temp	English	\$3200 - 2 sem	9-3-74
Lieffers, Rick J.	Teach Fellow temp	Sociology	\$3300 - 2 sem	9-3-74
Lindsay, Mark	Instructor	Industrial Ed	\$12,000 2 sem	9-3-74
Lininger, David H.	Grad. Ass't. temp	Geography	\$2800 - 2 sem	9-3-74
Loppnow, Donald M.	Lecturer temp	Sociology	\$13,000 2 sem	9-3-74
Lowe, David M.	Ass't Prof	Stu. Teach	\$11,600 2 sem	9-3-74
Lucas, Nancy Jo	Lecturer temp	English	\$2100 - 1 sem	9-3-74
McLennan, Marshall S.	Ass't. Prof.	Geography	\$7025 - 1 sem	9-3-74
MacFalda, Helen L.	Grad. Ass't temp	Biology	\$2600 - 2 sem	9-3-74
McCown, Christina L.	Teach. Fellow temp	HPER	\$3300 - 2 sem	9-3-74
McGee, Charles	Lecturer temp	Art	\$10,621 2 sem	9-3-74
McGinley, Jeanne M.	Lecturer temp	Biology	\$1800 - 1 sem	9-3-74
McGlynn, Paul	Assoc. Prof 50%	Humanities	\$3980 - 1 sem	9-3-74
McKinley, Robert W.	Grad. Ass't temp	Sociology	\$2800 - 2 sem	9-3-74
McLaughlin, Timothy M.	Teach. Fellow temp	English	\$3200 - 2 sem	9-3-74
McNitt, Terrence	Grad. Ass't temp	Political Sc.	\$2400 - 2 sem	9-3-74

## Appointments (continued)

Madsen, Barbara	Teach Fellow temp	English	\$850 - 1 sem	9-3-74
Maitland, Thomas N.	Grad. Ass't temp	Physics	\$2800 - 2 sem	9-3-74
Marchyok, Janis M.	Grad. Ass't temp	History	\$1400 - 2 sem	9-3-74
Mauren, Paul L.	Teaching Fellow temp	Art	\$3000 - 2 sem	9-3-74
Mavian, Gary F.	Grad. Ass't temp	Marketing	\$1300 - 1 sem	9-3-74
Meis, Ruby	Professor 25%	Home Ec	\$4797 - 2 sem	9-3-74
Mathur, Sheoraj S.	Grad. Ass't temp	Inter. Studies	\$2800 - 2 sem	9-3-74
Meyer, Robert L.	Lecturer temp	Psychology	\$1000 - 1 sem	9-3-74
Michaelides, Sophocles	Lecturer temp	Economics	\$12,100 2 sem	9-3-74
Mills, Carolyn M.	Lecturer temp	Management	\$1800 - 1 sem	9-3-74
Mims, Jasper Jr.	Lecturer temp	Guid. & Couns.	\$950 - 1 sem	9-3-74
Minsey, Jack D.	Assoc. Prof A-4	Educ. Leadership	\$12,052	12 mos.
Moore, Timothy F.	Grad. Ass't temp	Biology	\$2600 - 2 sem	9-3-74
Moorehouse, Vera J.	Lecturer temp	Speech	\$1500 - 1 sem	9-3-74
Monkiewicz, James	Grad. Ass't temp	Indus. Educ.	\$1400 - 1 sem	9-3-74
Monsma, Charles M.	Ass't. Prof.	Pol. Sci.	\$13,153 2 sem	9-3-74
	(\$900 for completion of Ph.D.)			
Morris, Robert E.	Teach. Fellow temp	Music	\$3400 - 2 sem	9-3-74
Moses, Karen D.	Grad. Ass't. temp	Pol. Sci.	\$1200 - 2 sem	9-3-74
Munster, Ann Patricia	Lecturer temp	English	\$1800 - 1 sem	9-3-74
Muschamp, Peter	Exchange Lecturer	Stu. Fac. Exch.	\$5000 - 2 sem	9-3-74
Nash, Steven	Grad. Ass't temp	Educ. Leader.	\$2800 - 2 sem	9-3-74
Naveauz, Ralph J.	Teach. Fellow temp	Foreign Lang.	\$3000 - 2 sem	9-3-74
Nelson, James	Lecturer temp	HPER	\$9342 - 2 sem	9-3-74
Neumann, Glenn	Grad. Ass't temp	Chemistry	\$2800 - 2 sem	9-3-74
Oemke, Mark P.	Grad. Ass't temp	Biology	\$2600 - 2 sem	9-3-74
Oliver, Robert	Lecturer temp	Curr & Instr	\$875 - 1 sem	9-3-74
Otis, Joan Eliz.	Lecturer temp	Art	\$1700 - 1 sem	9-3-74
Oman, Ronald	Lecturer temp	Marketing	\$1000 - 1 sem	9-3-74
Oyebanji, Josephone	Grad. Ass't. temp	English	\$2800 - 2 sem	9-3-74
Patridge, Francis S.	Grad. Ass't temp	Sociology	\$2800 - 2 sem	9-3-74
Peschke, Howard C.	Teach. Fellow temp	Biology	\$3400 - 2 sem	9-3-74
Peters, JoAnne	Lecturer temp	English	\$1800 - 1 sem	9-3-74
Petitpren, Joan M	Ass't Prof.	Stu. Teach.	\$12,000 2 sem	9-3-74
Petrock, Frank	Lecturer temp	Psychology	\$900 - 1 sem	9-3-74
Pfaff, Roland	Lecturer temp	History	\$1800 - 1 sem	9-3-74
Phipps, Dennis H.	Grad. Ass't temp	History	\$1400 - 2 sem	9-3-74
Pink, Frank E.	Grad. Ass't temp	Biology	\$2600 - 2 sem	9-3-74
Plice, Constance C.	Teaching Fellow temp	Sociology	\$3300 - 2 sem	9-3-74
Polenciewicz, Pamela A.	Teaching Fellow temp	Mathematics	\$3200 - 2 sem	9-3-74
Pope, Patricia	Grad. Ass't temp	Psychology	\$2800 - 2 sem	9-3-74
Portney, Thomas J.	Grad. Ass't temp.	Guid & Counsel.	\$2800 - 2 sem	9-3-74
Portwood, James D.	Lecturer temp	Management	\$850 - 1 sem	9-3-74
Privette, Jeanne A.	Grad. Ass't temp	Chemistry	\$1300 - 2 sem	9-3-74
Purdy, Catherine Ann	Teaching Fellow temp	Biology	\$3400 - 2 sem	9-3-74

## Appointments (continued)

Quinlan, John T.	Grad. Ass't temp	History	\$1400 - 2 sem	9-3-74
Rashedi, Nahid	Grad. Ass't temp	Educ. Psychology	\$2800 - 2 sem	9-3-74
Reichbach, Gwendolyn	Lecturer temp	Home Ec	\$13,000 2 sem	9-3-74
Risto, Thomas	Lecturer temp 40%	Curr & Instr	\$1650 - 1 sem	9-3-74
Raleigh, Edith D.	Lecturer temp	Nursing Educ.	\$13,000 2 sem	9-3-74
Reagan, William C.	Teaching Fellow temp	HPER	\$3000 - 2 sem	9-3-74
Reeves, Russell H.	Grad. Ass't temp	Psychology	\$2800 - 2 sem	9-3-74
Robb, Patricia C.	Lecturer temp	Speech	\$5000 - 1 sem	9-3-74
Robinson, Barbara A.	Teaching Fellow temp	Speech	\$3000 - 2 sem	9-3-74
Rice, Mary Ellen	Lecturer temp 50%	Stu Teach.	\$2375 - 1 sem	9-3-74
Rossi, Donald	Lecturer temp	Psychology	\$1000 - 1 sem	9-3-74
Rowe, David E.	Teaching Fellow temp	Mathematics	\$3200 - 2 sem	9-3-74
Rueter, Grace S.	Lecturer temp	English	\$1800 - 1 sem	9-3-74
Russell, Frederic E.	Lecturer temp	Acctg. & Fin.	\$12,500 2 sem	9-3-74
Ryan, Michael	Grad. Ass't temp	Biology	\$2800 - 2 sem	9-3-74
Ryujin, Donald H.	Lecturer temp	Psychology	\$900 - 1 sem	9-3-74
Sampson, Thomas V.	Lecturer temp	Spec Educ.	\$800 Post Summer	2 weeks
Sandall, James A.	Lecturer temp	Art	\$8400 - 2 sem	9-3-74
Sanok, Richard L.	Grad. Ass't temp	Psychology	\$2800 - 2 sem	9-3-74
Schienze, Werner	Grad. Ass't temp	Biology	\$2600 - 2 sem	9-3-74
Schmidt, Terrance K.	Teach. Fellow temp	Biology	\$3400 - 2 sem	9-3-74
Schroeder, Anthony B.	Lecturer temp	Speech	\$10,500 2 sem	9-3-74
Schulz, Myrtle Jean	Lecturer temp	Stu Teach	\$2459 - 1 sem	9-3-74
Schwarz, Bernadette	Grad. Ass't temp	Psychology	\$2800 - 2 sem	9-3-74
Smith, Margaret	Lecturer temp	Curr & Instr	\$850 - 1 sem	9-3-74
Sellman, Dorothy D.	Teach. Fellow temp	English	\$1700 - 1 sem	9-3-74
Sherby, Linda B.	Lecturer temp	Psychology	\$1000 - 1 sem	9-3-74
Singer, Michael	Lecturer temp	Psychology	\$1000 - 1 sem	9-3-74
Smith, Lawrence R.	Ass't Prof	English	\$12,774 2 sem	9-3-74
(Return from leave)				
Smith, Lewis W. Jr.	Grad. Ass't. temp	School Psych.	\$2700 - 2 sem	9-3-74
Smith, Lynn M.	Teach. Fellow temp	Mathematics	\$3300 - 2 sem	9-3-74
Snellings, Courtenay	Lecturer temp	English	\$1800 - 1 sem	9-3-74
Snyder, Dale	Grad. Ass't temp	English	\$2800 - 2 sem	9-3-74
Soltis, Eugene P1	Grad. Ass't temp	Management	\$1300 - 1 sem	9-3-74
Srull, Thomas K.	Grad. Ass't temp	Psychology	\$2800 - 2 sem	9-3-74
Stanger, Keith J.	Instructor	Library	\$9200 - 2 sem	9-3-74
Steffanni, Carol A.	Lecturer temp	Speech	\$1800 - 1 sem	9-3-74
Stehowsky, Iris J.	Lecturer temp	Bus. Educ.	\$2550 - 1 sem	9-3-74
Stein, Virginia R.	Lecturer temp	Art	\$4200 - 2 sem	9-3-74
Strecker, David S.	Lecturer temp	Sociology	\$3400 - 2 sem	9-3-74
Stevens, Ella M	Teach Fellow temp	English	\$3400 - 2 sem	9-3-74
Sundquist, Jean S.	Assoc. Prof 50%	Humanities	\$8450 - 2 sem	9-3-74
Swedlund, Mark	Grad. Ass't temp	Psychology	\$2800 - 2 sem	9-3-74

## Appointments (continued)

Tandon, Satya	Lecturer temp	English	\$1800 - 1 sem	9-3-74
Tang, Betsy	Grad. Ass't temp	Biology	\$2600 - 2 sem	9-3-74
Taylor, William W.	Lecturer - temp	Sociology	\$11,000 2 sem	9-3-74
Tessier, Marcia L.	Grad. Ass't temp	Psychology	\$2800 - 2 sem	9-3-74
Tobias, Janis K.	Lecturer temp	Nursing Educ	\$6500 - 1 sem	9-3-74
Tress, Paul H.	Lecturer temp	Sociology	\$11,000 2 sem	9-3-74
Tucker, Marsha T.	Grad. Ass't. temp	Psychology	\$2800 - 2 sem	9-3-74
vanEe, Jan C.	Grad. Ass't temp	Management	\$1300 - 1 sem	9-3-74
VanGenderen, Gary L.	Grad. Ass't temp	Chemistry	\$1400 - 1 sem	9-3-74
Vardigan, Mary K.	Grad. Ass't temp	English	\$2800 - 2 sem	9-3-74
Vehar, Anthony J.	Teach. Fellow temp	Speech	\$3000 - 2 sem	9-3-74
Victor, Gary M.	Ass't Prof.	Bus. Ed.	\$14,500 2 sem	9-3-74
Volkman, Thomas R.	Lecturer temp	Mathematics	\$2250 - 1 sem	9-3-74
Vuchinich, Samuel	Lecturer temp	Sociology	\$3400 - 2 sem	9-3-74
Vukadinovich, Mara	Teach Fellow temp	Biology	\$3400 - 2 sem	9-3-74
Wagner, Ingrid L.	Grad. Ass't temp	Acctg & Fin	\$2600 - 2 sem	9-3-74
Wagner, James H.	Teach. Fellow temp	Music	\$3400 - 2 sem	9-3-74
Walker, Gail L.	Grad. Ass't temp	Biology	\$2600 - 2 sem	9-3-74
Walter, Patricia	Lecturer temp	English	\$1800 - 1 sem	9-3-74
Ward, Lawrence G.	Ass't Prof	Business Ed	\$14,000 2 sem	9-3-74
Waltz, James	Assoc. Prof 50%	History	\$3938 - 1 sem	9-3-74
Waters, Dennis J.	Teach. Fellow temp	Music	\$3400 - 2 sem	9-3-74
Watts, Leroy W.	Assoc. Prof 50%	Sociology	\$8804 - 2 sem	9-3-74
" "	Assoc. Prof. 50%	Sociology	\$8803 - 2 sem	9-3-74
Webb, Joyce G.	Lecturer temp	Speech	\$1800 - 1 sem	9-3-74
Wenz, Friedrich	Lecturer temp	Sociology	\$1900 - 2 sem	9-3-74
Westover, Kathleen C.	Lecturer temp	Biology	\$4200 - 1 sem	9-3-74
White, Douglas	Grad. Ass't temp	Geography	\$2800 - 2 sem	9-3-74
Wilkins, Bradford A.	Grad. Ass't temp	Geography	\$2800 - 2 sem	9-3-74
Wilkinson, Wm. J.	Teach Fellow temp	Speech	\$3000 - 2 sem	9-3-74
Williams, Donna J.	Teach Fellow temp	Art	\$3000 - 2 sem	9-3-74
Williams, Paul	Lecturer temp	Guid & Counsel	\$500 - 1 sem	9-3-74
Williams, Michael D.	A-1 Tr Program Coord	Bur of Business	\$5000 - 10 months	9-3-74
Wood, Walter R.	Lecturer temp	General Business	\$1700 - 1 sem	9-3-74
Wunsch, Ann D.	Lecturer temp	Art	\$4200 - 2 sem	9-3-74
Wyche, Vera R.	Lecturer temp	Educ. Leader.	\$950 - 1 sem	9-3-74
Yates, Joan A.	Ass't Prof.	Business Ed.	\$14,000 2 sem	9-3-74
Zajac, Joseph B.	Grad. Ass't temp	Art	\$1800 - 2 sem	9-3-74
Zemke, Stephen M.	Grad. Ass't temp	History	\$1400 - 2 sem	9-3-74
Zick, Thomas R.	Lecturer temp	Acctg. & Fin.	\$13,000 2 sem	9-3-74



## Appointments (continued)

Name	Rank	Department	Salary	Effective Date
iska, Anna	C2 Steno. Jr.	Housing	\$5400 - 12 mos.	9-19-74
ers, Elta	C4 Secretary Jr.	Housing	\$6250 - 12 mos.	8-22-74
otte, Valerie	C3 Library 50%	Library	\$2950 - 12 mos.	7-15-74
nister, Rosella	A4 Director	Consumer Educ.	\$20,000 - 12 mos.	7-1-74
gner, Terri	C3 Steno Sr.	Financial Aids	\$5900 - 12 mos.	8-22-74
oth, Karen Sue	C4 Secretary	Ed Leadership	\$6250 grant	7-15-74
rnett, Constance B.	C2 Library Ass't.	Library	\$5400 - 12 mos.	8-19-74
rrico, Carol E.	C2 Steno Jr.	Admissions	\$5400 - 12 mos.	8-29-74
les, Frank P.	A-1 Dir. Stu Dev.	Housing	\$6000 from 8-19-74 to	5-3-75
wardl, Jeri D.	C2 Steno Jr.	Graduate School	\$5400 - 12 mos.	7-31-74
hrad, Pamela F.	A-1 Res. Unit Ad.	Housing	\$5700 from 8-19-74 to	5-3-75
da, Judith	C2 Library Ass't.	Library	\$5400 - 12 mos.	8-5-74
elas, Sharon L.	C4 Secretary Jr.	Upward Bound	\$6250 - 12 mos.	7-1-74
bar, Frances	C4 Bookkeeper Jr.	Accounting	\$6250 - 12 mos.	8-26-74
ncan, Robert	P3 Sys. Programmer	Instr. Computer	\$8025 - 12 mos.	8-1-74
wards, Patsy K.	P3 Staff Assist.	Short-term Wkshop	\$9000 from 7-1-74 to 6-	30-74
lbert, Kay Ann	C3 Steno Sr.	Graduate School	\$5900 - 12 mos.	8-5-74
een, Darryl L.	A-1 Res. Unit Ad.	Housing	\$5700 from 8-19-74 to 5-	3-75
een, Marilyn S.	A-1 Res. Unit Ad.	Housing	\$5700 from 8-19-74 to 5-	3-75
y, Debby J.	C5 Secretary	Psychology	\$6500 - 12 mos.	8-13-74
nes, Thomas	C4 Mail Carrier	Mail Room	\$6250 - 12 mos.	8-13-74
nes, Sandra	C5 Secretary	Field Service	\$6500 - 12 mos.	7-1-74
nalic, Lance	A-1 Res. Unit Ad.	Housing	\$5859 from 8-19-74 to 5-	3-75
rdigian, Pamela	C4 Bookkeeper Jr	Payroll	\$6250 - 12 mos.	8-5-74
ore, Deborah	C3 Steno Jr.	Univ. Printing	\$5900 - 12 mos.	8-19-74
Neill, Barbara J.	C5 Bookkeeper	Student Acct'g.	\$6500 - 12 mos.	7-25-74
Quade, Rita M.	C4 Secretary Jr.	Student Teaching	\$6250 - 12 mos.	7-22-74

## Appointments (continued)

ewcomb, Tawne M.	C3 Steno Sr.	Graduate School	\$5900 - 12 mos.	7-22-74
nicholson, David	C5 Book Supv.	Bookstore	\$6500 - 12 mos.	8-12-74
iehaus, Frank	A3 Ass't. Director Consumer Ed.	Field Services	\$15,000 - 12 mos.	7-1-74
orthington, Albert	M1 Custodian	Physical Plant	\$3.65 per hour	7-29-74
ovak, Patricia	C4 Secretary Jr.	President's Ofc.	\$6250 - 12 mos.	7-16-74
estrike, Shirley E.	C4 Secy. 50%	College of Bus.	\$3125 - 12 mos.	8-12-74
lson, C. Danial	P6 Food Sv. Mgr.	Food Service	\$18,000 - 12 mos.	8-19-74
lson, Michael R.	A-1 Res. Unit Adm	Housing	\$5700 from 8-29-74 to 5-	3-75
'Connor, Stephen J.	A-2 Counselor temp.	Financial Aids	\$9550 from 8-1-74 to 6-	30-75
ederson, Dorothy	C4 Library Ass't.	Library	\$6250 - 12 mos.	9-5-74
einke, Gregory P.	A-1 Adm. Ass't.	Humanities	\$10,000 - 12 mos.	9-3-74
ussell, Carol P.	A-2 Ac. Adv. 50%	Academ. Adv.	\$5900 - 12 mos.	8-26-74
chubbe, Spencer H.	P4 Elec. Intr Sp	Chemistry	\$13,750 - 12 mos.	7-1-74
chultz, Margaret	C4 Secy. Jr. 50%	Chemistry	\$3334 from 8-31-74 to 12-	31-74
cott, Rodney L.	S3 Safety Officer	University Safety	\$8700 - 12 mos.	7-1-74
lsky, Mary	C4 Sr. Checker	Records	\$6250 - 12 mos.	8-26-74
Spencer, Nancy L.	C3 Steno Sr.	Academic Records	\$5900 - 12 mos.	8-13-74
efft. D. Michael	A-1 Res. Unit Ad	Housing	\$5700 from 8-19-74 to 5-	3-75
ong, Helen	C3 Steno Sr.	Financial Aids	\$5900 - 12 mos.	8-23-74
rochet, Geneva	C4 Secretary Jr.	Comm. Educ.	\$6250 - 12 mos.	8-13-74
ercelli, Marsha J.	C3 Steno Sr.	Financial Aids	\$5900 - 12 mos.	8-5-74
ick, James F.	A-2 Res. Area Coord.	Housing	\$10,000 - 12 mos.	8-20-74
akefield, Carol A.	C2 Steno Jr.	Admissions	\$5400 - 12 mos.	8-19-74
Weiss, Benjamin	A-2 Adv. Coord.	Academic Adv.	\$13,000 - 12 mos.	8-19-74
enckus, Faye C.	C5 Secretary	Information Serv.	\$6500 - 12 mos.	8-5-74
hitted, Jacqueline	A-1 Res Unit Adm	Housing	\$1231 from 6-23-74 to 8-	17-74
hitted, Jacqueline	A-1 Res Unit Adm	Housing	\$5700 from 8-19-74 to 5-	3-75
oods, Russell	M-4T Tradesman	Physical Plant	\$5.99 per hr	7-22-74
Zabawa, Saliy Ann	C3 Senior Clerk	Media Services	\$5900 - 12 mos.	7-17-74
lizer, Judith R.	C5 Secretary	Sociology	\$6500 - 12 mos.	8-26-74
ama, Connie	C1 Cashier	Bookstore	\$5150 - 12 mos.	8-26-74

## FIELD SERVICE APPOINTMENTS:

It is recommended that the following faculty members be appointed to the position indicated contingent upon enrollment sufficient to warrant the classes.

In addition to the salary stated each faculty member receives an energy increment amounting to ten cents per mile of travel based on a fixed mileage figure between the campus and the extension center.

Regular university rates for travel expenses are also paid extension professors where appropriate.

Abbott, Richard H.	Professor 25%	\$ 900	1 sem	9-9-74 to 12-20-74
Allen, Irene J.	Assoc. Professor 25%	1200	1 sem	9-9-74 to 12-20-74
Barach, George	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Behm, Walter J.	Lecturer 25%	600	1 sem	9-9-74 to 12-7-74
Bell, Mary Irene	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Belskus, Albert	Assist. Professor	25	1 day only	August 7, 1974
Belt, Gordon A.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Bemish, Lawrence	Instructor 25%	600	1 sem	9-9-74 to 12-7-74
Benson, Peter L.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Brenner, Anton	Professor 25%	600	1 sem	9-9-74 to 12-20-74
Brower, George	Professor 25%	600	1 sem	9-9-75 to 9-7-74
Bushey, James T.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Caputo, George E.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Cocco, Victor	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Davis, Gary L.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Delprato, Dennis J.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Easto, Patrick C.	Assist. Professor 25%	900	1 sem	9-9-74 to 12-20-74
Fielder, Gordon W.	Professor 25%	600	1 sem	9-9-74 to 12-7-74

## Field Service Appointments (continued)

Fox, Donald R.	Assoc. Professor 50%	600	1 sem	9-9-74 to 12-7-74
Garfield, Juanita M.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Gaston, Hugh P.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Geffen, Lawrence	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Geffen, Lawrence	Assistant Professor	60	1 day only	August 5, 1974
Goldsmith, William E.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Gonzalez, Josepi	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Gottwald, Henry L.	Professor 25%	600	1 sem	9-9-74 to 12-7-74
Hall, E. Lorene	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Hoexter, Robert F.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Jones, Michael H.	Assist. Professor 12.5%	300	1 sem	9-9-74 to 12-20-74
Kilanski, Doris	Assist. Professor 50%	900	1 sem	9-9-74 to 12-7-74
Kloosterman, Winton A.	Professor 25%	600	1 sem	9-9-74 to 12-7-74
Koepke, Ben J.	Professor 25%	900	1 sem	9-9-74 to 12-20-74
Krebs, Robert E.	Professor	600	2 week workshop	8-5-74
Krebs, Robert E.	Professor 50%	1200	1 sem	9-9-74 to 12-7-74
Kromer, William	Assist. Professor 25%	600	12 months	7-1-74 to 6-30-75
Kuwik, Paul D.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Kuwik, Paul D.	Assoc. Professor	1500	workshop	8-26-74 (one week) & In-service Prog. 9-3-74-6-15-74
Lake, Marilyn E.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Lederman, Edward	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
MacDonald, Alister	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
May, George S.	Professor 25%	900	1 sem	9-9-74 to 12-20-74
Metler, John W.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Miller, Gary M.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Minzey, Jack	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Monahan, Thomas D.	Professor 25%	600	1 sem	9-9-74 to 12-7-74
Moore, Jean R.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Moore, Noel S.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74

## Field Service Appointments (continued)

Nau, Paul A.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Navarre, Gary B.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Neeb, Leon	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Northey, James H.	Professor 25%	600	1 sem	9-9-74 to 12-7-74
Olds, Lloyd	Professor Emeritus	72	Independent Study-Correspondence	
Porretta, Louis P.	Professor	600	1 sem	9-9-74 to 12-20-74
Robinson, Robert S.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Scott, Jean O.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Skore, Marvin	Assist. Professor 25%	\$ 600	1 sem	9-9-74 to 12-7-74
Smith, Wilfred R.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Sperling, William D.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Vincent, Steven M.	Assist. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Wahi, Kishor	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Weiser, Jerome A.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Wells, Phillip G.	Professor 25%	600	1 sem	9-9-74 to 12-7-74
Wescott, John T.	Assoc. Professor 25%	600	1 sem	9-9-74 to 12-7-74
Westman, Alida S.	Lecturer 25%	600	1 sem	9-9-74 to 12-7-74
Woronoff, Israel	Professor 25%	600	1 sem	9-9-74 to 12-7-74
Ylisto, Ingrid P.	Assoc. Professor 25%	1200	1 sem	9-9-74 to 12-7-74
Zambito, Stephen C.	Professor 25%	600	1 sem	9-9-74 to 12-7-74

Motion Carried.

## .1422 M - SEPARATIONS

Regent Smith moved and Regent Anderson seconded that the following separations be approved:

Battle, James Other position	Ass't. Professor	Psychology	6-20-74
Ferzacca, F. L. Retiring	Athletic Director	Intercollegiate Athletics	9- 2 -74
Hintz, Carl W. Employed for term of one year only	Interim Director	University Library	7-31-74
Risk, Norman W. Retiring with Emeritus --24 years	Professor	Industrial Education	8-5-74
Rogowski, Mary Program discontinued	Assistant Professor	Special Education	8-15-74
Warden, Sheridan Program discontinued	Instructor	Special Education	8-15-74
Kerr, Richard C. Other position	Director, Information Services		9-30-74
Jandernoa, Elizabeth A.	Student Develop. Director	Did not accept appointment.	
Turbin, Mariam G. Deceased	Assistant Dean Admissions & Fin. Aids		7-19-74
Head, Lonny J. Other position	Director	Alumni	8-31-74
Bumbulis, Valija M. Other position	Instructor	Music	8-19-74
Matuszak, Gerard J. Temp. position	Assistant Professor	Acct'g. & Finance	8-14-74
Mills, Madolia E. Other position	Assistant Professor	Geography	8-14-74
Ferzacca, Marion S. Retiring	Director of Nursing	Health Center	9-23-74

## Separations (continued)

Bawden, Sherry R. Leaving area	Secretary C-5	Management	8-16-74
Bridges, Carol M. Return to School	Secretary C-4	Physical Plant	8-16-74
Briggs, Lydia L. Leaving area	Secretary C-3	Academic Advising	8-9-74
Bryant, Netosh Appointment concluded	Teacher Aide	Special Education	6-15-74
Cabello, Robert	Student Development Director	Housing	Did not accept appointment
Caine, Florence M. Return to school	Graduate Assistant	Dean of Students	4-26-74
Coker, Veronica Personal	Stenographer C-3	Admissions	7-26-74
Dawson, Mary E. Health	Secretary C-5	Physics	6-28-74
DeNike, Greg V. Leaving area	Groundsman M-1	Physical Plant	8-5-74
D'Orazio, Cynthia M. Leaving Area	Secretary C-4	Accounting	9-6-74
Douglas, Sharon L. Return to school	Secretary C-4	Upward Bound	9-6-74
Duckworth, Dennis Ray Discharged	Custodian M-1	Physical Plant	7-26-74
Elledge, Norene Leaving Area	Library Assistant	Library	8-1-74
Dowd, Ruth Darlene Personal	Secretary Jr. C-4	SPARD	9-3-74
Ellis, Ronald N. Other position	Unit Manager	Food Service	7-31-74
Gentile, Vinnie Leaving Area	Graduate Assistant	Dean of Students	4-26-74
Gonzalez, Caesar A. Leaving Area	Groundsman M-1	Physical Plant	8-9-74
Goodwin, Kathryn A. Quit w/o notice	Stenographer-temporary	Graduate School	7-23-74

## Separations (continued)

Herr, Brenda J. Return to school	Secretary C-4	HPER	8-9-74
Hetrick, William M. Other position	Assistant Director	Community Education	8-31-74
Jandernoa, Elizabeth A.	Student Development Director	Housing	
Lessl, Nancy Other position	Library Assistant C-4	Library	8-2-74
Levengood, Barbara J. Other position	Secretary C-4	Admissions	8-9-74
Carley, Clara L. Other position	Keypunch Operator	Computer Center	8-30-74
Green, David Return to school	News Writer	Information Services	9-20-74
Helms, Sandra L. Leaving Area	C-4 Secretary Jr.	Instruction	9-19-74
Hoedema, Clara J. Resigning	C-3 Secretary Jr.	Purchasing	9-27-74
Kurzig, Thomas Other position	Manager	Food Service	8-9-74
McDonnell, Yu-Chieh L. Other position	C-3 Steno Sr.	Purchasing	8-9-74
Marion, Beverly A. Resigning	C-3 Steno Sr.	Safety	9-13-74
Mingle, Pamela T. Return to school	C-4 Library Assistant	Library	8-9-74
Mooneyham, John Other position	M-5 Mechanic	Industrial Educ.	8-30-74
Newcomb, Tawne M. Return to school	C-3 Steno Sr.	Graduate School	9-5-74
Northington, Albert Discharged	M-1 Custodian	Physical Plant	8-6-74



## Separations (continued)

Parker, Samuel End of appointment	Graduate Assistant	Media Services	8-14-74
Parks, Lee Ann Maternity	C-3 Steno Jr.	University Print.	8-27-74
Patterson, Audrey M. Personal	C-5 Secretary	Psychology	8-16-74
Piegols, Jeannine A. Leaving Area	C-4 Secretary Jr.	Comm. Education	8-23-74
Riley, Roberta Other position	C-3 Library Assistant	Library	8-23-74
Roof, Patricia A. Leaving area	C-1 Clerk	Placement	9-12-74
Soden, Barbara E. Other position	C-4 Secretary Jr.	Library	8-29-74
Stevens, Nancy Jean Leaving area	C-4 Bookkeeper Jr.	Accounting	8-15-74
Stobie, Marcia K. Leaving Area	C-5 Secretary	Music	8-30-74
Stuckmeyer, Mary L. Return to school	C-4 Bookkeeper Jr.	Personnel	9-3-74
Varty, Gary M. Other position	M-1 Custodian	Housing	7-24-74
Weber, Debra Lynn Quit w/o notice	C-3 Steno Sr.	Graduate School	7-18-74
Watts, Sandra Lea Health	C-4 Secretary Jr.	Housing	8-23-74

Regent Robb noted the good effort on the part of Frosty Ferzacca since his arrival at E.M.U. He brought us a quality program and membership in the MAC. Regents Stripp and Milford agreed. The Chairman asked Secretary Hawks to have a resolution prepared for Mr. Ferzacca and bring to the next Board meeting.

Motion Carried.

## .1423 M - CHANGES OF STATUS

Regent Smith moved and Regent Anderson seconded that the following changes of status be approved:

Thomas M. Johnson, Associate Professor, be transferred from General Business Department to the Business Education Department at a salary of \$19,510 for the academic year '74-75. (Represents no change in salary)

Fat-Hi F. Sokkar, Assistant Professor, be transferred from Management to the General Business Department at a salary of \$15,634 for academic year '74-75. (Represents no change in salary)

William F. Shuter, Associate Professor of English, be appointed Director of the Humanities Program, at a salary of \$19,471 effective June 24, 1974 and ending April 26, 1975.

Bruce L. Warren, Associate Professor in the Sociology Department, be appointed as follows:

Foster Parent Training Grant	Summer '74	30%	\$1,264
" " " " " "	Fall/Winter	50%	7,897
" " " " " "	Spring '75	100%	3,475
Exxon Grant	Fall '74	25%	1,974
Sociology Dept.	Fall '74	25%	1,974
Sociology Dept.	Winter '75	50%	3,948

David Lee Abraham be changed from M-1 Custodian to M-2 Tradeshelper in the Physical Plant, at a rate of \$3.87 per hour, effective 7-22-74.

Charles Achatz be changed from M-1 Groundsman to M-2 Grounds Leader in the Physical Plant, at a rate of \$3.87 per hour, effective 8-5-74.

Robert R. Andrews be changed from M-2 Group Leader to M-4 Construction Equipment Operator in the Physical Plant, at a rate of \$4.39 per hour, effective 8-5-74.

Michelle Ann Barnes be changed from C-1 Cashier to C-3 Steno Sr. in Purchasing, at an annual salary of \$5900, effective 8-26-74.

Gary Blossom be changed from M-3 Truck Driver to M-3 Fireman in the Physical Plant, at a rate of \$4.11 per hour, effective 8-11-74.

Sandra K. Brengle be changed from C-5 Secretary to P-3 (temporary) Interim Secretary in the President's Office, at an annual salary of \$8500, effective 7-1-74.

Kay Campbell be changed from C-4 Secretary Jr. to C-5 Secretary (temporary) in SPARD, at an annual rate of \$7200, effective 7-15-74.

Calista Coryell be changed from C-2 Library Assistant to C-3 Library Assistant in the Library, at an annual rate of \$5900, effective 7-1-74.

Gayleen Day be changed from Temporary to C-4 Secretary Jr., in Purchasing, at an annual rate of \$6250, effective 8-5-74.

Sharon L. Ferris be changed from C-2 Steno. Jr. to C-4 Secretary Jr. in the Dean of Students, at an annual rate of \$6250, effective 8-16-74.

## Changes of Status (continued)

Maria Fry be changed from a leave to regular employment as a C-4 Library Assistant, in the Library, at an annual rate of \$7510, effective 8-26-74.

Nancy R. Farmer be changed from Temporary to C-2 Clerk in Records, at an annual rate of \$5400, effective 7-22-74.

Syed S. Haque be changed from M-1 Custodian to M-3 Fireman in the Physical Plant, at a rate of \$4.11 per hour, effective 8-11-74.

Patricia Hickmott be changed from C-2 Steno Jr. to C-7 Assistant Textbook Supv., in the Bookstore, at an annual rate of \$7200, effective 7-1-74.

Mary J. Jergens be changed from C-3 Steno Sr. to C-4 Secretary Jr. in Admissions and Financial Aids, at an annual rate of \$6675, effective 8-12-74.

Bruce Knowlton be changed from M-1 Groundsman to M-2 Group Leader in the Physical Plant, at a rate of \$3.87 per hour, effective 8-19-74.

Robert Kuhn be changed from M-2 Group Leader to M-4 Const. Equip. Operator in the Physical Plant, at a rate of \$4.39 per hour, effective 7-8-74.

Kathleen Lucas be changed from M-0 Housekeeper to M-1 Custodian in the Physical Plant, at a rate of \$3.65 per hour, effective 7-8-74.

Dana Lynn McCoy be changed from C-3 Steno Sr. to C-4 Secretary Jr. in HPER, at an annual rate of \$6268, effective 8-12-74.

Joyce McVicar be changed from C-1 Cashier to C-4 Secretary Jr. in Personnel at an annual rate of \$6250, effective 9-1-74.

Gregory Oppat be changed from C-5 Trade Book Supervisor to P-2 Textbook Supervisor in the Bookstore, at an annual rate of \$9,000, effective 7-1-74.

Bernice Pfister be changed from C-1 Cashier to C-2 Steno Jr. in the Bookstore, at an annual rate of \$5400, effective 8-12-74.

Loretta Pirages be changed from Temporary Counselor to A-2 Counselor in Financial Aids, at an annual rate of \$10,500, effective 7-1-74.

Christine Seigo be changed from C-2 Steno Jr. to C-3 Steno.Sr. in Financial Aids, at an annual rate of \$5900, effective 7-29-74.

Peggy L. Dougovito be changed from full time to half time as a C-4 Secretary Jr. in Chemistry at an annual rate of \$3125, effective 9-1-74.

Mary Jean Lazar be changed from C-4 Secretary Jr. to C-5 Secretary in the Music Department at an annual rate of \$6500, effective 9-3-74.

Motion Carried.

## .1424 M - LEAVES OF ABSENCE

Regent Smith moved and Regent Anderson seconded that the following leaves of absence be approved.

Wayne Ayers, Department of Economics, be granted a leave of absence, without pay, for the 1974-75 academic year.

Roselle Davenport, Director of Minority Affairs, be granted a leave of absence without pay, for twelve months, effective September 15, 1974.

Raymond J. Drake, Associate Professor of Marketing, be granted a medical leave, without pay, for the Fall Semester, 1974.

Phillip W. Bullard, M-5T Master Tradesman, Physical Plant, be granted a leave, without pay, due to compensable injury from 5-20-74 until 8-20-74.

Arlene Johnson, F-0 Food Service Helper, in Food Service, be granted a medical leave, without pay, from 7-23-74 to 10-23-74.

Clinton Poling, M-5T Master Tradesman, Physical Plant, be granted a medical leave, without pay, from 7-5-74 until 10-5-74.

Sheldon Silver, M-2 Tradeshelper, Physical Plant, be granted an extended leave, without pay, from 7-15-74 until 10-15-74, due to compensable injury.

Motion Carried.

Regent Smith called attention to the Field Service appointments that were in the last part of Appointments. She wanted to note that until very recently, the Field Service appointments had not gone to the Board. Vice President Carillot noted the reference to "an energy increment" and expressed concern over such an item since another state institution had received much "flack" in Lansing over something very similar. Regent Rush expressed concern also since it appeared that it might be construed portal-to-portal pay. None of the board members recalled ever approving such an item. It was agreed to refer the matter to Interim President Gilden for study with the Executive Council. The Regents expressed hope in receiving a full report on this subject before the next meeting.

Chairman McCormick reminded the Board that he had been elected by them to be the Eastern Michigan University representative to the new state organization of the four-year public institutions which concerned itself this far with the activities of the Governor's Commission on Higher Education. He said Secretary Hawks had on several occasions informed him of the actions of other Boards relative to a position they had taken to support certain findings. It was his feeling that no such action was required by our Board at this time. He noted that Regent Rush is a member of the Governor's Commission on Higher Education and asked him for a status report.

Regent Rush gave the status of the interim report and noted that the Commission would be meeting the next night for what is scheduled to be the final meeting. He offered to report further at the next meeting.

Interim President Gilden reported that he had moved forward with the task of seeking an Athletic Director to replace "Frosty" Ferzacca. He explained the procedure that had been implemented and named those persons on the selection committee. He reported that a deadline of October 27, 1974, had been set for the recommendations to be made.

Chairman McCormick asked Vice President Hawks to report on the replacement for Lonny Head, Director of Alumni Relations. Vice President Hawks reported that the organizational structure of that operation is currently under study. The job posting has not been made due to the fact that at this point we are not sure of the type of person we will be seeking.

Chairman McCormick asked Vice President Hawks to report on the replacement for Richard Kerr, Director of Information Services. Vice President Hawks noted that a selection committee had been formed and was in the process of completing their assignment. He further reported that he had asked Kathleen Dickson of Information Services Department to serve as chairperson of this committee.

Regent Anderson gave a report on the status of the Presidential Selection and Review Committee. She expressed hope that she will receive a report from the Review Committee by October 1, 1974. She said Mitchell Osadchuk may be scheduling the interviews for her when this point is reached. She said the Review Committee was a broad based committee made up of several elements of the University and was working very hard.

Chairman McCormick noted that a Committee-of-the-Whole meeting had been requested to discuss the Program Revision Requests (PRR's) and possibly the Board could begin reviewing the report of the Presential Review Committee. After some discussion, it was agreed there would be a Committee-of-the-Whole dinner meeting in the Regent's room at McKenny at 6:00 P.M. on Wednesday, October 9, 1974 to discuss PRR's and the report of the Presential Review Committee.

Chairman McCormick asked Vice President Hawks to give a brief report on the status of labor negotiations with the three unions. The report was given.

Vice President Nelson said he would be pleased to give a report at the next meeting on the Humanities Program.

Interim President Gilden reported that the administration has implemented what has been commonly referred to as Plan "C". For the first time this year we will have some faculty members teaching a combined Spring and Summer Session instead of a normal Winter Session.

Interim President Gilden reported that the administration has implemented a new procedure for the selection of department heads. While the procedure is different from that in the past it continues to provide for a wide range of involvement for various interest groups.

The meeting was adjourned at 4:35 P.M. with the next meeting scheduled for 11:00 A.M. on Wednesday, October 16, 1974.

Respectfully submitted