

1974

Board of Regents Meeting Materials, December 11, 1974

Eastern Michigan University

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BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the meeting of December 11, 1974
Regent's Room, McKenny Union

Members Present:

Edward McCormick, Chairman,
Veda S. Anderson, Timothy J. Dyer, Beth W. Milford, Richard N. Robb,
Carleton K. Rush, Mildred Beatty Smith, and 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, and John Fountain, Information Services

The meeting was called to order at 11:20 a.m.

The minutes of the October 16, and November 7, 1974 meetings of the Board of Regents were approved as corrected.

Chairman McCormick appointed Regent Carl Rush to the Finance Committee.

The Treasurer's Report was given by Vice President Carillot. It was suggested that in the future building names as well as account numbers be provided on all statements relative to debt service.

Regent Dyer questioned Vice President Campbell regarding the occupancy of the Brown-Munson apartments. He expressed concern that it had been reported that the apartments were full and now the Board learns that each apartment is occupied but they are not full. Vice President Campbell said there will be a new apartment contract written for the fall semester which will be similar to those used in the community which should help resolve this problem.

Regent Stripp commented that the concept of the Brown-Munson apartments was sold to the Board in part as a way to make up for the loss of student interest and thus lost revenue from dormitories. He has found this concept now to be in error. He suggested that some firm action should be taken immediately to correct this situation.

Regent Dyer suggested that Vice President Carillot be directed to ask other universities as to how they run their trusts for both married and single student apartments. The present residence hall and single student operations at EMU are resulting in a financial drag on the University.

Regent Stripp suggested the Board have at the next meeting, a report from Housing as to what is needed to make Housing-Food Service-Dormitories, etc., a success. He asked that the report indicate just how much of a financial problem the total program is facing.

Regent Stripp further suggested that after the next Regent's meeting the Board members stay and make a visit to various dormitories. They could eat at a Dining Commons and then have a rap session with the students. They could hear from the students directly as to what the problems are and what they think should be done. He hoped they could make it a point to stay until 9 p.m. with the students.

Regent Smith said it appears the "Red Flag" is up about our ability to pay our debts and asked what plans had been developed to take care of the problem and if there is no plan, we had better get one.

Regent Robb asked for a presentation to be made at the next Board meeting by Vice President Campbell and his staff. He noted that he had asked for this before.

Chairman McCormick asked Secretary Hawks to send a letter to remind each Regent of the plan to stay after the next Board meeting for this purpose.

Interim President Gildea said that he thought Regent Stripp's suggestion was an excellent one. The students will be very receptive to the visit. He noted the report the Regents will get will vary regarding food. Mr. Gildea said the administration is aware that there are some problems there and they are being worked on now.

Vice President Carillot reported that he is well aware of the financial situation and will be coming to the Finance Committee and the Board of Regents with a report and recommendation.

The Treasurer's Report was given by Vice President Carillot. Regent Robb moved and Regent Dyer seconded that the report be received and placed on file.

Motion carried.

Regent Robb moved and Regent Milford seconded that the reports of the Internal Auditor dated November 1, and December 1, 1974, be received and placed on file.

Motion carried.

Regent Robb moved and Regent Dyer seconded that the report on recoveries on previously transferred accounts receivables be received and placed on file.

Motion carried.

.1444 M GIFTS

Regent Robb moved and Regent Milford seconded that the gifts to the University for the month of October, 1974, be received with appreciation.

Regent Stripp commented that for the size of Eastern Michigan University, the amount of gifts and grants is miserable. He feels the new President should place this program high on his list of priorities. Our Alumni Director cannot possibly do his job with Alumni and run a Development Program at the same time.

Secretary Hawks reported that he has visited with the new President about a Development Director and it is an item of high priority with him.

Mr. Gildea reported that we should tap the parents of new students. He felt we should have a Parents Organization of new students as other universities have.

Secretary Hawks said that such a Parents Organization is now being organized by Doug Moss.

Regent Smith said she would like to see the structure of the alumni organization. She asked that a report be received on the Alumni Association to see how the directors are elected to evaluate if there was wide representation.

Motion carried.

.1445 M EDUCATIONAL GRANTS

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

1. A grant of \$84,959 from the Department of Education, State of Michigan, for a Consumer Education Center for the period of July 1, 1974 through June 30, 1975, under the directorship of Mrs. Rosella Bannister of the Department of Field Services.

2. A grant award of \$2,000 from the Michigan Council for the Arts for the Development of Video Tape for English and Drama Teachers for the period of September 1, 1974 through November 1, 1974, under the directorship of Mrs. Carla Miller of the Department of Media Services.
3. A grant of \$12,834 from the Romulus Community Schools to provide consultant services to the Romulus Community Schools for their career education program for the period of September 4, 1974 through June 23, 1975, with Dr. W. Scott Westerman of the Department of Curriculum and Instruction as the Project Director.
4. A grant of \$41,969 from the Council on Library Resources for Project LOEX (Library Orientation - Instructional Exchange) for the period of December 1, 1974 to June 30, 1977, with Mrs. Mary Butterfield of the University Library as the Project Director.
5. A grant of \$14,238 from the National Bank of Detroit for a one time grant to establish a Consumer Education Center at Wayne State University under the directorship of Mrs. Rosella Bannister of the Department of Field Services.

Motion carried.

.1446 M AUDIT REPORT BY ERNST & ERNST (General Fund & Residence Halls)

Regent Robb moved and Regent Dyer seconded that the audit report for both General Fund and Residence Halls, as completed by Ernst and Ernst, C.P.A., and representing final financial statements for the year ending June 30, 1974, be officially received and placed on file.

Motion carried.

.1447 M COURSE FEE FOR SNOW SKIING

Regent Robb moved and Regent Milford seconded that the course fee for Snow Skiing PED 161, be changed from the present \$25.00 to \$5.00 per semester. This fee is to provide for transportation between the campus and Mt. Brighton.

Motion carried.

.1448 M PROFESSIONAL SERVICES CONTRACTOR - Air Conditioning of Instructional Fac

Regent Robb moved and Regent Milford seconded that the firm of DiClemente-Siegel Engineering, Inc., of 22255 Greenfield, Southfield, Michigan, be approved as consulting engineers on the air conditioning of Boone Hall and Pease Auditorium, (Phase I of the total project), in the amount of \$70,412.13.

Motion carried.

.1449 M IMPLEMENTING NET STATE APPROPRIATION-CUTBACK FOR 1974-75

Regent Robb moved and Regent Milford seconded that approval be given the method of effecting the 1-1/2% cutback in the 1974-75 budget.

Note: No implementation will be done until it goes to the Finance Committee and total Board. Actual cut is \$354,585.

Motion carried.

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

The meeting was reconvened at 3:20 p.m.

.1450 M FACULTY (AAUP) UNION CONTRACT

Regent Robb moved and Regent Milford seconded that the proposed agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) be approved and that the Vice President for University Relations and Secretary to the Board of Regents, be authorized to sign.

Secretary Hawks reviewed the basic content of the contract.

Secretary Hawks read a communication he had received from President elect Brickley addressed to the Board of Regents, as follows:

December 11, 1974

TO: Board of Regents

I have reviewed the tentative agreement very carefully and have consulted others outside the University with past higher education administrative experience and have concluded that it is a very acceptable contract from the standpoint of the University.

We, of course, will be making concessions, but that must be done in any genuine collective bargaining arrangement. I see no concessions that interfere with the overall responsibility of the University, or that cannot be discharged by the University.

I also see some advantages to the University in that some past practices are now being reduced to specific guidelines which should avoid friction in the future.

I also feel that with the proper attitude on our part which includes a recognition of the rights of the University's employees to bargain collectively we will be able to smooth out some of the management problems which have been a source of difficulty in the past.

Just as we are making concessions in binding ourselves to fixed salary remuneration and in the form of giving up some flexibility in dealing with the appointments and promotion of personnel, the faculty are also making concessions in such things as tenure and their own on-the-job evaluations.

Overall both sides have conducted themselves responsibly during the bargaining process and I think the final product reflects that sense of responsibility.

Regent Rush questioned if the faculty contract will be printed in booklet form, and Secretary Hawks advised that it will be. The employer will provide each member of the Bargaining Unit with a copy when it is printed.

Regent Rush said that the Board owes the bargaining team a vote of confidence. He said he felt the contract represented an outstanding job performed by Vice President Hawks and the Bargaining Committee.

Regent Stripp said he felt the faculty and the administrative bargaining teams should be congratulated.

Regent Dyer said he thought it was a fair contract for both sides.

Regent Robb said he was pleased that an agreement had been reached. He expressed hope that now we can move ahead with the business of providing a quality education for our students.

Regent Smith asked if there would be any in-service training program for the administration who will be working with the contract. Vice President Hawks responded that he would be meeting with Vice President Nelson and both would go over the contract with the administrative officers who will be working with it.

Vice President Hawks said such a meeting is scheduled for next week.

Vice President Hawks reported that the contract is retroactive to August 31, 1974 and would expire on August 31, 1976.

Motion carried unanimously.

.1451 M EMU-YPSILANTI POLICE OFFICERS ASSOCIATION CONTRACT

Regent Robb moved and Regent Milford seconded that the proposed agreement between Eastern Michigan University and the EMU-Ypsilanti Police Officers Association be approved and that the Director of Personnel and the Vice President for University Relations and Secretary to the Board of Regents, be authorized to sign.

Vice President Hawks summarized the major provisions of the agreement.

Motion carried.

.1452 M EASTERN'S FIVE-YEAR PROJECTION OF NEW ACADEMIC PROGRAMS

Regent Smith moved and Regent Milford seconded that Eastern's Five Year Projection of New Academic Programs (AP-1), dated September 19, 1974, and submitted to the State Board of Education, be revised as follows:

"Add the introduction of a major in Biochemistry at the Bachelor's degree level in the College of Arts and Sciences for 1975-76."

Motion carried.

.1453 M PROPOSAL FOR EXPANSION OF THE AREA STUDIES PROGRAM

Regent Smith moved and Regent Rush seconded that the Proposal for Expansion of the Area Studies Program be approved.

Regent Smith explained that approval of this proposal will provide for expanding the program without expanding the teaching personnel.

Motion carried.

Regent Smith said the Educational Policies Committee is not going to make a recommendation on Sabbatical Leaves at this time as had been requested by Vice President Nelson. She noted that in her review of the new faculty contract, she felt it would be improper to even consider the subject at this meeting. Other members of the Board expressed agreement.

Regent Dyer said he would like to know when sabbatical leaves are considered in the future, if an additional person would be needed to replace the person going on leave and he would like to know how the person who returns from such a leave is treated. He asked if reports on the activities covered while on leave can be provided to the Board.

Regent Stripp said that with our current financial problems, the funding of sabbatical leaves is becoming increasingly more important as the Board considers the number of such leaves to be granted.

Chairman McCormick said he and Mildred Smith could remember when there was no such thing as sabbatical leaves. He noted that the establishment of sabbatical leaves was an item of highest priority of the Board during its early days of existence.

.1454 M MADOLIA MILLS CASE

Regent Dyer moved and Regent Milford seconded that the Board of Regents direct the administration to reject the proposed conciliatory agreement offered by the Civil Rights Commission and directed that they, through the attorney, return to the Civil Rights Commission for the purpose of negotiation and return to the Board with a definite recommendation for the Board's consideration.

Motion carried. Regent Smith voted no.

.1455 M APPOINTMENTS

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

Name	Rank	Department	Salary		Eff. Date
Ackenhusen, Dorothy	Lecturer	English	\$22/hr	1 sem	10-25-74
Allen, Archie	Lecturer	Sociology	2000	1 sem 40%	1-6-75
Bisel, Noel D.	Lecturer	Acctg. & Finance	900	1 sem 20%	1-6-75
Bonney, Charles A.	Lecturer	Sociology	1700	1 sem 40%	1-6-75
Bordin, Ruth B.	Lecturer	History	900	1 sem 20%	1-6-75
Brumfiel, Elizabeth M.	Lecturer	Sociology	1750	1 sem 40%	1-6-75
Cloyd, Marion	Lecturer	Student Teach.	2375	1 sem 50%	9-3-74
Corte, Henry	Lecturer	Psychology	2000	1 sem 40%	1-6-75
Dean, Craig M.	Lecturer	History	102	1 week only	9-23-74
Dodd, George D.	Counselor	Upward Bound	780	25 weeks	10-21-74/5-31-75
Einstadter, Constance	Lecturer	Sociology	1700	1 sem 40%	1-6-75
Ellis, Norman C.	Lecturer	Psychology	1000	1 sem 20%	1-6-75
Getz, Yaakov M.	Lecturer	Psychology	2000	1 sem 40%	1-6-75
Harbison, Stanley	Lecturer	History	900	1 sem 20%	1-6-75
Israel, Tanya	Lecturer	Student Teach.	2375	1 sem 50%	9-3-74
Jackson, Newton	Lecturer	Psychology	1000	1 sem 20%	1-6-75
Jordan, Thomas H.	Lecturer	English	\$22/hr	1 sem	10-21-74
Klau, Robert S.	Grad. Ass't.	English	2800	2 sem	9-30-74
Klein, George J.	Lecturer	English	\$22/hr	1 sem	10-23-74

Faculty Appointments - continued

Kresch, Simon	Lecturer	Economics	1700	1 sem	40%	9-3-74
Lucas, Nancy J.	Lecturer	English	\$22/hr	2 sem		10-15-74
McLaren, Bruce	Lecturer	Curr & Instr	850	1 sem	20%	9-3-74
Moersch, Martha	Affiliated Lecturer	Occ Therapy				
Olgren, Nancy	Grad. Ass't.	Home Economics	2223	2 sem		10-21-74
Osborn, Charlotte	Lecturer	Upward Bound	600	10-6-74 thru		5-31-75
Pfaff, Roland L.	Lecturer	History	\$2000	1 sem	40%	1-6-75
Pfiffner, Joseph	Lecturer	Nursing Ed.	750	1 sem	20%	1-6-75
Postlewate, Charles	Lecturer	Music	2700	1 sem	50%	9-3-74
Rouble, Ambrose	Lecturer	Acctg. & Fin.	900	1 sem	20%	1-6-75
Scott, Jerrie	Lecturer	Special Ed.	850	1 sem	20%	9-4-74
Singer, Michael	Lecturer	Psychology	1000	1 sem	20%	1-6-75
Snellings, Courtney	Lecturer	English	\$22/hr	1 sem		10-23-74
Soltis, Eugene	Grad. Ass't.	Management	1300	1 sem		1-6-75
Terry, Janice J.	Assoc. Prof.	History	7340	1 sem		1-6-75
Thompson, Patricia	Grad. Ass't.	Business Ed.	1300	1 sem		9-3-74
Van Ee, Jan C.	Grad. Ass't.	Management	1300	1 sem		1-6-75
Wahtera, Kim	Grad. Ass't.	Op. Res & Info Sy	1300	1 sem		1-6-75
Walter, Richard G.	Ass't. Prof.	Acctg. & Fin.	8000	1 sem		1-6-75
Will, Paul J.	Lecturer	History	1800	1 sem	40%	1-6-75

Staff Appointments

Name	Rank	Department	Salary	Eff. Date
Bolling, Glen A.	P-7 Elec. Engr.	Physical Plt.	\$20,000 - 12 mos.	9-30-74
Brown, Roxie J.	C-3 Steno Sr.	Field Serv.	5,900 - 12 mos.	10-21-74
Coleman, Hurley	M-1 Custodian	Physical Plant	\$3.65/hr - 12 mos.	10-7-74
Conant, Janice	C-5 Bookkeeper	Accounting	6,500 - 12 mos.	11-11-74
Davis, Lois A.	C-4 Secy. Jr.	Housing	6,250 - 12 mos.	11-7-74
Emenaker, Michael	M-1 Groundsman	Physical Plant	\$3.65/hr - 12 mos.	10-23-74
Fan, Sue	C-3 Steno. Sr.	Graduate Sch.	5,900 - 12 mos.	10-14-74
Frank, Glenna	A-1 Res Unit Adm	Housing	6,000 - Fall & Winter	9-30-74
Frisbee, Carol	C-1 File Clerk	Accounting	5,150 - 12 mos.	10-21-74
Frye, Larry	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	11-25-74
Gentle, Cindy	C-3 Steno Sr.	Counsel. Cntr.	5,900 - 12 mos.	11-7-74
Gentner, Harold	M-5T Tradesman	Physical Plt.	\$6.20/hr - 12 mos.	11-25-74
Hill, Kurt C.	A-2 Counselor	Admissions	10,000 - 12 mos.	10-3-74
Hubbard, Gail	C-3 Key punch Opr.	Adm. Com.Ctr.	5,900 - 12 mos.	11-25-74
Jones, Thomas	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	11-25-74
Kean, Mark	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	9-23-74
King, Patricia	C-2 Steno Jr.	Fin. Aids	5,400 - 12 mos.	8-30-74
Languasco, John	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	11-25-74
Lima, Deborah	C-3 Steno Sr.	Accounting	5,900 - 12 mos.	9-23-74
Linblade, Mary	C-3 Steno Sr.	Academic Adv	5,900 - 12 mos.	9-3-74
McLeod, Kenneth	P-8 Staff Physician	Health Center	27,000 - 12 mos.	9-12-74
Manning, William	P-4 Unit Manager	Food Service	10,500 - 12 mos.	10-14-74
Mason, Nancy S.	C-5 Secretary	C & I	6,500 - 12 mos.	10-30-74
Migda, Walter	M-1 Groundsman	Physical Plt.	\$3.65/hr - 12 mos.	11-25-74
Miller, Janet	C-4 Secy. Jr. 50%	SPARD	6,250 - 10 mos.	9-19-74
Miller, Stephen D.	P-2 Draftsman	Physical Plt.	8,000 - 12 mos.	8-19-74
Moore, Janis	C-3 Cashier	Cashiers Ofc.	5,900 - 12 mos.	11-11-74

Staff Appointments - continued

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Muladore, Thomas	M-1 Custodian	Physical Plant	\$3.65/hr - 12 mos.	11-25-74
Nichols, Randal R.	M-1 Groundsman	Physical Plant	\$3.65/hr - 12 mos.	10-28-74
Norton, Mary	C-5 Secretary	Physics	6,500 - 12 mos.	9-30-74
Odell, Terry	C-3 Cashier	Cashiers Ofc.	5,900 - 12 mos.	11-4-74
Ondrejko, Ronald	M-1 Groundsman	Physical Plt.	\$3.65/hr - 12 mos.	10-22-74
Paul, Shelley	C-2 Clerk	Records	5,400 - 12 mos.	10-23-74
Phillips, Susan	C-2 Library Ass't.	Library	5,400 - 12 mos.	11-18-74
Phillips, Christine	C-4 Secy. 50%	Economics	3,125 - 12 mos.	9-18-74
Porter, Gregory	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	11-25-74
Ross, Edward	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	9-9-74
Sanborn, Marianne	P-4 Ass't. Director	Upward Bound	9,500 - 12 mos.	10-6-74
Savory, Mark	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	11-4-74
Schabacker, Clyde	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	10-7-74
Seals, Steven	P-8 Physician	Health Center	27,000 - 12 mos.	1-2-75
Sharrock, Lynn	C-4 Secretary Jr.	Psychology	6,250 - 12 mos.	10-18-74
Smith, David	M-1 Custodian	Physical Plt.	\$3.65/hr - 12 mos.	10-7-74
Snoddy, Neva	C-4 Secretary Jr.	Dean of Stud.	6,250 - 12 mos.	11-15-74
Sorenson, Vicki	C-3 Steno Sr.	Graduate Sch.	5,900 - 12 mos.	10-15-74
Vorenkamp, Constance	C-3 Steno Sr.	C & I	5,900 - 12 mos.	10-15-74
Wood, Robert	P-4 Unit Manager	Food Service	10,500 - 12 mos.	10-21-74

Appointments

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.

Name	Position	Salary		Effective Date
Bevier, Marion	C-5 Secretary 75%	\$6351	12 mos.	7-1-74 to 1-31-75
Avner, Lillian	Cancellation of assignment for Fall 74			
Beeler, Kent	Cancellation of assignment for Fall 74			
Bell, Mary I.	Cancellation of assignment for Fall 74			
Caputo, George	Ass't. Professor 25%	700	1 sem	9-9-74 to 12-7-74
Carpenter, Gary	Lecturer 25%	737.80	1 sem	9-9-74 to 12-7-74
Coleman, Robert	Lecturer 25%	750	1 sem	9-9-74 to 12-7-74
Cunio, Theodore	Lecturer 25%	300	1 sem	9-9-74 to 12-7-74
Deneszczyk, Donna	Lecturer 25%	700	1 sem	9-9-74 to 12-7-74
Easto, Patrick	Cancellation of assignment after 1-class meeting			
Gallagher, Edward	Lecturer 25%	700	1 sem	9-9-74 to 12-7-74
Godfrey, Elaine	Cancellation of assignment for Fall 74			
Goldsmith, Wm. E.	Ass't. Professor 25%	1473	1 sem	10-1-74 to 1-21-75
Herman, Jerry	Lecturer 25%	300	1 sem	9-9-74 to 12-7-74
Hoexter, Robert	Assoc. Professor 25%	62.00	One class meeting only	
Knapp, John	Ass't. Professor 25%	61.20	One class meeting only	
Lake, Marilyn	Ass't. Professor 25%	53.80	One class meeting only	
Nau, Paul	Cancellation of assignment for Fall 74			
Neuhard, Thomas	Lecturer 25%	675	1 sem	9-9-74 to 12-7-74
Northey, James	Cancellation of assignment after 1-class meeting			

Field Service Appointments - continued

Nunez, R. Wm.	Lecturer 25%	\$800	1 sem	9-9-74 to 12-20-74
Raske, David	Lecturer 25%	1000	1 sem	9-9-74 to 12-7-74
Rice, Patty	Lecturer 25%	800	1 sem	9-9-74 to 12-7-74
Rogowski, Mary	Cancellation of assignment for Fall 74			
Suss, Wendy	Lecturer 25%	750	1 sem	9-9-74 to 12-7-74
Tothill, Herbert	Professor 25%	97.40	One class meeting only	
Weiser, Jerome	Ass't. Professor 25%	1425	1 sem	10-17-74 to 2-13-75
Williams, Roger	Cancellation of assignment for Fall 74			
Wilson, Herbert	Cancellation of assignment for Fall 74			

Motion carried.

.1456 M SEPARATIONS

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

Abbott, Florence Return to school	C-3 Steno. Sr.	Academic Records	11-15-74
Akers, Elta M. Personal	C-4 Secretary Jr.	Housing	11-8-74
Bates, William Deceased	P-2 Maint. Supv.	McKenny Union	8-25-74
Blakemore, Gary D. Discharged	M-1 Custodian	Physical Plant	10-30-74
Burnett, Constance Leaving area	C-2 Library Ass't.	Educ. Resources	10-31-74
Brown, Roxie Jane Health	C-3 Steno Sr.	Field Services	11-8-74
Caudill, Alyce Personal	C-3 Steno Sr.	Counseling Center	10-25-74
Daly, Carol Leaving area	C-5 Bookkeeper	Accounting	11-1-74
Dinkleman, Patrick Discharged	M-1 Custodian	Physical Plant	10-11-74
Ferris, Sharon Other position	C-4 Secretary Jr.	Dean of Students	11-15-74
Gesler, Ralph A. Retiring - Assistant Professor Emeritus	A-3 Assoc. Director	Field Services	12-31-74
Gargarian, Gregory Personal	M-1 Custodian	Housing	11-15-74
Goins, Sandra Jean Personal	F-3 Utility	Food Service	10-4-74
Hancock, Patricia Personal	C-5 Bookkeeper	Cashiers Ofc.	10-31-74

STAFF - separations continued

Hay, Debby J. Quit	C-5 Secretary	Psychology	9-24-74
Hemmeter, John T. Other position	A-4 Director	Instit. Research	12-20-74
Hoedema, Clara Personal	C-3 Steno Sr.	Purchasing	10-1-74
Kespeher, Margaret Maternity	C-3 Clerk	Field Services	10-11-74
Lambert, Lorraine Ann Personal	C-5 Bookkeeper	Accounting	11-15-74
Lindrup, Sue Ellen Maternity	C-3 Stenographer Sr.	Admissions	1-3-75
McLeod, Kenneth Discharged	P-8 Staff Physician	Health Center	9-26-74
Miller, Elaine D. Maternity	C-5 Secretary	Career Plan.	1-3-75
Nix, Donna J. Personal	C-5 Secretary	C & I	11-1-74
Ondrejko, Ronald C. Discharged	M-1 Groundsman	Physical Plant	11-11-74
Schabacker, Clyde Other position	M-1 Custodian	Physical Plant	11-1-74
Roll, Frederick G. Other position	S-3 Patrolman	Safety	11-30-74
Shannon, Carol Return to school	C-3 Library Assistant	Educ. Resources	1-3-75
Silver, Sheldon Health	M-2 Carpenter	Physical Plant	11-18-74
Thomson, Mary L. Other position	C-4 Bookkeeper Jr.	Alumni	10-15-74
Williams, Marjorie Health	M-1 Custodian	Housing	10-4-74

Separations - continued

Akkad, Khaled Health	Grad. Ass't.	Chemistry	10-11-74
Behm, Walter Class cancelled	Off-Campus Instr.	Field Services	9-10-74
Burtz, Gundrun S. Leaving Area	Director, Nursing Ed.	Nursing Educ.	9-1-75
Byrum, Ronald F. Return to school	Lecturer	Psychology	8-16-74
Carpenter, Gary Class cancelled	Lecturer	Field Services	9-12-74
Chen, Shirly Sha-yue Personal	Grad. Ass't.	Chemistry	9-5-74
Chervenak, Beverly End of Assignment	Lecturer	Business Educ.	8-2-74
Crow, Alice Other position	Lecturer	Occupat. Therapy	4-19-74
Davis, Paul End of assignment	Lecturer	Ed. Leadership	12-21-74
Dobronski, Agnes Class cancelled	Lecturer	Ed. Leadership	9-4-74
Higgins, Francis End of assignment	Lecturer	Ed. Leadership	12-21-74
Judnick, William E. Other position	Ass't. Professor	Operations Research	12-21-74
Keane, William G. End of assignment	Lecturer	Ed. Leadership	12-21-74
Marchand, Richard Personal	Lecturer	Student Teaching	9-6-74
Pichel, Frank End of assignment	Lecturer	Ed. Leadership	12-21-74

Separations - continued

Quinlan, John Personal	Grad. Ass't.	History	12-20-74
Wild, Jeremy End of assignment	Instructor	English	4-1-74
Winter, Francis End of assignment	Lecturer	Ed. Leadership	12-21-74
Wyche, Vera End of assignment	Lecturer	Ed. Leadership	12-21-74
Garvelink, Roger End of assignment	Lecturer	Ed. Leadership	12-21-74
Hogan, Michael Other position	Grad. Ass't.	Oper. Research	12-21-74
Lloyd, Madeleine Discharged	Professor	Home Economics	4-26-75

Motion carried.

.1457 M CHANGES OF STATUS

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

FACULTY

Broder, Thomas N., Lecturer in Business Education, be granted \$900 for the Ph.D. degree, effective 9-3-74.

Floyd, Judith A., Lecturer in Nursing Education, be changed from part-time to full-time, in Nursing Education, at a total salary of \$7062, effective 11-4-74.

Kromer, William, Assistant Professor in Education, be changed as follows:
 75% Director A-5, Educational Leadership \$14,250 7-1-74 to 6-30-75
 25% Director A-5, Field Services 4,750 7-1-74 to 6-30-75
 25% Assistant Professor, Field Services. 600 9-9-74 to 12-12-74

Pfaff, Roland, Lecturer in History-Philosophy, be granted \$200 increase in salary to bring his salary up to the Ph.D. level, error in previous appointment.

Robbins, Omer, Dean of Graduate School, resign as Dean of Graduate School effective July 1, 1975, and return to teaching in the Chemistry Dept.

Williams, Robert J, Head of Marketing Department, be changed from Head of Marketing Department to Professor in Marketing, effective July 1, 1975. Also be granted a six-month Leave of Absence (Sabbatical) effective January 1, 1975.

STAFF

Anderson, Mary be changed from C-3 Stenographer, Sr. in the Graduate School to C-4 Secretary Jr. in Graduate School, at a salary of \$6268 for 12 months, effective 10-4-74.

Arbogast, Don L. be changed from M-4T Tradesman to M-5T Master Tradesman in the Physical Plant, at a rate of pay of \$6.20 per hour, for 12 months, effective 11-4-74.

Bates, Leslie K. be changed from A-2 Counselor to A-3, Interim Director of Minority Affairs, at a salary of \$16,800 for 12 months, effective 11-11-1974.

Changes of Status - continued

- Calzado, Esther, C-5 Library Assistant in University Library, be granted a merit increase of \$100, deleted in error from original listing, effective 7-1-74.
- Clarke, Velma G., be changed from A-2 Counselor 50%, to A-2 Counselor 100%, in the Counseling Center at a salary of \$10,000 for 10-months, effective 9-2-74.
- Dubisky, Joanna, be changed from C-1 File Clerk in Accounting to C-4 Bookkeeper, Jr., in Accounting, at a salary of \$6250 for 12 months, effective 10-14-74.
- Friedman, Ruth, be changed from A-2 Counselor 50%, to A-2 Counselor 80%, in the Counseling Center at a salary of \$11,520 for 10 months, effective 9-1-74.
- Gerhart, Mary J., be changed from P-3 Staff Nurse to P-4 Nursing Director, in Health Center, at a salary of \$10,600 for 12 months, effective 10-14-74.
- Giles, Rebecca J., C-3 Library Assistant in University Library, be granted a merit increase of \$100, deleted in error from original listing, effective 7-1-74.
- Hamilton, Frederick, M-4T Tradesman to M-5T Master Tradesman in the Physical Plant, at a rate of pay of \$6.20 per hour, for 12 months, effective 11-4-74.
- Hurdle, Vicki, be changed from C-3 Cashier in the Cashier's Office to C-4 Bookkeeper, Jr., in the Cashier's Office, at a salary of \$6268 for 12 months, effective 11-11-74.
- Johnson, Arlene be changed from F-0 Food Service Helper to F-1 Salad maker, in McKenny Cafeteria, at a rate of pay of \$3.24 per hour, for Fall and Winter semester, effective 10-7-74.
- Lazar, Mary Jean, be changed from C-4 Secretary Jr., to C-5 Secretary in Music Department, at a salary of \$6629 for 12 months, effective 9-3-74.
- Pinson, William, be changed from M-1 Custodian to M-2 Group Leader, in Physical Plant, at a rate of pay of \$3.87 per hour for 12 months, effective 11-11-74.
- Roberson, Elmer, be changed from P-2 Manager to P-3 Manager in McKenny Union, at a salary of \$13,705 for 12 months, effective 8-26-74
- Sears, Joseph, be changed from M-1 Custodian to M-2 Group Leader in Physical Plant, at a rate of pay of \$3.87 per hour for 12 months, effective 11-4-74

- Sienko, Betty, C-4 Secretary in Home Economics be granted a merit increase of \$100, deleted in error from original listing, effective 7-1-74.
- Streeter, James, P-3 Assistant Sports Information Director in Sports Information, be granted \$1000 increase to compensate for additional duties. Effective 10-16-74.
- Tanner, Sandra, be changed from C-3 Stenographer Sr., in the Graduate School to C-4 Secretary Jr. in Graduate School, at a salary of \$6268 for 12 months, effective 10-4-74.
- Tillman, Nancy E., be changed from C-4 Secretary Jr., in the Department of Psychology to C-5 Secretary in Psychology, at a salary of \$6629 for 12 months, effective 10-2-74.
- Tyler, Robert, be changed from M-1 Groundsman to M-2 Group Leader in Physical Plant, at a rate of pay of \$3.87 per hour for 12 months, effective 11-4-74.
- VanValkenburg, Mary, be changed from C-2 Transcript Clerk in Academic Records to C-3 Stenographer Sr., in Academic Records, at a salary of \$5900 for 12 months, effective 10-14-74.
- Ward, Charlene, be changed from C-5 Secretary in Physics, to C-3 Stenographer Sr., 50%, in McKenny Union, at a salary of \$3250 for 12 months, effective 9-30-74.
- Whitfield, James, be changed from M-2 Group Leader in the Physical Plant to M-1 Custodian in Physical Plant, at a rate of pay of \$3.65 per hour, for 12 months, effective 10-14-74.
- Wilhelm, Delores, be changed from C-3 Cashier in the Cashier's Office to C-4 Bookkeeper, Jr., in Alumni Relations, at a salary of \$6268 for 12 months, effective 11-11-74.
- Widner, Judith Ann, be changed from C-4 Secretary Jr., in Cashier's Office, to C-5 Bookkeeper in the Cashier's Office, at a salary of \$7148 for 12 months, effective 11-1-74

Changes of Status - continued

Name	From	To	Period
Albritton, Thelma	Special Education 100%	Special Education 50% Student Teaching 50%	Fall, Winter
Bemish, Lawrence	Special Education 93% Student Teaching 7%	Special Education 100%	Fall, Winter
Blair, John	Educ. Psychology 50% Student Teaching 50%	Educ. Psychology 100%	Winter '75
McKee, Judy A.	Educ. Psychology 100%	Curricul. & Instr. 75% Educ. Psychology 25%	Winter '75
Martin, Nora	Special Education 100%	Special Education 75% Student Teaching 25%	Fall, Winter
Navarre, Gary	Special Education 100%	Student Teaching 7% Special Education 93%	Fall, Winter
Smith, Wilfred	Social Foundations 100%	Student Teaching 25% Social Foundations 75%	Fall, Winter
Tyra, Thomas	Music 100%	Student Teaching 17% Music Dept. 83%	Fall, Winter
Ufford, Mary S.	Special Education 100%	Student Teaching 13% Special Education 87%	Fall, Winter

Motion carried.

.1458 M LEAVES OF ABSENCE

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

FACULTY:

- DiMattia, Pearl, Assistant Professor in Biology, be changed from leave without pay, to medical leave, effective 11-1-74.
- Drake, Raymond J., Associate Professor in Marketing, be granted a medical leave with pay, from 9-4-74 to 12-21-74.
- Ehrlich, Allen E., Assistant Professor in Sociology Department, be granted a half-time leave of absence, without pay, for Winter '75 semester.
- Gibilisco, Fred, Assistant Professor in Sociology Department, be granted an extended leave, without pay, for Winter '75 semester.
- Henry, Oscar, Professor in Music, be granted a medical leave, without pay, for Fall '74 semester.

STAFF

- Albertson, Rose, C-4 Mail Carrier-Clerk in the Mailroom, be granted a leave, without pay, due to compensable injury, from 9-16-74 to 12-16-74.
- Armitage, Linda, C-4 Bookkeeper Jr., in Accounting, be granted a maternity leave, without pay, from 11-29-74 to 6-29-75.
- Brunty, Beulah, F-3 First Cook in Food Service, be granted an extension of medical leave, without pay, from 10-15-74 to 1-15-75.
- Davis, Jack, M-4T Tradesman in Physical Plant, be granted a medical leave, without pay, from 9-27-74 to 12-27-74.
- Herndon, Clara, P-3 Accountant in Accounting, be granted a maternity leave, without pay, from 12-3-74 to 3-3-75.
- Houston, Melvin, M-1 Custodian in Housing, be granted a medical leave, without pay, from 10-2-74 to 1-2-75.

Jacques, Virginia, C-5 Secretary in Media Services, be granted an extension of personal leave, without pay, from 8-7-74 to 11-7-74.

Schoolmaster, Joseph, F-3 Utility in Food Service, be granted a medical leave, without pay, from 10-12-74 to 1-12-75.

Silver, Sheldon, M-2 Tradeshelper in Physical Plant, be granted an extension of leave, without pay, due to compensable injury, from 10-15-74 to 1-15-75.

Snyder, Blanche, C-3 Stenographer, Sr., in Records, be granted an extension of medical leave, without pay, from 8-29-74 to 11-29-74.

Topa, Mildred, F-3 First Cook in McKenny Union, be granted a medical leave, without pay, from 11-4-74 to 2-4-75.

Motion carried.

.1459 M RESOLUTION - MARTHA W. GRIFFITHS .

Chairman McCormick asked Regent Anderson to read the Resolution of Appreciation for Martha W. Griffiths:

RESOLUTION OF APPRECIATION

WHEREAS, MARTHA W. GRIFFITHS served in the Michigan State Legislature from 1949 to 1952; was the first woman judge and recorder of the Detroit Recorder's Court in 1953, was a member of the Detroit Election Commission, was admitted to practice before the United States Supreme Court in 1955, and

WHEREAS, Martha W. Griffiths was elected United States Representative from the 17th Congressional District to the 84th Congress in 1955 and served with distinction in nine subsequent terms through the 93rd Congress, and

WHEREAS, while serving her constituents exceedingly well during these terms, made special efforts to correct injustices confronting women in employment, sponsored the Equal Rights Amendment, successfully guiding its passage through the House of Representatives in the 91st Congress and introduced a major health insurance proposal to make comprehensive health care services available to all Americans, and

WHEREAS, Martha W. Griffiths, as first woman member of the Ways and Means Committee (1962), as member of the House Banking and Currency Committee, the Government Operations Committee, the House Select Committee on Crime, the House Committee on the Budget, the Joint Economic Committee (1962), and as chairperson of its Fiscal Policy Sub-committee has directed her legislative interests toward many social welfare measures, and

WHEREAS, Martha W. Griffiths has served her constituents, her colleagues, her District, State and Nation in a continuing exemplary manner so as to bring great success in the making of life more enjoyable for her fellow beings,

NOW THEREFORE, BE IT RESOLVED that the Board of Regents of Eastern Michigan University gratefully acknowledges Martha W. Griffiths' achievements in her career aims and for her invaluable contributions to the betterment of life in the United States and offers best wishes for continued health and happiness in her retirement.

Motion made this 11th day of December, 1974, by Regent Anderson; supported by all the members of the Board of Regents.

Motion carried Unanimously.

.1460 M RESOLUTION - RALPH F. GILDEN

Chairman McCormick read the Resolution of Commendation and Appreciation for Ralph F. Gildden:

RESOLUTION OF COMMENDATION AND APPRECIATION

WHEREAS, RALPH F. GILDEN has devotedly served Eastern Michigan University and its students since 1942 as associate professor of industrial education, supervising teacher at Roosevelt Laboratory School (with time out to instruct with the United States Army Specialized Training Corps), associate registrar, director of admissions, dean of Student Activities, dean of Admissions and Student Activities, dean of Admissions and Financial Aids, interim vice-president for Student Affairs and interim president, and

WHEREAS, during his tour of duty in these nine posts he has demonstrated boundless enthusiasm for Eastern Michigan University which has attracted both student and staff members to the University and through his dedication has set an excellent example to all who know him, and

WHEREAS, he is an acknowledged leader among the admissions officers of this state and has been one of the most deeply involved administrators in Eastern's period of greatest growth, leading the Office of Admissions and Financial Aids to a key role as an administrative department with vastly increased enrollment and a growing multiplicity of programs of financial assistance for students and,

WHEREAS, Ralph F. Gildden, ably assisted by his charming wife, Pauline, has made the interim presidency one of accomplishment, social graciousness and good will for E.M.U. on campus and in the community, and

WHEREAS, his interim presidency is one of verve, success and productive activity,

NOW, THEREFORE, BE IT RESOLVED that the Board of Regents of Eastern Michigan University gratefully and with much admiration commends Ralph F. Gildden for his invaluable contributions to this University and it acknowledges with sincere appreciation his unswerving commitment to E.M.U.

Motion carried unanimously.

Regent Dyer noted that the Board is greatly indebted to Dean Gildden. He felt that Dean Gildden handled the Interim Presidency with no major problems, and those that did come up were handled in a highly exemplary fashion.

Regent Stripp commented that from time-to-time he has heard many nice comments throughout the community during Ralph's term as Interim President. He, too, felt he has done a great job!

Regent Robb said he concurs whole-heartedly with what has been said. He noted that Ralph has made some difficult decisions, but he always had the interest of the total University first in his mind, and he appreciated the job he has done.

Regent Rush agreed that Ralph has done a good job. He noted that he devoted full-time to being a President and was more than active. He was most pleased with his innovative ideas.

Regent Anderson said she especially enjoyed Ralph's cheerfulness, and enjoyed working with him.

Regent Smith noted that she is appreciative of both Ralph and his wife, Pauline. She recalled that he always said that "however he can best serve the University, he would be glad to do so," and he did.

Regent Milford commented that she has known Dean Gilden for a long, long time. He really out did himself this time. The students appreciated him also.

Chairman McCormick said that about all he could add to what has been said is "Amen." He said that he wished Mrs. Gilden were here also so she could be thanked personally. He offered the Board's best wishes to Dean Gilden and his family.

Motion carried.

Chairman McCormick noted he had received a letter from Mr. Kennedy concerning the new state organization of governing boards, and asked if the Board felt we should continue to support such an organization.

Regent Rush said he has been a member of the Governor's Commission on Higher Education and he felt such a state organization could be very helpful to assist in efforts to avoid mandatory control by some sort of Super Board.

Both Regents Dyer and Robb supported the concept.

Chairman McCormick summarized that he believed that the Board fully agrees that we should participate in such a council. He recommended that Regent Rush be appointed as the E.M.U. representative, since he wished to withdraw from that position.

Regent Stripp commented that a Student Affairs Committee report should be on every agenda. He noted the committee found that students are being charged double for activity hours. He asked that the Educational Policies Committee look into this double charge.

Regent Stripp noted that Professor Roth met with the committee concerning Course Evaluations. He said it was a good meeting and everyone had a good understanding. He said he appointed a sub-committee to work on a revised program and he hoped the committee could work with a Faculty Committee.

Regent Stripp explained the new Federal Family Education Rights and Privacy Act of 1974, and expressed an opinion that revisions would be made in the Act soon. He noted, however, a need to take action right away to implement revisions required in our existing policy.

It was moved by Regent Stripp and seconded by Regent Dyer that the Board policy be changed to read as follows:

.1461 M PRIVATE RECORDS POLICY

PRIVATE RECORDS POLICY

It is the policy of the Board of Regents of Eastern Michigan University that the following records in the custody of the University are private and not subject to disclosure by University officers unless prior approval is granted by the individual or individuals concerned, except as evidence in legal disputes or in response to compulsory legal processes, i.e., civil rights, tax and other statutes, (a) individual records of academic achievement, (b) personnel files, (c) medical data, "(d) counseling center files, (e) student data files and (f) placement credentials."

Be it further resolved that it is the policy of the Board of Regents that all official actions of the Board of Regents shall be recorded by the secretary and following official action of approval of the minutes, shall cause the minutes to be bound and deposited in the Library to be available for public inspection.

"It shall further be the policy of the University that effective on November 19, 1974, pursuant to the Family Educational Rights and Privacy Act of 1974, each enrolled student of Eastern Michigan University shall have the right to inspect and review any and all official records, files and data directly related to that student after a request for access to such records has been made on the approved form and in accordance with the approved University procedure for such access. Such access will be granted within a reasonable time, but in no case more than forty-five days after the request has been made, provided if Congress should amend the act restricting access and inspection to any of such records and materials, then any such records and materials shall remain free from inspection.

"Release of personally identifiable records and files without written consent of the student will not be made except to the following:

1. Other University officials, including faculty, within Eastern Michigan University who have legitimate educational interest.
2. Officials of other institutions in which the student intends to enroll or work upon condition that the student has requested a release of his/her record on the appropriate form.
3. Authorized representatives of certain government agencies in connection with the audit and evaluation of Federally-supported education programs, provided that the collection of any personally identifiable data shall not include information which would permit the personal identification of such students after the data has been collected.
4. In connection with the student's application for or receipt of financial aid.
5. In compliance with judicial order or lawfully issued subpoena with notice to the student of such orders or subpoenas prior to compliance therewith.

"Any confidential recommendation requested by the student and transmitted to the University prior to November 19, 1974, will remain confidential unless the author gives written permission for release or such material shall be returned to the author upon the request of the student..

"An appropriate hearing board will be established to provide each student with an opportunity to challenge the content of University records to insure that the records are not inaccurate or misleading and to provide an opportunity for the correction or deletion of any inaccurate, misleading or otherwise inappropriate data contained therein."

Motion carried.

Chairman McCormick recognized Victoria Fox, the Director of the Affirmative Action office to give her report. Vice President Hawks distributed a copy of the report to each Board member. This report included information on; Advertising of job vacancies, a chart showing full-time faculty in the Instructional Department as well as how jobs are posted, the affirmative action taken, and how all jobs are audited and a reporting system required by the Code of Federal Regulations.

Regent Smith asked if when a new position is created, should it not be posted even if it were a transfer. Ms. Fox said she felt all employees should be given an equal opportunity for the job.

Regent Smith said she received a letter indicating that only token actions were being taken with professional staff in the area of Affirmative Action, and asked if this were true. Ms. Fox said she would guess it was true in some departments, but could not prove it.

Dr. Smith noted that this report should be made each year.

Chairman McCormick complimented Ms. Fox for a very good report.

Chairman McCormick asked Vice President Campbell to give a report on the Hoyt Hall Conference Center. Part way through the oral report, Chairman McCormick interrupted and due to the lateness of the hour asked Secretary Hawks to hand out the materials and report that were prepared by Vice President Campbell regarding the Hoyt Conference Center. He said if Board members had questions on the report, they could raise them at the next meeting.

Mr. Gilden said he would be remiss if he did not thank the Board for the resolution which he deeply appreciates. He said it has been an honor to serve as the Interim President.

Interim President Gilden gave a short report on enrollments.

Interim President Gilden also told the Board of the 300 people the University cared for in Hoyt Hall on December 2, 1974, the night of the big snow storm. He noted that the overflow stayed in Bowen Field House. He noted that these people were brought to campus by the State Police and the National Guard.

Mr. Gilden also reported that on November 19, 1974, Vice Presidents Carillot and Hawks were in Lansing with him on the budget request. He said it was reported to him, by Mr. Whems of the Budget Office, that Eastern Michigan University had the best budget presentation.

Chairman McCormick read a note of appreciation from the family of Gary Simpson, the nephew of Regent Anderson.

The next meeting of the Board will be January 22, 1975.

Chairman McCormick said it is the custom of the Board to elect officers each January. He said he feels he no longer is able to serve as the Chairman. He said he felt the best interest of the University would be served if a new chairman were selected. He also said he felt a policy

should be established regarding selection of officers which would examine such things as limiting the years a person could serve as Chairman, and rotating the offices. He suggests the Board appoint a committee to discuss and come up with recommendations on this subject. He appointed Regents Milford, Smith, Dyer, and Rush to a committee to study the subject and to make a recommendation to the Board for consideration.

Regent Smith noted that she and Ed McCormick were the only original members of the Board still on the Board, and she wanted to thank him personally for the job he has done. She felt he had done an excellent job.

Meeting adjourned at 6:50 p.m.

Respectfully submitted

Gary D. Hawks, Secretary