

1974

Board of Regents Meeting Materials, June 19, 1974

Eastern Michigan University

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Index for June 19, 1974 Meeting of the Board of Regents

- .1382 M Annual Reconciliation of the Perpetual and Physical Inventory of Equipment
- .1392 M Appointments
- .1376 M Appointment - Acting Treasurer
- .1383 M Authority for Spending and Continuation of 1973-74 Budget
- .1394 M Changes of Status
- .1384 M Conflict of Interest - Policy
- .1379 M Educational Grants
- .1380 M Educational Grants
- .1381 M Educational Grant
- .1389 M Faculty Promotions
- .1378 M Gifts
- .1396 M Interim President - Salary
- .1395 M Leaves of Absence
- .1377 M Recoveries
- .1393 M Retirements and Separations
- .1386 M Room and Board Rates 1974-75
- .1387 M Site Development - Forest Avenue
- .1390 M Spring Session Appointments - Addendum
- .1388 M Student Laboratory Fee - Art Department
- .1391 M Summer Session Appointments - Addendum
- .1385 M Tuition and Fees, Fall 1974

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the Minutes June 19, 1974
Regents' Room, McKenny Hall

Members present:

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

Members absent:

Timothy J. Dyer

Administration present:

President Harold E. Sponberg, Lewis E. Profit, Gary D. Hawks,
James B. Campbell, Bruce K. Nelson, Richard C. Kerr, Ralph Gilden

The meeting was called to order at 11:15 a.m.

Chairman McCormick informed the Board that Dr. Anspach had written him stating his intent to resign from the Board due to his most recent health problems.

Chairman McCormick announced that he had placed Beth Milford on the Educational Policies Committee, at her request.

Chairman McCormick read a letter of thanks from Virginia Allan.

The preliminary minutes of the May 15, 1974, Board of Regents meeting were approved as corrected. Page 13, fifth paragraph, second to the last sentence was corrected to read: ... "That he be transferred to the College of Business as a Special Assistant to the Dean of the College of Business for duties within the College of Business..."

The Treasurer's Report was read. Regent Robb moved and Regent Stripp seconded that the report be received and placed on file. Motion carried.

Vice President Profit was directed to have copies of Board policy concerning deposits and investments ready for review at the next Board meeting.

Vice President Profit gave a summary report on the growth that has taken place at Eastern Michigan University since the Board of Regents was established in 1964. He agreed to send a copy of this report to all Regents.

Vice President Profit gave his thanks to the Board for the opportunity to serve as its Treasurer and extended his good wishes for his successor.

.1376 M - APPOINTMENT - ACTING TREASURER

Regent Robb moved and Regent Stripp seconded that the Assistant Treasurer, Gerald E. Fulford, be made Acting Treasurer effective July 1, 1974. Motion carried.

Regent Stripp reported that Richard Hall, the Controller, has agreed to handle all budget matters and Business & Finance operations, and Gerald E. Fulford will handle all investments. Thus no recommendation for an acting Vice President for Business and Finance. He further reported that the Finance Committee will be working very closely with Mr. Hall regarding budgets and finances.

President Sponberg expressed his feelings that the Finance Committee had acted very wisely in this matter and noted that Mr. Hall will attend the Finance Committee meetings in the future.

Regent Robb moved and Regent Stripp seconded that the Internal Audit Report dated June 11, 1974, be received and placed on file. Motion carried.

.1377 M - RECOVERIES

Regent Robb moved and Regent Stripp seconded that the list of recoveries on previously transferred accounts receivable be received and placed on file. Motion carried.

.1378 M - GIFTS

Regent Robb moved and Regent Anderson seconded that the list of gifts for the month of May be received with appreciation. Motion carried.

Regent Robb stated that he felt the University could do more in the field of development. Vice President Hawks reported that he has visited with Mr. Head regarding that subject and they plan to visit other institutions who have successful programs to get some ideas. Regent Robb said the Finance Committee will schedule a meeting with Lonny Head at some future date to discuss and evaluate the present program and plan for the future.

.1379 M - EDUCATIONAL GRANTS

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

1. Continuation of the Undergraduate Social Welfare Curriculum Project from the Department of Social Services, State of Michigan, in the amount of \$107,094 for the period of July 1, 1974 through June 30, 1975, with Dr. Edward Green of the Sociology Department as project director.
2. A grant of \$42,100 from the Department of Health, Education, and Welfare for a Summer Institute for Curriculum Supervisors and Classroom Teachers for the period of June 24, 1974 through August 31, 1974, under the directorship of Dr. Ranjit Bajwa of International Studies.
3. Continuation of the Allied Health Special Improvement Program--Occupational Therapy--from the Department of Health, Education, and Welfare in the amount of \$40,300 for the period July 1, 1974 through June 30, 1977, with Dr. Charles Anderson of the Chemistry Department as project director.
4. A grant of \$4,083 from the Department of Health, Education, and Welfare for the Cross-Cultural Study of Decision Making for the period June 1, 1974, through May 31, 1975, with Kaja Finkler as project director.

The meeting was recessed at 12:45 p.m.

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

.1380 M - EDUCATIONAL GRANTS

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

Exxon Education Foundation grant in the amount of \$6,000 in support of the EXPER SIM - A System for Teaching Research Design Through Simulation - for the period August 1, 1974, through April 30, 1975, under the direction of Bruce L. Warren.

Health, Education and Welfare grants as follows:

1. National Direct Student Loan Program - July 1, 1974 through June 30, 1975 - \$486,116
2. Educational Opportunity Grants - July 1, 1974 through June 30, 1975 - \$366,581
3. College Work Study Program - July 1, 1974 through June 30, 1975 - \$491,286

Motion carried.

.1381 M - EDUCATIONAL GRANT

Regent Robb moved and Regent Stripp seconded that the following educational grant be approved:

1. A grant of \$300 from the Michigan Department of Public Health for an Alcohol Education Seminar for the period of April 16, 1974 through June 30, 1974, with Dominick Taddonio as project director.
- Motion carried.

President Sponberg offered another recommendation for a \$700,000 National Endowment for the Humanities grant, but it was referred to both the Educational Policies and Finance Committees for further study.

.1382 M - ANNUAL RECONCILIATION OF THE PERPETUAL & PHYSICAL INVENTORY OF EQUIPMENT

Regent Robb moved and Regent Stripp seconded that the policies for Eastern Michigan University provide for an annual reconciliation of the perpetual and physical inventory of equipment, through the use of appropriate accounting entries, and that the necessary adjustments be reported to the Board of Regents.

Motion carried.

.1383 M - AUTHORITY FOR SPENDING & CONTINUATION OF 1973-74 BUDGET

Regent Robb moved and Regent Stripp seconded that the administration be authorized to continue the 1973-74 budget allocations pending the adoption of a 1974-75 budget, providing that the administration exercise such controls as may be necessary to reduce expenditures, accordingly, in those areas where it is reasonably expected that the 1974-75 allocations will be less than the 1973-74 level.

Motion carried.

.1384 M - CONFLICT OF INTEREST - POLICY

Regent Robb moved and Regent Stripp seconded that the Board of Regents approve the Proposed Policy on Conflict of Interest:

Proposed Policy Regarding

Conflict of Interest

No member of the Board of Regents, University Officers, or University Employees shall have a direct or indirect interest, financial or otherwise, in a contract with the University or incur any obligation of any nature, when such contract or obligation is in substantial

conflict or provides a potential substantial conflict with the discharge of his duties in the public interest.

A substantial conflict exist when a Board member, University Officer and/or employee:

- a) Engages in a business transaction as a representative or agent of the University with a business entity in which he is a director, president, general manager or other similar executive officer, or owns or controls directly or indirectly a substantial portion of the entity.
- b) Accepts other employment or engages in a business or professional activity that will require him to disclose confidential information acquired by him during the course of his official duties.

Specific provisions concerning potential financial conflict and other potential conflict of interest, but not limiting the coverage of this policy, are as follows:

1) Financial Interest

Members of the Board of Regents, Officers of the University, and employees with authority for investment or control of funds or to authorize the procurement or payment of goods and services for the University shall be required to annually report to the President of the University any financial conflict of interest or potential financial conflict of interest.

Conflict of interest or potential conflict is defined as the ownership or control of more than 1% of any firm or institution providing goods or services to Eastern Michigan University by such an individual as noted above or by a member of their immediate family.

A statement reporting a conflict or potential conflict or affirming that no conflict exist, will be filed by members of the Board at the beginning of each Fiscal year and by Officers and other affected employees each Fiscal year upon acceptance of their appointment or reappointment.

When such a conflict or potential conflict is reported, the Treasurer shall notify the Board of Regents of what steps have been taken or controls placed to neutralize such conflict or potential conflict. However, in no case will an employee be allowed continued employment where a conflict of interest exists contrary to the laws of the State of Michigan.

2) Employment of Relatives

In addition to the appointment policies listed in the University Faculty and Staff Handbooks, the following policies shall govern married or consanguineous (parent, offspring, or sibling) persons who are appointed to or are already members of the faculty and staff of Eastern Michigan University.

Marriage or consanguinity to an Eastern Michigan University employee shall be considered neither a qualification nor a disqualification for employment at Eastern Michigan University.

University personnel who are employed in the same instructional department, office, or administrative unit of the University with a member or members of their family (husband, wife, parent, offspring, or sibling), shall not participate in recommendations or decisions of direct concern to a member or members of their family. As used herein, "of direct concern," includes, but is not limited to such matters as appointment, retention, tenure, dismissal, salary, promotion, leave of absence, evaluation, and sabbatical leave.

The dean, director, or account executive together with the Vice President for Business and Finance shall have the authority and responsibility to insure that no member of a family has an unchecked or unreviewed responsibility for any matters relating to university audits, financial records, payroll, or inventory of goods and supplies of another member of the family. The Vice President for Business and Finance may issue rules to be published in the Systems Manual in carrying out this responsibility.

3) Use of Facilities by Private Research and Consulting

Use of University facilities, services, equipment and supplies for private teaching and research, consulting, and like activities for personal gain is prohibited except when such use is a part of a program or project authorized by the Board of Regents, or the President. When not a part of an authorized project, use of such facilities may be approved by the Vice President for Instruction upon payment to the University of an appropriate fee.

Any request for the use of University facilities, supplies or service which is inconsistent with the aims, purposes and policies of the University shall be denied.

4) Supplemental Employment

The University encourages the interaction of its faculty and staff with the community and with governmental, public, and business organizations. Through consulting relationships and other forms of employment, University employees can be a valuable resource.

Full-time employees of the University may be permitted such supplemental employment. However, it is understood that such employment must be outside of the employees regular hours of work and must not interfere with the performance of the employees duties and responsibilities.

The guidelines outlined below are intended to provide for a limited amount of supplemental employment and to protect the integrity of the employee - University employment relationship:

Supplemental employment for non-teaching employees may be permitted when:

- 1) It is outside of the employees regular hours of work and does not interfere with the employees assigned duties and responsibilities and does not conflict with work requirements outside of the University's regular business hours.
- 2) Prior to undertaking such outside work, the employee must report to the Department Head the nature, extent, and expected duration of such work.
- 3) Such reports shall be made on forms provided by the University and shall also be updated at the beginning of each semester or whenever a significant change in outside employment occurs. Such reports, including the number of hours and time during which the supplement employment is to occur, shall be filed with the employee's Department Head, who shall report the same to the appropriate Vice President and the Internal Auditor.

Supplemental employment for teaching faculty, includes consulting, advising, research, honorariums, demonstrating, teaching, and other services for which remuneration is received (above actual expenses). Such Supplemental employment may be permitted providing:

Eastern Michigan University
INTER-OFFICE CORRESPONDENCE

TO: Leona Berry, Archivist
University Library

DATE: December 10, 1974

FROM: [REDACTED] ary
Regents

SUBJECT: [REDACTED] Regents Minutes -- Your memo dated December 4, 1974

Please find enclosed four (4) copies of page 8 of the Official Minutes of the June 19, 1974, Board of Regents Minutes which indicates the "Motion carried," for item .1384 M, Conflict of Interest - Policy.

We will appreciate your replacing these sheets and removing the ones without the copy in the proper locations.

GDH/p
Enclosure

- 1) It appears that supplemental employment will not interfere with the performance of University duties or impair the effectiveness of the individual as a teacher and a scholar.
- 2) The total amount of time expended by the faculty member on outside activities for pay and over-load pay time through continuing education should not exceed 16 hours in any month. Under special circumstances and with permission of the dean or unit administrator, the monthly time limit may be exceeded, provided the aggregate of such time for the period of authorization does not exceed an average of 16 hours per month.
- 3) Equipment, supplies, materials, or clerical services may not be utilized for such outside work.
- 4) Prior to undertaking such outside work, the employee must report to the Department Head the nature, extent, and expected duration of such work.
- 5) Such reports shall be made on forms provided by the University and shall also be updated at the beginning of each semester or whenever a significant change in outside employment occurs. Such reports, including the number of hours and time during which the supplement employment is to occur, shall be filed with the employee's Department Head, who shall report the same to the appropriate Vice President and the Internal Auditor.

When in the opinion of the appropriate Vice President, the employees supplemental employment interferes with the performance of the employee's University duties, the employee may be requested to end or modify such supplemental employment, as a condition of continued employment as a full-time employee of the University.

Motion carried.

- 1) It appears that supplemental employment will not interfere with the performance of University duties or impair the effectiveness of the individual as a teacher and a scholar.
- 2) The total amount of time expended by the faculty member on outside activities for pay and over-load pay time through continuing education should not exceed 16 hours in any month. Under special circumstances and with permission of the dean or unit administrator, the monthly time limit may be exceeded, provided the aggregate of such time for the period of authorization does not exceed an average of 16 hours per month.
- 3) Equipment, supplies, materials, or clerical services may not be utilized for such outside work.
- 4) Prior to undertaking such outside work, the employee must report to the Department Head the nature, extent, and expected duration of such work.
- 5) Such reports shall be made on forms provided by the University and shall also be updated at the beginning of each semester or whenever a significant change in outside employment occurs. Such reports, including the number of hours and time during which the supplement employment is to occur, shall be filed with the employee's Department Head, who shall report the same to the appropriate Vice President and the Internal Auditor.

When in the opinion of the appropriate Vice President, the employees supplemental employment interferes with the performance of the employee's University duties, the employee may be requested to end or modify such supplemental employment, as a condition of continued employment as a full-time employee of the University.

.1385 M - TUITION AND FEES, FALL 1974

Regent Robb moved and Regent Stripp seconded that the rates for tuition and fees, beginning with the Fall Semester, 1974, be established as follows:

A. Residents of Michigan

1. Undergraduate:

Freshman-Sophomore	\$17.50 per credit hour
Junior-Senior	18.50 per credit hour
(No charge shall be made for hours of enrollment in excess of 18 per semester)	

2. Graduate..... \$25.00 per credit hour
 (No charge shall be made for hours of enrollment in excess of 15 per semester)

B. Non-Residents

The rate for non-residents of Michigan shall be 2.5 times the rate for residents:

1. Undergraduate:

Freshman-Sophomore	\$43.75 per credit hour
Junior-Senior	46.25 per credit hour
(No charge shall be made for hours of enrollment in excess of 18 per semester)	

2. Graduate \$62.50 per credit hour
 (No charge shall be made for hours of enrollment in excess of 15 per semester)

The registration fee shall continue at its present level of \$20.00 per semester and \$15.00 each for the Spring and Summer Sessions. Motion carried.

.1386 M - ROOM & BOARD RATES 1974-75

Regent Robb moved and Regent Stripp seconded that the residence hall room and board rates for the 1974-75 academic year be established according to the following schedule:

	<u>Rate</u>	<u>Amount of Increase</u>
Room with a 20 meals per week contract	\$1,250	(\$65)
Room with a 15 meals per week contract	1,220	(\$65)
Room with a 10 meals per week contract	1,190	(new)
Room only	575	(new)
Single occupancy	275	
(Add to each of the contract prices		

It is further recommended that the apartment rates, effective September 1, 1974, be established as follows:

	<u>One Bedroom</u>	<u>Two Bedroom</u>
Pine Grove Terrace and Cornell Courts	\$117 per month	\$135 per month
Amount of Increase	(7 per month)	(\$10 per month)
Westview	\$133 per month	\$150 per month
Amount of Increase	(\$ 3 per month)	(\$ 5 per month)

<u>Brown-Munson</u> (Continue Present Level)	<u>Single</u>	<u>Double</u>	<u>Four Persons</u>	<u>Six Persons</u>
12-month Lease	\$102/month	\$84/month	\$69/month	\$55/month
10-month Lease	111/month	90/month	75/month	59/month
8-month Lease	118/month	96/month	80/month	63/month

...Motion carried.

.1387 M - SITE DEVELOPMENT - FOREST AVENUE

Regent Robb moved and Regent Stripp seconded that the Board of Regents approve the following budget for site development, resulting from the Forest Avenue vacation, and that the University's administration proceed to secure necessary state approvals and release of funds for proceeding with the project:

A. <u>Budget</u>		
1. Planning and Supervision		\$ 4,000
2. Roosevelt Parking Lot Ingress-Egress Road, and Removal of Existing Ingress-Egress Road		52,775
3. Site Development		121,000
a. Old Road Removal		
b. Old Sidewalk Removal		
c. Old Street Lights Removal		
d. Old Street Drains Removal		
e. Install New Walks		
f. Install Lawns and Plantings		
g. Install Walkway Lighting		
Total Estimated Cost		<u>\$177,775</u>
4. Long-Range Planning--not included in above		\$ 50,675
a. Additional Lighting		
b. Additional Walks		
c. Additional Trees		
d. Underground Sprinkling System		
e. Fountain		
f. Site Development West of McKenny Hall after Land Acquisition		

B. - Source of Funds

1. Act #90, P.A., 1973	\$125,000
2. Roosevelt Construction Account (for Roosevelt Parking Lot and Ingress-Egress Road)	<u>52,775</u>
	<u>\$177,775</u>
3. Future Funding for Longer-Range Development	<u>\$ 50,675</u>

...Motion carried.

.1388 M - STUDENT LABORATORY FEE - ART DEPARTMENT

Regent Robb moved and Regent Stripp seconded that the student laboratory fee for undergraduate and graduate courses in jewelry be increased from \$10.00 to \$15.00 per course, effective with the Fall Semester, 1974.

...Motion carried.

.1389 M - FACULTY PROMOTIONS

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

From Associate to ProfessorCollege of Arts and Sciences

Biology Department
Chemistry Department
Chemistry Department
English Department
Music Department
Psychology Department

Stephen Liu
Bruce Graves
O. Bertrand Ramsay
Patrick White
Marvin Howe
Ferdinand Stern

College of Business

Marketing Department
Marketing Department

David Kurtz
Edward Spitz

College of Education

Curriculum and Instruction Dept.
Education Department

Stephen Zambito
Thomas Gwaltney

Applied Science Departments

Industrial Education Department
Occupational Therapy Program

Clois Kicklighter
Frances Herrick

From Assistant to AssociateCollege of Arts and Sciences

Art Department
Art Department
Chemistry Department
English Department
English Department
English Department
History and Philosophy Department
History and Philosophy Department
Mathematics Department

Frederick Hunter
Elaine Godfrey
Krishnaswami Rengan
Paul Bruss
David Geherin
Robert Kraft
Walter Moss
Margaret Rossiter
Richard Marshall

From Assistant to Associate (continued)College of Business

Marketing Department
 Marketing Department
 Business Education Department

Joseph Braden
 Colin Neuhaus
 Louis Graziano

College of Education

Curriculum and Instruction Department
 Curriculum and Instruction Department
 Educational Psychology Department
 Guidance and Counseling Department
 Physical Education Department
 Special Education Department
 Special Education Department
 Special Education Department
 Special Education Department

Leah Adams
 Leon Neeb
 Edward Lederman
 Gary Miller
 Erik Pederson
 Norma Martin
 Gary Navarre
 Bernard Treado
 Merry Maude Wallace

College of Arts and Sciences

Music Department
 Physics Department
 Political Science Department
 Psychology Department
 Speech Department
 Speech Department

Emily Lowe
 Richard Roth
 Thomas Brewer
 Joan Marshall
 Annette Martin
 Sally McCracken

Applied Science Department

Industrial Education Department
 Industrial Education Department

Paul Kuwik
 Harold Padelford

From Instructor to AssistantCollege of Arts and Sciences

Art Department
 Art Department
 Speech Department

Beverly Shankwiler
 Ellen Wilt
 Dennis Beagen

College of Education

Physical Education Department

Gloria Neve

Academic Services

Library
 Library
 Library

Sarell Beal
 Troy Brazell
 Mary Butterfield

Motion carried.

.1390 M - SPRING SESSION APPOINTMENTS - Addendum

Regent Smith moved and Regent Anderson seconded that the following addendum to the Personal Service Report for Spring Session 1974 be approved:

Art Department

			<u>Spring Salary</u>
Beginin, Igor	Instructor	100%	\$ 2,550

Biology Department

Tetzloff, Glen	Teaching Fellow	25	770
Kane, Michael M.	Graduate Assistant		330
Wurzbarger, Allen J.	Graduate Assistant		610

Chemistry

Smith, Kenneth L.	Graduate Assistant		330
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Geography

Kureth, Elwood J.C.	Assistant	50	556
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Music

Ballard, O. Blaine	Associate	61	2,527
Pignotti, Alfio	Associate	88	3,288
Lowe, Emily	Assistant	36	1,015
Plank, Max E.	Assistant	55	1,685
Roe, Charles R.	Assistant	28	893
Moses, Fredric W.	Instructor	44	1,241

Political Science

Hourani, Benjamin T.	Associate	50	1,754
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Dean's Office (Business)

Mavian, Gary F.	Graduate Assistant		488
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General Business

Holland, Robert H.	Act. Dept. Head	100	4,169
Mason, Matthew J.	Lecturer		900
Pear, Michael J.	Lecturer		900
Zaretsky, Barry L.	Lecturer		900

Marketing

Chitkara, Rakesh	Graduate Assistant		1,400
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Education

Duke, Jaylee M.	Lecturer	25%	\$ 450
Johnson, Audrey	Lecturer	25	450
Wolnosky, Marion	Lecturer	33	600

Educational Leadership

Sloat, Elvira B.W.	Graduate Assistant		610
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Physical Education

Grills, Marguerite E.	Associate	100	3,647
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Special Education

Gregerson, Harvey	Act. Dept. Head	50	4,558
	Assistant	35	2,491
	Assistant	15	1,068
		<u>100</u>	<u>8,117</u>

Wawrzaszek, Frank J.	Professor	100	7,556
Coyner, Joe	Assistant	100	3,493
Navarre, Gary B.	Assistant	100	3,749
Malay, John	Graduate Assistant		660
Guenin, Martha	P-3	100	2,090

Industrial Education

Holden, Paul C.	Graduate Assistant		240
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Nursing Education

Floyd, Judith A.	Assistant	50	1,096
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Media Services

Farer, Susan	Graduate Assistant		330
Hanzlian, Michael	Graduate Assistant		330
Kutchins, Cynthia	Graduate Assistant		330
Parker, Samuel	Graduate Assistant		330

Field Services

Fairfield, Richard	Professor	50	1,800
Ginther, John	Professor	50	1,244
Jackson, Donald	Professor	25	623
Ogden, Russell	Professor	25	623
Harris, Arthur	Associate	75	2,073

Field Services (Continued)

Rich, Sharon	Associate	100%	\$ 2,900
Wescott, John	Associate	25	646
Caputo, George	Assistant	25	672
Miller, Karen	Lecturer	25	623
Adler, Max	Curator	25	600
Cory, Bradley	Graduate Assistant		1,000
Marshall, Everett	Dean		\$2/lesson
Anderson, Robert	Professor		\$2/lesson
Brower, George	Professor		\$2/lesson
Ogden, Lawrence	Professor		\$2/lesson
Hubbel, Paul	Prof. Em.		\$2/lesson
Miller, Marjorie	Prof. Em.		\$2/lesson
Warren, Elizabeth	Prof. Em.		\$2/lesson
Yu, Shih-an	Associate		\$2/lesson
Holkeboer, Robert	Assistant		\$2/lesson
Mancell, Robert	Assistant		\$2/lesson
Wasserman, Ira	Assistant		\$2/lesson

...Motion carried.

.1391 M - SUMMER SESSION APPOINTMENTS - Addendum

Regent Smith moved and Regent Anderson seconded that the following addendum to the Personal Service Report for Summer Session be approved:

Biology Department

Tetzloff, Glen G.	Lecturer	100%	\$ 1,800
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Economics Department

McCarthy, Mary F.	Assistant	100	3,263
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English Department

Duncan, Jeffrey L.	Associate	100	2,986
Haas, Patrick M.	Graduate Assistant		330

History & Philosophy Dept.

King, Harold R.	Associate	50	1,751
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Physics (COSIP)

Parsons, Karl A.	Professor	100	3,200
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Physics (NSF)

Breedlove, Charles B.	Professor	33	500
Moore, Jean R.	Associate	100	1,343
Stevens, Suzanne J.	Assistant	100	1,132

Psychology Department

Singer, Michael	Lecturer	50%	\$ 1,000
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Sociology Department

Bylsma, Donald	Lecturer	50	1,000
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Accounting Department

Kretovich, Duncan J.	Lecturer	100	2,640
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Marketing Department

Oman, Ronald N.	Lecturer	50	1,000
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Curriculum and Instruction

Krebs, Robert E.	Professor	50	1,548
Allen, Irene A.	Associate	50	1,310
Barnyak, Eugene	Lecturer	100	1,825
Billings, Roland G.	Lecturer	50	900
Ca'darette, Richard N.	Lecturer	100	1,750
Carr, Robert	Lecturer	100	2,000
Helfer, William C.	Lecturer	100	1,900
Inwood, Barbara	Lecturer	50	925
Oliver, Robert	Lecturer	50	875

Educational Leadership

Irene, Geraldine M.	Lecturer	50	950
Kratz, Gerald	Lecturer	50	950
Wyche, Vera A.	Lecturer	100	1,900

Educational Psychology

Bromberg, Paulette R.	Lecturer	50	900
King, Edward L.	Lecturer	100	1,900
Kormelink, Helen J.	Lecturer	50	875
Menlo, Marilyn	Lecturer	100	1,800
Tang, Kin L.	Lecturer	100	2,000
William, John E.	Lecturer	100	2,100

Guidance & Counseling

Brooks, Lois	Lecturer	100	1,900
Carter, Arthur M.	Lecturer	50	950

Physical Education Department

Tudor, Eleanor P.	Lecturer	67	1,200
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Special Education Department

Malay, John	Graduate Assistant		\$ 660
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Student Teaching

Hollinshead, Elizabeth	Graduate Assistant		790
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Contemporary Issues

Cousins, Elaine M.	Graduate Assistant		3,300
Delphia, Maureen A.	Graduate Assistant		3,300
Schumann, Richard E.	Graduate Assistant		3,300
Tava, Marie R.	Graduate Assistant		3,300

Home Economics Department

Lans, Sally J.	Lecturer	100%	2,464
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Industrial Education Department

Andersen, Bruce S.	Graduate Assistant		262
Chen, Chun Yat	Graduate Assistant		262
Hanzlian, Michael J.	Graduate Assistant		262
Hickman, Paul P.	Graduate Assistant		262
Sharpless, Nancy L.	Graduate Assistant		175

Occupational Therapy Department

Herrick, Frances	Associate	100	3,278
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Field Services

Bajwa, Ranjit	Professor	100	4,524
Gex, R. Stanley	Professor	100	5,265
Perkins, George	Professor	50	1,754
Ross, Frank	Professor	75	2,479
Wittke, Reinhard	Professor	50	2,316

University Conferences

Eggers, Carter	Assistant	100	350
Hill, Rodney	Assistant	100	350
Quayle, Robert	Assistant	100	350
Chapman, Clifford	Instructor	100	350
Smith, John R.	Instructor	100	350

...Motion carried.

.1392 M - APPOINTMENTS

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

Contis, Ellene	Lecturer temporary	Chemistry	\$10,500 - 2 sem.	9-4-74
Cousins, Elaine	Graduate Assistant temporary	Contemporary Issues	3,300 - 12 mo.	6-24-74
Delphia, Mauræen	Graduate Assistant temporary	Contemporary Issues	3,300 - 12 mo.	6-24-74
Gabe, Kathleen	Ass't. Professor	Special Ed.	13,750 - 2 sem.	9-4-74
Kretovich, Duncan	Lecturer temporary	Accounting	12,000 - 2 sem.	9-2-74
Linda, Gerald	Lecturer temporary	Marketing	7,000 - 1 sem.	9-4-74
Schumann, Richard	Graduate Assistant temporary	Contemporary Issues	3,300 - 12 mo.	6-24-74
Sinclair, Karen	Ass't. Professor	Sociology	12,100 - 2 sem.	9-4-74
Spelbring, Lyla	Assoc. Professor	Occupational Therapy	15,600 - 2 sem.	9-4-74
Tava, Marie	Graduate Assistant temporary	Contemporary Issues	3,300 - 12 mo.	6-24-74
Zallocco, Ronald	Ass't. Professor	Marketing	13,800 - 2 sem.	9-4-74
Armitage, James	Coach-temporary	Athletics	\$3.00 per hour	4-28-74
Bradner, Eric	Consultant temporary	Comm. College Relations	\$ 2,400 - 12 mo.	7-1-74
Conrad, Pamela	RUA A-1	Housing	\$1231.48 - 2 mo.	4-28-74
Coryell, Roger	Assistant temporary	Athletics	\$3.00 per hour	4-22-74
Govan, Ellen	Secy. C-4	Student Publications	\$ 6,120 - 12 mo.	6-24-74
Green, Sophie	Clerk C-2	Records	5,400 - 12 mo.	4-29-74
Hardy, Esther	Steno C-3	Records	5,900 - 12 mo.	5-2-74

Huhn, Janet	Steno C-3	Special Ed.	\$ 5,900 - 12 mo.	4-17-74
Ionson, Kathy	Secy. C-4	Curriculum & Instruction	6,250 - 12 mo.	4-29-74
Kugler, Oona	Steno C-3	Accounting	5,900 - 12 mo.	6-10-74
Littell, Pamela	Bookkeeper C-4	Accounting	6,250 - 12 mo.	5-24-74
McCreery, Patricia	Assistant C-3	Library	5,900 - 12 mo.	4-29-74
Moore, Ann	Steno. C-3	Health Center	5,900 - 12 mo.	4-29-74
Sawyer, Sharon	Bookkeeper C-4	Accounting	6,250 - 12 mo.	6-3-74
Shelton, Clayton	Custodian M-1	Physical Plant	\$3.65 per hour	5-13-74
Stadtfeld, Curt	Director A-4	University Press	\$1625 (1/2 spring) \$3250 (summer)	4-29-74 6-19-74
Wachuku, Gayle	Secy. C-5	Minority Aff.	6,500 - 12 mo.	5-1-74
Burke, Anna	Steno. C-3	Records	5,900 - 12 mo.	6-12-74
Rowell, Athelia	Secy. C-4	Business	6,250 - 12 mo.	6-4-74
Rogers, Paula	Secy. C-4	Women's	6,250 - 12 mo.	6-10-74
Tanner, Sandra	Steno C-2	Grad. School	5,400 - 12 mo.	5-28-74

...Motion carried.

.1393 M - RETIREMENTS AND SEPARATIONS

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

Retirements

Garlick, Viola Retiring	Checker C-6	Records	6-30-74
Masters, Mable Retiring	Nurse P-3	Health Service	6-30-74

Separations

Davis, Betty	Assoc. Prof.	Nursing Ed.	5-31-74
Hansz, James	Ass't. Prof.	Marketing	6-19-74
Manwaring, Priscilla	Instructor	English	6-30-74
Paul, Jean	Ass't. Professor	Nursing Ed.	6-25-74
Misiewicz, Joe	Instructor	Speech	8-3-74
Acton, Linn	Counselor A-1	Housing	5-24-74
Barnard, Terry	Director P-3	Sports Information	6-3-74
Browne, Alice	Ass't. Supv. C-7	Bookstore	6-14-74
Ely, Darlene	Secretary C-4	Accounting	6-28-74
Gehring, Bonita	Ex. Secy. P-3	President's Office	7-1-74
Johnson, Betsy	Steno. C-2	Admissions	5-23-74
Large, James	Fireman M-3	Physical Plant	6-1-74
McReynolds, Barbara	Assistant C-3	Library	5-31-74
Minion, Marsha	Bookkeeper C-4	Accounting	5-14-74
Pfluecke, Anne	Secretary C-5	Physical Plant	6-21-74
Rickelman, Michele	Steno. C-3	Admissions	5-16-74
Sherlock, Anita	Cashier C-3	Cashier's Office	6-18-74
Short, Ronald	Supervisor P-2	Bookstore	6-14-74
Bachelor, Ross	Postmaster C-4	Mailroom	8-30-74
Hamilton, Nina	Secretary C-4	Business	6-21-74
Stone, Beverly	Steno. C-3	Records	6-7-74
Yager, Larry	Patrolman S-3	Police	6-10-74
Waterbury, Joyce	Secretary C-6	Accounting	6-21-74
Whitcroft, Dick	Custodian M-1	Physical Plant	6-14-74
Williams, Pearley	FSH F-0	Food Service	6-7-74
Wild, David	Secretary C-4	Dean of Students	5-31-74
Wilhelm, Leonard	Accountant P-5	Accounting	6-14-74
DeRossett, Oscar	Tradesman M-4	Physical Plant	6-10-74

...Motion carried.

.1394 M - CHANGES OF STATUS

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

Dr. Herbert Caswell, Professor in the Biology Department, be approved Acting Department Head (A-5-I), effective July 1, 1974, for 12 months, at a salary to be determined when administrative salaries are finalized.

Dr. Robert Holland, Assistant Professor in the General Business Department, be continued as Acting Department Head, effective July 1, 1974, for 6 months, at a salary to be determined when administrative salaries are finalized.

Linda Armitage be changed from Steno. C-3 (\$5900) to Bookkeeper C-4 at a salary of \$6268 for 12 months, effective May 6, 1974.

Joanne Burns be changed from Counselor A-3 in Counseling Center to Assistant Director (A-3) for Career Planning in the Placement Office, effective July 1, 1974.

Naomi Chivers be changed from Resident Area Coordinator A-2 (\$15,001) to Associate Director A-3 in Housing, at a salary of \$16,000 for 12 months, effective July 1, 1974.

Ursula Christian, Director A-4 of Registration, salary be changed from \$19,865 to \$22,500 for 12 months, effective July 1, 1973. (Inequity in salary)

Nancy Dahl be changed from Assistant Dean A-2 to Associate Dean A-3 in Records and Teacher Certification, at a salary of \$14,000 for 12 months, effective July 1, 1974; and that her salary be changed from \$11,700 to \$13,200 for 12 months, effective July 1, 1973. (Inequity in past salary and promotion)

Harvey Gregerson, Principal of Rackham School, be appointed Acting Head of the Special Education Department, at a salary of \$4336 for 15 weeks, effective April 29, 1974.

Lee Katz, Director of SPARD, salary be increased \$450 for 6 months, effective January 1, 1974. (Ph.D)

Erma Muckenhirn, Director of International Studies, salary be changed from \$22,970 to \$25,470 for 12 months, effective July 1, 1973. (Inequity in annualizing salary for past 2 years.)

Clyde Pittman be changed from Tradeshelper M-2 (\$3.87) to Tradesman M-4 in the Physical Plant, at a salary of \$5.99 per hour, effective April 15, 1974.

Jean Rauch be changed from Clerk C-3(\$6457) to Secretary C-5 in Media Services, at a salary of \$6836 for 12 months, effective May 20, 1974.

Debra Weber be changed from Steno. C-2 (\$5400) to C-3 in the Graduate School, at a salary of \$5900 for 12 months, effective May 6, 1974.

Changes of Status Continued:

Anne Thompson, Counselor in Counseling Center, salary be changed from \$20,906 to \$21,406 for 12 months, effective July 1, 1973. (Inequity in salary)

Jeanette McMullan, Coordinator P-2 in Academic Services, salary be changed from \$10,033 to \$10,500 for 12 months, effective July 1, 1973. (Salary inequity)

Saad Noor, Director P-2 in Academic Services, salary be changed from \$9615 to \$11,000 for 12 months, effective July 1, 1973. (Salary inequity)

Mariam Turbin, Counselor A-2 (\$10,550) in Admissions and Financial Aids, be changed to Assistant Dean A-2, at a salary of \$12,000 for 12 months, effective July 1, 1974. (Will assume additional responsibilities during Dean Gilden's intermship as President of E.M.U.)

...Motion carried. Regent Stripp voted no.

.1395 M - LEAVES OF ABSENCE

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

Nancy Neale, Assistant Professor in the Biology Department, be granted a leave of absence without pay for the fall semester 1974.

Louis Thayer, Associate Professor in the Department of Guidance & Counseling, be granted a leave of absence without pay for the academic year 1974-75 and the spring semester 1975.

Clora Betonti, Housekeeper M-0 in the Physical Plant, be granted a leave of absence without pay from February 27 to May 27, 1974.

Carlos Falcon, Assistant Dean of Admissions and Financial Aids, be granted a leave of absence without pay from July 1, 1974, through June 30, 1975.

Virginia Jacques, Secretary C-5 in Media Services, be granted a leave of absence without pay from May 7 to August 7, 1974.

Ilmi McKenna, FSH F-0 in Food Service, be granted a leave of absence without pay from April 15 to July 15, 1974.

Mary Soucie, Stenographer C-2 in Admissions, be granted a leave of absence without pay from April 1 to October 1, 1974.

Leaves of Absence continued

Mary Tice, Assistant C-3 in the Library, be granted a leave of absence without pay from July 1 to January 1, 1975.

Eugenia Uchman, Clerk C-4 in Registration, be granted a leave of absence without pay from June 1 to August 31, 1974.

Sheldon Silver, Tradeshelper M-2 in the Physical Plant, be granted a leave of absence without pay from April 15 to July 15, 1974.

...Motion carried.

.1396 M - INTERIM PRESIDENT - SALARY

Regent Robb moved and Regent Stripp seconded that the Interim President be paid at the rate of \$40,000 per year. Motion carried.

Regent Stripp recommended that the Board consider the institution of a contract with the Interim President. He asked Vice President Hawks to get with Ralph Gilden on the subject. He further suggested that Vice President Hawks look into the possibility of contractual agreements with all the officers of the institution and to report back to the Finance Committee.

Regent Stripp again discussed his concerns with the on-campus housing operations. He feels the administration in the housing operation is "top-heavy." He would also like to see the program improved...so that the students have a decent place to live. He noted further that he felt it was time we show more concern over our ability to pay. He feels the University has been living off "the fat" for three years now and we must turn the program around.

Regent Stripp reported on the Student Affairs Committee noting that they had met on June 4, 1974. They had discussed the proposed student fee assessment. The Finance Committee has suggested more guidelines and more consideration before any action is taken on this matter. The committee also discussed the Board and Room increase. He said the student leaders appreciated the opportunity to discuss these subjects before taking them to the Board of Regents and they generally felt that the tuition and fees increases were fair increases and approved the recommendation.

The Housing operation is under study by the Student Affairs committee. They are working on an indepth study and should have a report for the July meeting.

Regent Smith recommended the Business and Finance Committee do a thorough study of Housing and Food Service operations and report their findings and recommendations to the Board.

Regent Stripp further reported that he is unhappy with the Student Publications Board and their handling of the Echo matter reported earlier to the Board. He would like a policy regarding publications. The Echo, in his opinion, is sometimes insulting to minorities. The Student Affairs Committee was very understanding in this regard and he had directed that a policy be developed by May 15th. The time was extended at the request of Vice President Campbell for further study but still no recommendation was forthcoming. As a result of inaction, a sub-committee has recently been appointed and they should come up with a recommendation concerning editorial policies on all publications very soon, hopefully for the next Board meeting.

Chairman McCormick read a letter he had received from Enoch Clark-Bey (a student). It stated that the physically exceptional students are most pleased with Eastern Michigan University and noted that we are also a fore-runner in the area of helping handicapped students.

Vice President Campbell distributed a report on damages to the residence halls. Chairman McCormick noted that since the Board just received the report, they defer comment.

Regent McCormick announced that since Regent Anspach had resigned from the Board, and thus the Presidential Selection Committee, he is appointing every member of the Board to the Presidential Selection Committee. Regent Anderson will continue to serve as chairperson, but the committee will function as a committee of the whole.

Regent Anderson gave a report on the Presidential Selection Committee. The Committee will meet at 6 P.M. every Wednesday evening in the Regent's Room until their job is completed.

Regent McCormick read a letter from Dr. Silver, (Chairman of the Faculty Senate) asking the Board to extend the deadline for the Presidential Selection until August 1, 1974. He asked Vice President Hawks to get an opinion from our attorney relative to the timetable that has been established.

Regent Robb stated he felt the Board should move on the selection of the new President as fast as possible, and saw no reason to extend the time. Regent Milford agreed.

Regent Smith reported that the Educational Policies Committee was going to consider the following subjects at its next meeting:

1. A report on Affirmative Action Programs by Victoria Fox
2. Selection procedure for selection of department heads

3. Sabbatical Leaves for administration.
4. Reading programs.
5. PRR's for 1974-75
6. Grants

Dean Gilden gave a report on enrollments.

Chairman McCormick complimented the Admissions Office for their efforts.

President Sponberg wished Dean Gilden well in his new position.

Chairman McCormick read a letter from sixteen students commending Dr. Benson for his excellent teaching.

Chairman McCormick read a resolution of recognition for Dr. William Simmons and Eastern Michigan University which was approved unanimously by the Wayne County Intermediate School District.

Chairman McCormick read a communication from Mr. Tracy. Attached to it was a letter from David Kline who is the attorney for the AAUP, taking exception to the procedure for the selection of the new President. Mr. Tracy answered this letter expressing disagreement with Mr. Kline's position.

Chairman McCormick reported that the Governing Boards of the state institutions have generally taken a position to support that of the Governor's Commission on Higher Education. He may offer a resolution at the next Regents' meeting for Board action.

Chairman McCormick read a letter from Floyd Kersey of Local 1666, regarding demand for damages of alleged unfair action concerning dues check-off. Vice President Hawks was asked to respond and write to Mr. Kersey.

Chairman McCormick again thanked President Sponberg for being a dynamic leader and noted that we are sorry to see him leave.

The next meeting will be held July 17, 1974.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted:

Gary D. Hawks
Secretary to the Board of Regents