

MINUTES OF THE MEETING
OF THE
BOARD OF TRUSTEES
MICHIGAN STATE UNIVERSITY

April 7, 1989

The Trustee Finance Committee and the Trustee Policy Committee meetings were held in the Lincoln Room of the Kellogg Center beginning at 9:00 a.m. on Friday, April 7, 1989. The minutes of the committee meetings are on file in the Office of the Secretary of the Board of Trustees.

The meeting of the Board of Trustees was called to order by President John DiBiaggio at 1:30 p.m. in the Board Room of the Administration Building.

Trustees present were: Malcolm G. Dade, Jr., Joel Ferguson, Lawrence D. Owen, Dean Pridgeon, Thomas Reed, Robert E. Weiss, and Kathy Wilbur.

Trustee absent: Barbara J. Sawyer.

University officers present included: President DiBiaggio, Provost Scott, Secretary Davis, and Vice Presidents Cantlon, Dickinson, Guyer, Kurz, and Wilkinson. Faculty Liaison representatives present were: Professors Fox, Selke, Silverman, and Simon. Student Liaison representatives present were: Bowman, Koh, Martell, and Steinke.

All actions taken were by unanimous vote of the Trustees present, unless otherwise noted.

1. On a motion by Ms. Wilbur, supported by Mr. Dade, THE BOARD VOTED to approve the proposed agenda.
2. On a motion by Mr. Reed, supported by Ms. Wilbur, THE BOARD VOTED to approve the Board Minutes of the meeting of February 3, 1989.
3. The following individuals addressed the Board of Trustees.
 - A. Mr. Ronald E. Nelson, Legislative Counsel of Michigan Farm Bureau, commented on the Michigan Farm Bureau Policy Book which was developed by its membership. The policy book references the Colleges of Agriculture and Natural Resources and Veterinary Medicine. Mr. Nelson reported the Michigan Farm Bureau is supportive of the University and its land-grant philosophy.
 - B. Mr. Larry R. Smith, an MSU employee and President of AFSCME Local 1585, expressed concern for the effect of the R³ (Refocusing, Refining, and Rebalancing) document on the membership of Local 1585 who care about the University and have a commitment to the quality of work life. Mr. Smith commented that MSU's Custodial Department is number one in the Big Ten as well as one of the best in the country.
 - C. Ms. Rondy Scheidt, an MSU staff member, commented on the critical need for affordable, quality child care. Ms. Scheidt requested that the University step forward to provide leadership on the issue of campus child care.
 - D. Mr. Dennis Martell, a graduate student and COGS President, remarked positively about the MSU Handicapper Transition Plan and presented a video depicting improvements which have been completed allowing accessibility to University facilities.
 - E. Ms. Judy K. Gentile, Director of the Office of Programs for Handicapper Students, reported that she became MSU's first wheelchair-user freshman in 1965 and is appreciative of the University's positive response to her presence on campus. Ms. Gentile considers the Transition Plan and the MSU IDEA documents as an exciting new beginning and she expressed gratitude for the inclusion of handicappers in the process. Ms. Gentile introduced Jennifer Gentile, her daughter, who distributed stickers of the "Yes Ability" campaign.

Public
Participation

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Public
Participation
cont.

- F. Dr. Carlos J. Caguiat, President of the Hispanic and American Indian Faculty/Staff Association and Administrative Director of the Clinical Center, requested more effective campus programs to encourage understanding and diversity of minority groups.

Ms. Eva Kennedy, Specialist in the Office of Supportive Services and Coordinator of the Michigan College/University Partnership program, encouraged active recruitment and retention of Native American faculty, staff, and students at Michigan State. Ms. Kennedy stated that Native Americans must be afforded increased opportunities at the University.

Mr. Moises Andrade, a Human Resource Professional in the Office of Personnel and Employee Relations and representative of the Hispanic and American Indian Faculty/Staff Association, presented a list of recommendations to address the underrepresentation of Hispanic faculty, staff, and students at Michigan State.

Following the comments of Ms. Kennedy and Mr. Andrade, Dr. Caguiat summarized their request for open forums on issues affecting minorities, programs in addressing minority issues, and improvement of institutional sanctions to combat racially motivated actions.

Dr. Caguiat introduced Mr. Manuel Delgado, a representative of the Lansing Hispanic Coalition and a member of the Ingham County Board of Commissioners, who stated that, as a proud Michigan State University alumnus, he is concerned about the support being provided to Hispanic students at the University.

- G. Ms. Christine Lim, Co-Chairperson of the Asian Pacific American Student Organization, remarked about the issues of importance to the Asian Pacific American community such as commitment towards recruitment of faculty and staff in underrepresented departments and colleges and Asian Pacific American representation in the Department of Human Relations.
- H. Ms. Kimberley Ladd, Chairperson of the ASMSU Programming Board, and Mr. Aryc Mosher, a representative of the Lesbian/Gay Council, announced the second annual Cross Cultural Week being sponsored by the ASMSU Programming Board, May 5-11, 1989. Ms. Ladd and Mr. Mosher extended an invitation to the Board of Trustees to recognize, support, and participate in this campus-wide celebration of MSU's diversity.
- I. Dr. Surjit S. Dulai, Chairperson of the Department of Humanities, remarked that general education being the unique legacy of President John Hannah should be continued and reinvigorated within the general education disciplines. Dr. Dulai requested that the transfer of general education faculty into the disciplines be completed with a more clear and concrete plan of the centers being delineated.
- J. Dr. R. Craig Philips, faculty member in the Department of Humanities, expressed concern for the significance and implications of the proposal to dissolve the General Education departments which he believes should be preserved.
- K. Dr. James R. Anderson, Professor in the Department of Humanities and an 1962 alumnus, reviewed the history of the general education departments which were established by President John Hannah in May of 1945 with a full vote of the faculty.
- L. Dr. Elvira M. Wilbur, Professor of Humanities, Chairperson of University Committee on General Education, Member of CRUE, and an 1961 MSU alumna, expressed the concerns of academic governance committees regarding the dissolution of the General Education departments which have delivered quality undergraduate education to Michigan State students.
- M. Dr. Diana I. Marinez, Chairperson of the Department of Natural Science, remarked about undergraduate education and the importance of the General Education departments. Dr. Marinez stated that while not opposed to the creation of centers, she believes each faculty member must be accepted into the department of their choice with a tenured home in a department.
- N. Ms. Michelle Sanders, an MSU student and Resident Assistant, presented petitions with signatures of Resident Assistants and Minority Aides who have concern for the effect on their jobs resulting from the proposed changes in the General Student Regulations regarding the MSU alcohol policy and its enforcement. Ms. Sanders urged the University to open the lines of communication in order to develop the best way of addressing alcoholism and alcohol-related programs.

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- O. Mr. Darius Peyton, an MSU student and member of the MSU Black Student Leaders Alliance, expressed concern for minorities at the University. Mr. Peyton concurs with the President's desire for zero tolerance of racism and stated the University needs to be pioneering in minority programs as well as pioneering in educating non-minority students.
4. The report of the President included the following.
- A. After many years of study and work by the University community, a revision of the MSU Transition Plan has been approved. An open letter has been sent to the University community identifying the significance of the plan for handicapper access. President DiBiaggio expressed appreciation to staff members who have worked on the plan, particularly Dr. Ralph Bonner and Mr. James Peters, Mr. Eric Gentile and Ms. Judy Gentile for their work on behalf of handicappers, the Offices of the Provost and the Vice President for Finance and Operations for providing leadership, and members of the President's Handicapper Advisory Committee for their advice and counsel.
- B. The draft of "The MSU IDEA--Institutional Diversity: Excellence in Action," is a document prepared by the Office of the Provost which President DiBiaggio described as being ambitious in scope with a commitment to social progress consistent with the land-grant history and mission of the University. The document is an idea, not a plan, which addresses the University's commitment to diversity and human values.
- C. President DiBiaggio announced that under the Life Bond program the University is eligible to seek grant funds in support of a pilot recycling program. Staff members are developing a grant proposal for submission to the State of Michigan. The Board of Trustees will be informed of the details of the grant application.
- D. A special conference, "Enabling Technology--Accessibility and Utilization," will be held at the University on April 10, 1989. The conference will feature the latest advances in technology needed to improve and enhance the life of handicappers. Trustee Kathy Wilbur will be a guest speaker as will Dr. John Eulenberg, Director of MSU's Artificial Language Laboratory.
- E. The Michigan Association of Governing Boards (MAGB) annual awards banquet will be held on April 18, 1989, at The Kellogg Center. The awards recognize two outstanding faculty members and two students from each of Michigan's 15 public, four-year institutions. The MSU faculty members selected are: Dr. Veronica Maher, Associate Dean of the College of Osteopathic Medicine and Professor of Biology and Microbiology and Public Health, and Dr. James Tiedje, Professor of Crop and Soil Sciences and Microbiology and Public Health. Mr. Dean E. Burklund, a senior studying biology in Lyman Briggs School with work in Spanish and Theatre, and Ms. Dorlinda Marie Hughes, a senior in Social Work, will receive the outstanding student awards.
5. On a motion by Ms. Wilbur, supported by Mr. Owen, THE BOARD VOTED to approve the following personnel actions.
- A. Appointments
- 1) Pollak, Ellen M., AY-Associate Professor, Department of English, \$36,000, with Tenure, effective September 1, 1989.
 - 2) Bickart, Theodore A., AN-Professor and Dean, College of Engineering; Department of Electrical Engineering, \$115,000, with Tenure, effective July 1, 1989.
 - 3) Paneth, Nigel S., AN-Associate Professor, Dean's Office, College of Human Medicine; Department of Pediatrics and Human Development, \$83,200, with Tenure, effective July 1, 1989.
 - 4) Lipscomb, Wanda D., AN-Associate Professor, Department of Psychiatry, \$50,000, with Tenure, effective January 1, 1989.

Dr. Scott commented that Professor Theodore Bickart will succeed Dean Lawrence Von Tersch who has provided excellent leadership to the College of Engineering for 21 years and is the longest serving Dean of Engineering in the United States.

Public Participation cont.

President's Report

Personnel Actions

Appointments

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Dr. Scott remarked that the University is delighted to have Dr. Bickart as the next Dean of Engineering. Dr. Bickart has a stellar record as a teacher, researcher and administrator, and is dedicated to high-quality undergraduate instruction, to outreach and lifelong education, and to research; particularly significant is his deeply held belief that teaching, research, and service enhance each other.

Gift, Grant &
Contract Report

6. On a motion by Mr. Reed, supported by Ms. Wilbur, the BOARD VOTED to approve the Gift, Grant and Contract Report, for the period January 9, 1989, through March 10, 1989, with a total value of \$15,037,594.24. A copy of the report is attached to the file copy of the Board Agenda in the Office of the Secretary of the Board of Trustees.

Trustee Policy
Committee

7. Mr. Ferguson, Chairperson of the Trustee Policy Committee, presented the reports and recommendation of the Committee.

Affirmative
Action Report

- A. The 1987-88 Affirmative Action Report, including the MSU Transition Plan, was presented to the Trustee Policy Committee by Dr. Ralph Bonner, Director of Human Relations. The MSU Transition Plan is an evolving document of program accessibility for handicappers.

MSU IDEA

- B. Provost David K. Scott presented The MSU IDEA (Institutional Diversity: Excellence in Action) document to the Trustee Policy Committee which outlines 50 ideas to advance pluralism and diversity at the University.

MSU General
Student
Regulations

- C. Dr. Moses Turner, Vice President of Student Affairs and Services, presented the committee with an informational item of revisions of the "Michigan State University General Student Regulations" which include the areas of substance use, academic discrimination, and student group relations.

Discontinuation
of Departments
of Humanities,
Natural Science,
& Social Science

- D. On a motion by Mr. Ferguson, supported by Mr. Weiss, the BOARD VOTED to approve the discontinuation of the Department of Humanities, the Department of Natural Science, and the Department of Social Science, effective September 1, 1989. It is understood that the recommendation to support the discontinuation of the three general education departments assumes the following:

- 1) Arrangements for faculty reassignment and transfer should proceed expeditiously and humanely;
- 2) Arrangements should be made for appropriate participation of faculty in the governance of the Centers for Integrative Studies; and
- 3) It is understood that there is a commitment to the Centers for Integrative Studies as permanent entities, a status which should be achieved in the near future.

Trustee Finance
Committee

8. Mr. Dade, in the absence of the chairperson of the Trustee Finance Committee, presented the report and recommendations of the Committee.

- A. On a motion by Mr. Dade, supported by Ms. Wilbur, the BOARD VOTED to approve the following recommendations of the committee:

Contract for
Akers, Holmes,
& Hubbard Halls
Broadband Dist.
Systems

- 1) A contract in the amount of \$297,695 be awarded to Delta Electrical Contractors of Lansing, Inc., of Lansing, Michigan, and that a budget in the amount of \$375,000 be established for the project entitled: Akers, Holmes, and Hubbard Halls - Broadband Distribution Systems.

Establish Mildred
B. Erickson
Fellowship & Elsie
MacCreedy Project

- 2) Establishment of the Mildred B. Erickson Fellowship and the Elsie MacCreedy Memorial Bonsai Project as funds functioning as endowments.

Chairperson's
Report

9. The report of the Chairperson included the following items.

Big Ten, MAGB,
& AGB Reps.

- A. Mr. Owen reported that he will appoint a representative to the Big Ten Governing Boards and a representative and alternate to the Michigan Association of Governing Boards (MAGB). He will also name a Trustee as the Association of Governing Boards (AGB) Public Policy Liaison.

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- B. Mr. Owen presented the following statement and motion.

"As most of you are aware, a law suit has been brought against Michigan State University, the Board, and certain officers of the University by Dr. David Garner. One of Dr. Garner's claims in the litigation is that the University's action in rescinding Dr. Garner's contract is null and void because it was taken without proper authority.

As you will remember, on February 3, 1989, this Board met in executive session to consider matters exempt from public discussion or disclosure under the law and specifically to consider the advice of counsel with regard to the rescision of Dr. Garner's contract and related information the disclosure of which would have been a clearly unwarranted invasion of personal privacy. After reviewing these matters, the Board authorized the Provost to proceed with the rescision of Dr. Garner's contract as recommended by the Provost and concurred in by the President. This is the first open meeting of the Board since the February 3, 1989 executive session of the Board.

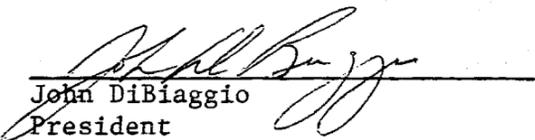
One of Dr. Garner's claims in the pending litigation, as I indicated, is that the action of the Provost in rescinding Dr. Garner's contract was not authorized. The Board's prior action specifically authorized the Provost to rescind Dr. Garner's contract; so that there can be no question in anyone's mind including the courts regarding the authority of the Provost to have rescinded Dr. Garner's contract on behalf of the Board, I would now MOVE that the Board fully reaffirm the authorization of and ratify the acts of the Provost in rescinding on behalf of the Board of Trustees Dr. Garner's contract of employment which rescision took place on February 6, 1989."

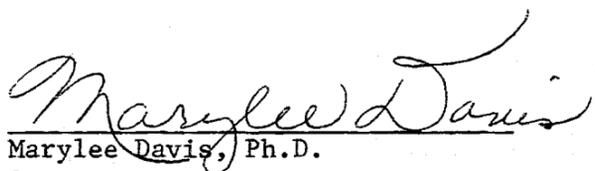
The motion was supported by Mr. Dade and was passed unanimously.

- C. Mr. Reed commented that the Michigan Farm Bureau policy book is dedicated solely to Michigan State University, attesting to Michigan Farm Bureau's strong advocacy of the University. Mr. Reed provided each Trustee with a video of President DiBiaggio's presentation at a recent Farm Bureau meeting.
- D. The President, Provost, and Provost's staff were commended by Mr. Dade for the significant commitment of the MSU IDEA.

President DiBiaggio responded that the MSU IDEA is in part due to Mr. Dade's mandate to the administration during his tenure as chairperson for a document strongly stating the position of the University.

10. The meeting was adjourned.


John DiBiaggio
President


Marylee Davis, Ph.D.
Secretary

Statment and
Motion regarding
Litigation --
Dr. David Garner

Trustee Comments