

1972

## Board of Regents Meeting Materials, July 19, 1972

Eastern Michigan University

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BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY

Official Minutes of the Meeting July 19, 1972  
Regents' Room, McKenny Hall

Members present:

Virginia R. Allan, Veda S. Anderson, Charles L. Anspach,  
Lawrence R. Husse, Richard N. Robb, Mildred Beatty Smith,  
George E. Stripp

Members absent:

Edward J. McCormick

Administration present:

President Harold E. Sponberg, Gary D. Hawks, Lewis E. Profit,  
James B. Campbell, Bruce K. Nelson, Ralph Chapman

The meeting was called to order by Vice Chairman Stripp at 11:30 a.m.

The minutes of the June 21 and July 5, 1972, meetings were approved as presented.

The Treasurer's Report was read. Regent Husse moved and Regent Robb seconded that the report be accepted as read. Carried.

Regent Husse moved and Regent Robb seconded that the Summary Audit Report, dated July 1, 1972, be received and placed on file. Carried.

.1131 M - GIFTS

Regent Husse moved and Regent Robb seconded that the list of gifts be officially received with appreciation. Carried.

.1132 M - COMPENSATION POLICY - 1972-73

Regent Husse moved and Regent Robb seconded that the following compensation policy be approved for the fiscal year 1972-73 and that the President be authorized to prepare a detailed recommendation for individual employee salary adjustments.

The Phase II Federal Guidelines provide for:

1. Category II institutions (EMU) to notify the Pay Board that an adjustment has been made.
2. A formula increase in compensation to provide for an annual aggregate increase of 5.5% in the base compensation rate.

The recommendations by the Governor, as modified, and the legislative actions provide for a 5.5% gross compensation adjustment.

Implementation of the above is recommended according to the following plan:

Since "maximum permissible annual aggregate wage and salary increase means the 5.5% limitation on base compensation rate for the appropriate employee unit," and since "appropriate employee unit includes a group composed of all employees in a bargaining unit or in a recognized employer category," and since there are now, and have been historical wage policy variations between employee units categorized as faculty, professional and technical, administrative, clerical, and service staff, the "appropriate employee units" for complying with the provisions of Phase II shall be: Faculty, Professional and Technical Employees, Administrative Staff, Clerical Employees, Department of Safety Employees, and Union Contracted Employees.

A. Faculty: (5.5% of 1971-72 faculty compensation to be the control)

1. Provide 3.5% adjustment to the 1971 base wage rate for staff as recommended.
2. Balance of funds to be distributed on an individual basis for employees qualifying for: promotion, attainment of degrees, special adjustments, and merit.

The Vice President for Instruction shall, with appropriate personnel, make recommendations to the President for review and presentation to the Board of Regents.

B. Professional and Technical: (5.5% of 1971-72 professional and technical compensation to be the control)

1. Provide 3.5% adjustment to the 1971 base wage rate to staff as recommended.
2. Balance of funds to be distributed on an individual basis for employees qualifying for merit, classification and pay grade changes, and special adjustment needs, based on judgments of the President and Vice Presidents.

C. Clerical: (5.5% of 1971-72 of clerical compensation to be the control)

1. Provide 3.5% adjustment to the 1971 base wage rate to staff as recommended.

2. 2.0% to be distributed on a merit and improvement factor based on the recommendations of the Personnel Department.

D. Administrative: (5.5% of 1971-72 of administrative compensation to be the control)

1. Provide 3.5% adjustment to the 1971 base wage rate for employees under \$20,000.
2. Balance of allocated funds to be distributed as determined by the President according to presidential evaluation.

E. Safety Department Employees - Police & Security: (5.5% of 1971-72 compensation for these employees)

1. Provide 3.5% adjustment to the 1971 base wage rate to staff as recommended.
2. 2.0% to be distributed on a merit and improvement factor based on the recommendations of the Director of Safety and his staff.

F. Union Contract Employees:

Since the union employees are by contract and since these employees are "an appropriate bargaining unit," there is only the process of continuing into the final year of the three-year contract which was negotiated and ratified in September 1970.

G. Student Employment:

Student employment is temporary employment and does not fall under the umbrella of the wage-price controls. Because of the "freeze" in August 1971, no adjustments were made in 1971-72 even though there was significant inflationary costs and adjustments made in student expenses for board and room and tuition.

It is therefore recommended that student wage grades be adjusted as follows:

	<u>Present</u>	<u>Proposed</u>
Grade #1	\$1.60	\$1.70
Grade #2	1.70	1.80
Grade #3	1.75	1.90
Grade #4	2.00	2.15
Grade #5	2.00-3.50	2.15-3.50
Grade #6	Fixed dollar appointment for instructional or research graduate assistants	

H. Fringe Benefits: (non-cash compensation)

Continue the existing program of fringe benefits.

---Carried.

. 1133 M - SALARY RANGES

Regent Husse moved and Regent Robb seconded that in accordance with past policy and procedure of the Board of Regents, it is recommended that the maximums on salary ranges be increased by 3.5%, the amount being granted as an adjustment to the 1971 base wage rate, effective July 1, 1972. Carried.

The meeting was recessed for lunch at 12:35 p.m.

The meeting was reconvened at 2:20 p.m.

. 1134 M - EDUCATIONAL GRANTS

Regent Husse moved and Regent Smith seconded that the following educational grants be accepted:

1. Upward Bound from the U. S. Office of Education in the amount of \$64,470 for the period of July 1, 1972, through June 30, 1973, with Hildred Lewis as project director.
2. Environmental Education Project from H. E. W. through the City of Wyandotte in the amount of \$30,895 for the period of June 15, 1972, through June 14, 1973, with Frank Sinclair as project director.
3. Special Education Grant from the U. S. Office of Education in the amount of \$205,000 for the period of June 19, 1972, through August 31, 1973, with Frank Wawraszsek as project director.
4. Faculty Research Abroad from the U. S. Office of Education in the amount of \$10,745 for the period of July 1, 1972, through February 28, 1974, with Janice J. Terry as project director.
5. Southeastern Michigan Consortium from H.E.W. in the amount of \$12,500 for the period July 1, 1972, through June 30, 1973, with Francis Daly as project director.
6. Postshock Factors in Self-Punitive Behavior from H. E. W. in the amount of \$7,642 for the period June 1, 1972, through May 31, 1973, with Dennis J. Delprato as project director.

---Carried.

. 1135 M - SUMMER SESSION FACULTY

Regent Smith moved and Regent Anderson seconded that the Supplement to the Preliminary List of 1972 Summer Session Faculty be approved as presented. Carried.

.1136 M - FEES FOR ART CLASSES

Regent Smith moved and Regent Husse seconded that the Board approve a change in lab fees for Art classes as follows:

1. FA 231 - 3D Design - lab fee changed from \$5.00 to \$8.00.
  2. FA 331 and FA 431 Multi-Media Workshop - new class - need \$10.00 lab fee for materials.
- Carried.

.1137 M - APPOINTMENTS, RESIGNATIONS, CHANGES OF STATUS AND LEAVES OF ABSENCE

Regent Smith moved and Regent Anspach seconded that the appointments, resignations, changes of status and leaves of absence be approved as presented. Carried.

.1138 M - NURSING EDUCATION DIRECTOR APPOINTED

Regent Smith moved and Regent Anspach seconded that Gudrun S. Burtz be appointed Director and Professor of Nursing Education, effective August 1, 1972. Carried.

.1139 M - ASSISTANT TO VICE PRESIDENT FOR INSTRUCTION

Regent Smith moved and Regent Allan seconded that Arthur Ivan Boone be appointed Assistant to the Vice President for Instruction, effective August 21, 1972. Carried.

.1140 M - INFORMATION SERVICES DIRECTOR APPOINTED

Regent Smith moved and Regent Husse seconded that Richard C. Kerr be appointed Director of Information Services, effective August 1, 1972. Carried.

Regent Stripp introduced Dr. Robert Silver and Dr. Richard Goff, Faculty Senate representatives, who were given an opportunity to appeal President Sponberg's decision in reference to existing Board policy concerning the use of University facilities and more specifically the distribution of published materials. Upon completion of the appeal, the Regents requested the administration to forward to legal counsel several specific questions with the understanding that such response be made prior to the next regular meeting of the Board.

.1141 M - SPECIAL MEETING

Regent Anderson moved and Regent Smith seconded that the Board of Regents meet in Special Meeting on August 3 at 7:30 p.m. to consider Eudget matters. The committees will meet together at 3:00 p.m. Carried.

The next regular meeting of the Board of Regents will be held September 20.

Vice President Profit reported on inactive accounts receivables.

Vice President Profit reported on the status of Huron River Drive Project.

Vice President Profit reported on the All Events Building.

Vice President Hawks reported on the status of the University's efforts to increase the power of WEMU-FM.

The meeting was adjourned at 4:20 p. m.

Respectfully submitted.

Ga [redacted], Secretary