

MINUTES OF THE INFORMAL MEETING  
of the  
BOARD OF TRUSTEES  
January 20, 1972

Present: President Wharton; Trustees Carrigan, Hartman, Huff, Martin, Merriman, Stevens, and White; Executive Vice President and Secretary Breslin, Provost Cantlon, Vice Presidents Muelder, Perrin, and Wilkinson, Dean Nonnamaker, Assistant Provost Polley, Messrs. Carr, Cofer, Grider, Hensen, Hershey, Seeley, Spaniolo, and Wilkie.

Absent: Trustee Thompson.

President Wharton called the informal meeting of the Board of Trustees to order at 8:45 p.m. He announced that there would be two presentations at the meeting. The first would deal with the recovering of indirect costs in research contracts and grants and the second would be concerned with the University admissions program.

Vice President Wilkinson introduced Howard G. Grider, Director of Research and Contract Administration in the Office of the Vice President of Business and Finance. Mr. Grider informed the Board that for the current year, the revenue for the General Fund of the University was estimated at \$101,000,000 of which \$65,000,000 was the legislative appropriation, \$30,000,000 from estimated tuition revenue, and \$2,700,000 from recovery of indirect costs in contracts and grants. He indicated that the State Auditor General is very interested in these recoveries since it is in the interest of the State of Michigan that the University maximize the recovery of indirect costs.

Mr. Grider defined indirect costs as a cost which is not readily assignable to a specific function. For example, that part of the cost of a dean's office that is applicable to a specific study in a department but would not be easy to determine since the dean's office is related to the entire college. He outlined the main categories of indirect costs as: General Administration, Departmental Administration, Grant and Contract Administration, Libraries Expense, Plant Operations and Maintenance, Student Services, and Use Charges for Buildings and Equipment.

Mr. Grider explained that the University computes the indirect cost rate based on a formula developed by the U. S. Department of Health, Education, and Welfare. This formula takes into account two areas: research and instruction. All other items are placed under the title "All Other Activities." After the amounts for each main category of indirect cost mentioned earlier are computed, Mr. Grider explained that the research and instruction columns are totaled. These figures become the indirect costs applicable to instruction and research. In order to have a means of applying some factor to grants and contracts for recovering indirect costs for the General Fund, the University has to develop a percentage figure for each. The percentage suggested by the Federal Government's formula is the percentage the total indirect costs are to total salaries and wages. Currently the University's rate is 61 percent of research salaries. The University is considering relating the indirect costs to total expenditures as a means of lowering the rate.

In answer to a question by Trustee Hartman, Mr. Grider pointed out that the Federal Government prohibits recovering interest. Trustee Hartman added that what he really was concerned with was the reporting of interest under income. Vice President Wilkinson explained that all income is reported including income from research projects. He added that often the University has to use its own funds to start a project before actual funding is received.

President Wharton pointed out that the presentation was being made in response to a request by the Board concerning how MSU compares with other schools in indirect cost recovery. Trustee Stevens expressed concern over costs of Federal grants aimed at helping the poor or physically handicapped. He asked Mr. Grider if 61 percent of a grant goes to indirect costs. Mr. Grider responded that salaries would be included in the 61 percent figure, as well as other items which might not be indirect costs. Vice President Muelder added that the University adds indirect costs to the money for the research and assured Trustee Stevens that MSU wouldn't receive any more money for research if indirect costs were not added on. He also discussed the misunderstandings of faculty concerning indirect costs and research projects. He added that an education process must be carried out concerning indirect costs both with the faculty and also with the Federal Government.

Dr. Wharton announced that the second presentation was in response to a request by the Trustees for information on the University admissions program. Provost Cantlon introduced Dr. Ira Polley, Assistant Provost for Admissions and Records. Assisting Dr. Polley in the presentation were Messrs. Hensen, Hershey, and Seeley from the Office of Admissions and Scholarships, and Dr. Lloyd Cofer, Consultant to the Provost. Dr. Polley pointed out that at MSU the Office of Admissions and Scholarships is organized to concentrate on undergraduate admissions and scholarships. Mr. Seeley gave a brief description of the various sections and specialties within the Office. He added that in recent years there has been a tremendous growth in the area of transfer admissions corresponding with the growth of community colleges in Michigan.

Report on  
admissions  
policies and  
procedures

Mr. Seeley reviewed for the Board how an application for admission is processed by the University. He mentioned that the University looks at high school grades, especially in the sophomore and junior years; test scores, as compared with academic performance; rank in high school class; and extramural activities in high school. Trustee Huff asked if weight is given based on where a student attended high school. Mr. Seeley replied that in addition to the previous measures the University does give some weight to students from high schools which are very competitive and which have shown, through their graduates who have attended MSU, a good record in preparation for college. Mr. Huff pointed out that he has difficulty in responding to letters from parents who feel their youngster was turned down because of where he went to high school. Mr. Seeley added that very often the parents are looking at the total record of the youngster and do not pay as much attention to the core academic record which is important to the University (viz., in computing GPA's the University excludes grades in music and physical education). Trustee Carrigan responded in answer to Mr. Huff's point that it isn't possible to have an IBM card type answer to the questions of parents concerning a rejection for admission. Trustee Stevens stated that he always turns over such letters to the Secretary's Office for assistance and then answers the request when he has the full information. He added he has found this approach to be successful.

Trustee Huff called for a statement of policy by the University concerning admissions and that such a statement be approved by the Board of Trustees.

Trustee Martin asked how the admission process works if space is a problem. Trustee Stevens answered that in helping the disadvantaged students, the University has shown that it can't have a cut-off point on admissions even when space is a problem.

Dr. Cofer briefly reviewed with the Board the history of MSU's developmental programs in admissions aimed at bringing increased numbers of disadvantaged students to the University. He added that the University soon discovered how much it had to learn in working with disadvantaged students and has sought to utilize all its resources in helping these students. He pointed out that the main interest must always be to make it possible for students admitted to the University to succeed at MSU.

Trustee Huff requested comments from Dr. Cofer regarding the "open admissions" program at City University of New York in New York City. Dr. Cofer answered that while the approach is called "open admissions" it, in fact, does not truly give open access to disadvantaged students but places them in various "tracks" based on their academic performance in high school.

Trustee Merriman asked if there had been any improvement in Michigan concerning high school counselors and their attitudes towards the University. Mr. Seeley responded that there had been great improvement but pointed out that counseling programs in high schools are still relatively new. Dr. Cofer added that for the first time, MSU has this year received many calls from counselors to come to their schools to make presentations.

Trustee Huff asked Dr. Cofer if the MSU Developmental Program has a quota on disadvantaged students. Dr. Cofer replied that there are no quotas at the present time. He added that the University has never reached a point where the numbers of disadvantaged students were so great that admissions had to be closed. He indicated that such a situation might happen in the future.

Mrs. Carrigan asked about admissions procedures for people outside the mainstream of campus such as returning veterans and older women. Mr. Seeley indicated that work is done with the veterans counselor in the Student Affairs Office concerning returning veterans. He admitted that there is no such person for women.

Trustee White asked Mr. Seeley what would happen if some Michigan high schools established a "pass-fail" grading system. He responded that this would greatly complicate the University's admissions program and that MSU would probably have to place greater emphasis on test scores as an indicator of success. Mrs. Carrigan added that such an emphasis on test scores would not be a good thing.

Presentation re  
sex discrimina-  
tion at MSU;  
Open hearings to  
be held in  
February 1972

Following the presentation on admissions, Trustees Huff and Stevens requested that the Board hear a presentation by various women's groups attending the meeting. President Wharton asked for the feeling of the Board. There were no objections.

Vickie Neiberg of the Alliance to End Sex Discrimination distributed a working paper concerning sex discrimination at Michigan State University. She stated that she had indications from President Wharton and Executive Vice President Breslin that the women's groups could make a presentation at the next informal meeting of the Board in February.

Following various comments from different women's groups, there was general agreement by the Board to hold an open hearing in February concerning sex discrimination at the University. Trustee Carrigan added that she hoped that the various groups could combine their presentations so as to eliminate excessive repetition.

Dr. Wharton assured the women that adequate time and facilities for the hearing would be provided and that all interested persons would be notified as to the date and place.

The meeting was adjourned at 10:40 p.m.

MINUTES OF THE MEETING  
of the  
FINANCE COMMITTEE  
January 20-21, 1972

President Wharton called the Finance Committee meeting to order at 7:30 p.m. Thursday, January 20, 1972.

The following members were present: Trustees Carrigan, Hartman, Huff, Martin, Merriman, Stevens, and White; President Wharton, Executive Vice President and Secretary Breslin, Provost Cantlon, Attorney Carr, Vice Presidents Muelder, Perrin and Wilkinson, Assistants to the President Ballard and Wilkie.

Absent: Trustee Thompson.

1. Investment recommendations from Scudder, Stevens & Clark and Mr. George Cress as follows:

Investment  
recommendations

Forest Akers Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
Maturing:					
5,000	Ford Motor Credit Notes Due 1-31-72	\$ 100	\$ 5,000		
Recommend selling:					
437 shs.	NLT Corporation	34	14,858	\$ 210	1.4%
Recommend purchasing					
200 shs.	Bristol-Myers Co.	57	11,400	240	2.1%
Up to 160 shs.	Household Finance Corp.	52	8,320	192	2.3%

Forest Akers Golf Course Fund

Maturing:					
2,000	Ford Motor Credit Notes Due 1-31-72	100	2,000		
Recommend purchasing:					
2,000	Ford Motor Credit Notes Due 3-31-72	100	2,000		

Lee J. & Grace Ashley Scholarship Fund

Maturing:					
3,000	Ford Motor Credit Notes Due 1-31-72	100	3,000		
Recommend purchasing:					
3,000	Ford Motor Credit Notes Due 3-31-72	100	3,000		

Albert Case Fund

Maturing:					
10,000	Ford Motor Credit Notes Due 1-31-72	100	10,000		
Recommend selling:					
493 shs.	NLT Corporation	34	16,762	237	1.4%
Recommend purchasing:					
\$10,000	Ford Motor Credit Notes Due 3-31-72	100	10,000		
Up to 290 shs.	Bristol-Myers Co.	57	16,530	348	2.1%

Albert H. Case & S. A. Case Fund

Cash available			3,838		
Recommend selling:					
676 shs.	First National City Corp.	46	31,096	892	2.8%
Recommend purchasing:					
Up to 330 shs.	Bristol-Myers Co.	57	18,810	396	2.1%
300 shs.	Household Finance Corp.	52	15,600	360	2.3%

Investment  
recommendations

## 1. Scudder, Stevens &amp; Clark recommendations, continued

Consolidated Investment Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
Cash available			\$ 5,989		
Maturing:					
10,000	Ford Motor Credit Notes Due 1-31-72	\$ 100	10,000		
Recommend selling:					
1,000 shs.	First National City Corp.	46	46,000	\$ 1,320	2.8%
1,587 shs.	NLT Corporation	34	53,958	762	1.4%
Recommend purchasing:					
Up to					
1,000 shs.	Bristol-Myers Co.	57	57,000	1,200	2.1%
1,100 shs.	Household Finance Corp.	52	57,200	1,320	2.3%

John A. Hannah Professorships

Maturing:					
122,000	Ford Motor Credit Notes Due 1-31-72	100	122,000		
Recommend selling:					
1,431 shs.	NLT Corporation	34	48,654	686	1.4%
Recommend purchasing:					
122,000	Ford Motor Credit Notes Due 3-31-72	100	122,000		
Up to					
850 shs.	Bristol-Myers Co.	57	48,450	1,020	2.1%

Insurance Fund

Cash available			2,932		
Recommend selling:					
838 shs.	NLT Corporation	34	28,492	402	1.4%
Recommend purchasing:					
Up to					
550 shs.	Bristol-Myers Co.	57	31,350	660	2.1%

Jenison Fund

Cash available			2,202		
Maturing:					
56,000	Ford Motor Credit Notes Due 1-31-72	100	56,000		
Recommend selling:					
880 shs.	First National City Corp.	46	40,480	1,161	2.8%
1,432 shs.	NLT Corporation	34	48,688	687	1.4%
Recommend purchasing:					
55,000	Ford Motor Credit Notes Due 1-31-72	100	55,000		
Up to					
800 shs.	Bristol-Myers Co.	57	45,600	960	2.1%
900 shs.	Household Finance Corp.	52	46,800	1,080	2.3%

H. W. Klare & E. A. Klare Trust Fund

Maturing:					
\$58,000	Ford Motor Credit Notes Due 1-31-72	100	58,000		
Recommend purchasing:					
\$58,000	Ford Motor Credit Notes Due 3-31-72	100	58,000		

## Finance Committee Minutes, continued

January 20, 1972

## 1. Scudder, Stevens &amp; Clark recommendations, continued

Investment  
recommendationsRackham Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
Cash available			\$ 3,690		
Maturing:					
34,000	Ford Motor Credit Notes Due 1-31-72	\$ 100	34,000		
Recommend purchasing:					
37,000	Ford Motor Credit Notes Due 3-31-72	100	37,000		

Rackham Trust Reserve

Maturing:					
5,000	Ford Motor Credit Notes Due 1-31-72	100	5,000		
Recommend purchasing:					
5,000	Ford Motor Credit Notes Due 3-31-72	100	5,000		

Retirement Fund

Cash available			3,086		
January contribution			150,000		
Maturing:					
517,000	Ford Motor Credit Notes Due 1-31-72	100	517,000		
Recommend selling:					
3,540 shs.	First National City Corp.	46	162,840	\$4,672	2.8%
17,418 shs.	NLT Corporation	34	592,212	8,360	1.4%
Recommend purchasing:					
500,000	Ford Motor Credit Notes Due 3-31-72	100	500,000		
Up to					
8,000 shs.	Bristol-Myers Co.	57	456,000	9,600	2.1%
9,000 shs.	Household Finance Corp.	52	468,000	10,800	2.3%

Fred T. Russ

Cash available			1,124		
Recommend selling:					
452 shs.	First National City Corp.	46	20,792	596	2.8%
Recommend purchasing:					
Up to					
200 shs.	Bristol-Myers Co.	57	11,400	240	2.1%
200 shs.	Household Finance Corp.	52	10,400	240	2.3%

F. A. & E. G. Simonsen Scholarship Fund

Recommend selling:					
108 shs.	NLT Corporation	34	3,672	51	1.4%
Recommend purchasing:					
Up to					
64 shs.	Bristol-Myers Co.	57	3,648	77	2.1%

Skinner Fund

Recommend selling:					
230 shs.	NLT Corporation	34	7,820	110	1.4%
Recommend purchasing:					
Up to					
135 shs.	Bristol-Myers Co.	57	7,695	162	2.1%

Investment  
Recommendations

## 1. Scudder, Stevens &amp; Clark recommendations, continued

Spartan Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
Recommend selling:					
232 shs.	First National City Corp.	\$ 46	\$ 10,672	\$ 306	2.8%
240 shs.	NLT Corporation	34	8,160	115	1.4%

## Recommend purchasing:

Up to					
150 shs.	Bristol-Myers Co.	57	8,550	180	2.1%
200 shs.	Household Finance Corp.	52	10,400	240	2.3%

Ivan & Jean Wright Beneficiary Fund

## Recommend selling:

141 shs.	NLT Corporation	34	4,794	67	1.4%
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## Recommend purchasing:

Up to					
92 shs.	Household Finance Corp.	52	4,784	110	2.3%

Ivan Wright - Life Income Fund

## Maturing:

5,000	Ford Motor Credit Notes Due 1-31-72	100	5,000		
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## Recommend purchasing:

5,000	Ford Motor Credit Notes Due 3-31-72	100	5,000		
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Motion was made by Trustee Carrigan, seconded by Trustee Hartman, to approve the above investment recommendations. Unanimously carried.

Report by  
Detroit Bank &  
Trust Co. on  
investment  
transactions  
for Fee Trusts

## 2. The Detroit Bank &amp; Trust Co. has completed the following investment transactions for the appropriate Fee Trusts:

Harry A. Fee Trusts

Trust No. 20100 (The Board of Trustees must approve sales for this trust.)

<u>Now Hold</u>	<u>Buy</u>		<u>Approx. Market</u>	<u>Approx. Market Value</u>	<u>Est. Annual Income</u>
--	300 shs	International Tel. & Tel. Co. \$2.25 Ser N. conv. pfd.	64	\$19,200	\$ 675
--	200 shs	General Motors Corp. common	80	16,000	800
--	200 shs	Beneficial Corp. \$4.30 conv. pfd.	91	18,200	860
--	\$20,000	Georgia Pacific Corp. 5½% conv. deb. due 4-1-96	96	19,200	1,050
				\$72,600	\$3,385
<u>Sell</u>					
92	92 wts	American Tel. & Tel. Co. warrants	7	\$ 644	\$ -0-
1,000	1,000 shs	Kraftco Corp. common	41	41,000	1,700
400	200 shs	Whirlpool Corp. common	90	18,000	320
250	250 shs	Beneficial Corp. common	59	14,750	400
				\$74,394	\$2,420

Trust No. 21169 (The Board of Trustees must approve sales for this trust.)

Buy

--	600 shs	International Tel. & Tel. Co. \$2.25 Ser N conv. pfd.	64	\$38,400	\$1,350
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Sell

400	400 wts	American Tel. & Tel. Co. wts.	7	\$ 2,800	\$ -0-
600	600 shs	Beneficial Corp. common	59	35,400	960
				\$38,200	\$ 960

January 20, 1972

## 2. Detroit Bank &amp; Trust Co. investments, continued

Investment  
transactions  
for Fee TrustsJessie T. Fee Trust

Trust No. 22323 (The Detroit Bank & Trust Co. has sole investment authority for this trust; this is being presented to the Board for information purposes only.)

Now Hold	Buy		Approx. Market	Approx. Market Value	Est. Annual Income
--	600 shs	International Tel. & Tel. Co. \$2.25 Ser N. conv. pfd.	64	\$38,400	\$1,350
264	236 shs	Standard Oil Co. of New Jersey common	70	16,520	920
600	400 shs	Stanley Works common	30	12,000	320
500	500 shs	Union Camp Corp. common	34	17,000	500
				\$83,920	\$3,090
<u>Sell</u>					
58	58 wts	American Tel. & Tel. Co. warrants	7	\$ 406	\$ -0-
700	700 shs	Zenith Radio Corp. common	43	30,100	980
				\$30,506	\$ 980
	\$55,000	Commercial Paper		55,000	2,975
				\$85,506	\$3,955

It was recommended that this report be accepted by the Trustees.

On motion by Trustee Huff, seconded by Trustee Hartman, it was unanimously voted to accept the above report.

3. Development Fund Grants

- a. The MSU Development Fund has received \$885 as contributions in memory of Dr. L. M. Turk. It was requested by the Turk family that this money be invested and that the income be used for student awards in the Department of Crop and Soil Sciences. The recipients of the awards will be determined by the faculty of the department.

L. M. Turk  
Memorial Fund  
established

Based on this request, it was recommended that the Board of Trustees establish the Dr. L. M. Turk Memorial Fund to be placed in the consolidated investment group and be classified as a fund functioning as an endowment.

- b. The MSU Development Fund has received \$2,494.50 in memory of Dr. Julius Barbour.

It was requested by Mrs. Barbour that these funds be used for scholarships for students enrolled in the College of Human Medicine. She requested that an initial grant of \$494.50 be made, and that the remaining \$2,000 be invested with the income to be used for scholarships.

Julius Barbour  
Memorial  
Scholarship  
Fund established

It was recommended that the Board of Trustees approve the establishment of the Julius Barbour Memorial Scholarship Fund to be placed in the consolidated investment group and be classified as a fund functioning as an endowment.

On motion by Trustee Carrigan, seconded by Trustee Martin, it was unanimously voted to approve the above recommendations.

4. Report of Sale of StockSale of stock  
reported

- a. The 250 shares of Detroit Edison Company stock submitted with a gift and grant form for acceptance at the January 1972 Board meeting were sold on December 6, 1971 for a net amount of \$4,998.68. This stock was a gift from Henry L. Caulkins for scholarships for the Institute of Agricultural Technology.
- b. The 14 shares of Dow Chemical Company stock submitted with a gift and grant form for acceptance at the January 1972 Board meeting as a gift to the MSU Development Fund from Mr. and Mrs. John A. Church were sold on December 20, 1971 for a net amount of \$1,034.77.

On motion by Trustee Hartman, seconded by Trustee Merriman, it was unanimously voted to accept the above reports.

5. The Michigan Animal Breeders Cooperative and Michigan State University have over the past twenty-seven years developed a good working relationship. The first lease was executed in 1944 and in 1956 extended for an additional twenty-five years, to 1981. During this period, the Michigan Animal Breeders Cooperative has constructed facilities on the site to house bulls, as well as other facilities for laboratories and office space. Recently, the Cooperative constructed a small building to house a computer that will be used jointly by the Michigan Animal Breeders Cooperative and the Dairy Herd Improvement Association.

Mich. Animal  
Breeders Coop.  
lease extended  
to 1986



Mich. Animal  
Breeders Coop.  
Lease, cont.

5. Michigan Animal Breeders Cooperative Lease, continued

The Cooperative has requested that their lease be extended another five years, to 1986. Dean L. L. Boger, College of Agriculture and Natural Resources, has concurred in this request. Therefore, it was recommended that the current lease Michigan State University has with the Michigan Animal Breeders Cooperative be extended another five years to 1986.

Motion was made by Trustee Carrigan, seconded by Trustee Huff, to extend the Michigan Animal Breeders' lease until 1986. Motion carried by a vote of 6 to 0. Trustee Merriman asked to be recorded as not voting.

App in prin-  
ciple of addi-  
tion to Manly  
Miles Bldg. for  
Educational  
Inst of  
American Motel  
& Hotel Assoc.

6. Executive Vice President Breslin recommended that the Board of Trustees of Michigan State University accept the proposal of the Educational Institute of the American Motel and Hotel Association to develop a facility on the University campus.

On motion of Trustee Huff, seconded by Trustee Merriman, the Trustees unanimously approved in principle a new facility for the Educational Institute and asked that they be kept informed relative to the development of this facility. The Trustees further approved the development of an annex to the present Manly Miles Building if financial arrangements can be worked out and approval given by the Legislature.

Action re trans-  
fer of Pontiac  
Osteo. property  
reaffirmed

7. Executive Vice President Breslin and Trustees Huff and Merriman reported to the Trustees on recent negotiations with the MCOM Board and the North Oakland County Chamber of Commerce relative to the transfer of the Pontiac Osteopathic property to Michigan State University.

After a complete review of all the negotiations undertaken between the University and MCOM for the transfer of the Pontiac Osteopathic College property to the Board of Trustees of Michigan State University, on motion by Trustee Huff, seconded by Trustee Merriman, the Trustees unanimously reaffirmed their action of November 19, 1971 approving the proposed agreement for the transfer of the Pontiac Osteopathic property to the Board of Trustees for educational purposes without change. It was the unanimous feeling of the Board that the Pontiac property is not necessary for the full and complete development of the College of Osteopathic Medicine at Michigan State University.

Report re  
Governor's 2%  
budget  
reduction

8. President Wharton gave a brief report on action taken by the Administration to comply with the Governor's 2% budget reduction. He reviewed the earlier contingency plans which had been discussed at the special meeting in October and said the plan had been put into effect.

University  
liable for  
Unemployment  
Compensation  
payments  
effective  
Jan 1, 1972

9. Vice President Wilkinson reported that on January 1, 1972 the University became an employer liable for unemployment compensation payments in accordance with provisions of the Federal Employment Security Act Amendments of 1970, as implemented through the Michigan Employment Security Act Amendments of 1971.

Thereunder, all persons who perform service in the employ of the University are now in covered employment with the exception of any student who is enrolled and regularly attending classes at MSU, certain agricultural laborers and, generally, any high school student below the age of eighteen.

To be eligible to draw benefits, an unemployed former or laid-off MSU employee must have earned a minimum of fourteen credit weeks (a week in which earnings exceed \$25.00) in covered employment after January 1, 1972 with MSU or in some combination with another covered employer totaling at least fourteen weeks. Benefits range from \$16 to \$92 per week based upon family class and average weekly earnings. An eligible claimant may draw three weeks of benefits for every four weeks of covered employment within the 52-week period preceding the filing of a claim.

The precise dimensions of our immediate liability, unfortunately, are presently unknown, being in part dependent on definitions which must be supplied by the Federal Manpower Administration and the Michigan Employment Security Commission, both of which are subject to the interpretation of the Internal Revenue Service and the courts. It is estimated, however, that our liability for fiscal 1972-73 may exceed \$300,000 to the General Fund alone.

The University by law will be required to reimburse the State for all claims paid on its behalf and does not have the option to purchase insurance.

A Division of Unemployment Compensation has been established within the Office of the Comptroller to handle all claims and to advise the administration in the formulation of personnel policies as may be deemed necessary. In administering the program, the Unemployment Compensation Division has been directed to bear in mind that under no circumstances should attempts be made to deny a former employee's rights to benefits. Emphasis should instead be to identify problem areas and recommend programs to stabilize employment and thereby minimize unnecessary claims and needless expenditure of University funds.



10. President Wharton presented to the Board a list of names as possible recipients of the Trustees' Distinguished Citizen Award.

Stephen Nisbet and C. S. Mott nominated to receive Trustees' Dist. Citizen Awards

On motion of Trustee Merriman, seconded by Trustee Huff, it was unanimously voted that two (2) MSU Trustees' Distinguished Citizen Awards would be awarded annually and that the awards would be made during Michigan Week.

On motion by Trustee Stevens, seconded by Trustee Hartman, Mr. Stephen Nisbet was nominated as a recipient of the Trustees' Distinguished Citizen Award. Unanimously approved.

On motion by Trustee Carrigan, seconded by Trustee Huff, C. S. Mott was nominated as a second recipient. Unanimously approved. The Trustees agreed that if either person declined there would only be one award this year.

11. President Wharton recommended that honorary degrees be awarded as follows at winter commencement, March 12, 1972, and spring commencement, June 11, 1972.

Honorary Degrees Winter 1972 and Spring 1972

Winter Commencement

- Speaker - Vernon Jordan, Executive Director, National Urban League  
Alumnus - Francis E. Ferguson, President, Northwestern Mutual Life Insurance Co.  
Scholar or - Jorge Luis Borges, considered Latin America's foremost  
Scientist living author  
Public Life - William W. Keeler, Chairman and chief executive officer of  
or Business Phillips Petroleum Co.

Spring Commencement

- Speaker - Honorable Warren E. Burger, Chief Justice U. S. Supreme Court  
Alumnus - Russell G. Mawby, President, W. K. Kellogg Foundation  
Scholar or - Percy L. Julian, President, Julian Laboratories  
Scientist  
Public Life - Henry L. Caulkins, President, Waterways Navigation Co. of  
or Business Detroit

Motion was made by Trustee Stevens, seconded by Trustee Carrigan to approve the above recommendations. Unanimously carried.

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The meeting recessed at 8 p.m. Thursday evening and reconvened at 7 a.m. Friday morning, January 21. Present were Trustees Carrigan, Hartman, Huff, Martin, Merriman, and Stevens; President Wharton, Executive Vice President and Secretary Breslin, Provost Cantlon, Attorney Carr, Vice President Wilkinson, Assistant to the President Ballard; Gary Posner, Paul Rumpsa, and Stephen H. Terry from the Office of the Vice President of Business and Finance. Trustees Thompson and White were absent.

12. Vice President Wilkinson and Mr. William Broucek of the Ann Arbor Trust Co. presented the following plan for the refinancing of "balloon" payments for Trusts 5682 and 5683 effective March 1, 1972.

Approval plan for refinancing balloon payments for Trusts 5682 and 5683

Trust 5682 pledged the revenue from Holmes and Hubbard Halls, and it is necessary to refinance a debt retirement of \$4,250,000.

Trust 5683 pledged the revenue of Mason-Abbot, Yakeley-Gilchrist, and Landon Halls, and it is necessary to refinance \$2,005,000.

SUMMARY OF \$10,000,000  
MICHIGAN STATE UNIVERSITY  
HOUSING REVENUE AND REFUNDING BONDS OF 1972

1. Amount. \$10,000,000.00  
2. Dated. March 15, 1972  
3. Purpose  
a. Refund the forthcoming balloon payments on two term loans dated in April of 1965 and due in April of 1972.....\$6,255,000  
b. To free approximately \$600,000 of housing revenue in order to allow the University to begin funding its pension plan for employees in the self-liquidating area with this revenue. This can be accomplished by retiring in full the outstanding balances of three older bond issues.....\$2,930,000  
c. To provide funds for a Debt Service Reserve for this issue..... 815,000  
Total \$10,000,000

Trusts 5682  
and 5683, cont.

12. Trusts 5682 and 5683, continued

4. Security and Estimated Net Income. This issue would be secured by a pledge of the housing and dining net income from the following facilities:

<u>Security</u>	<u>6-30-71</u>	<u>Four Year Average</u>	<u>Estimate</u>
Holmes	\$ 421,000	\$ 373,000	\$ 370,000
Hubbard	329,000	326,000	325,000
Mason-Abbot	280,000	186,000	185,000
Yakeley-Gilchrist	32,000	70,000	50,000
Landon	53,000	47,000	45,000
Total	<u>\$1,115,000</u>	<u>\$1,002,000</u>	\$ 975,000
Investment Income			45,000
Total			<u>\$1,020,000</u>
Required Fixed Payment (5½%-20 years)			815,000
Estimated Excess			<u>\$ 205,000</u>
Coverage			1.25

5. Housing Net Income Freed for Pension Funding

	<u>6-30-70</u>	<u>6-30-71</u>	<u>Four Year Average</u>
176 Cherry Lane Apartments	\$ 72,000	\$103,000	\$ 97,000
104 Permanent Apartments	64,000	50,000	56,000
508 Spartan Village #1 Apts.	290,000	236,000	280,000
300 Spartan Village #2 Apts.	182,000	197,000	190,000
Total	<u>\$608,000</u>	<u>\$586,000</u>	<u>\$623,000</u>

6. Description. Serial bonds maturing on March 15, of each year beginning in 1973 and ending in 1992 (20 years). \$5,000.00 denominations; non-callable for 10 years; call premiums beginning at 103 in the 11th year.
7. Repair and Replacement Reserve Account. The issue calls for the establishment of a Repair and Replacement Reserve Account out of net income in excess of the Debt Service payments in amount up to \$100,000 per year or such portion thereof as is available, with the Reserve Account to be used by the University to cover unusual or extraordinary maintenance or repairs.
8. Principal Covenant. The Board agrees to set reasonable rules and regulations relative to the residence of single students to assure maximum occupancy of the facilities and charge room and board rates sufficient to produce the required net income.
9. Sale of Bonds. It is proposed that a negotiated sale of this issue take place with an underwriting group and/or institutional investors not later than February 15th.

On motion by Trustee Huff, seconded by Trustee Carrigan, it was unanimously voted to approve the above recommendation.

New contribu-  
tory retirement  
program approved  
in principle

13. Vice President Wilkinson, Assistant Vice President Stephen Terry, Comptroller Paul Rumpsa, and Director of Staff Benefits Gary Posner made a presentation before the Board of Trustees on a new contributory retirement program to replace the present University non-contributory retirement plan.

This program covers the benefits primarily of the labor and clerical-technical employees. It also covers a lesser number of faculty administrative-professional, and Cooperative Extension employees.

The basis of the plan is a TIAA-CREF employee contribution program, supported by a University contribution.

It was recommended to the Trustees that the plan be approved in principle and that the University Administration be directed to negotiate this plan with the appropriate employee groups. It was further recommended that the University Administration be authorized to develop the financial plans as outlined to the Trustees.

Motion was made by Trustee Hartman, seconded by Trustee Carrigan, to approve the proposed plan in principle, with the request that the Administration report back to the Trustees at a later time relative to developments. Motion carried by a vote of 5 to 1. Trustee Huff wanted to be recorded as not voting for the proposed new retirement program because he felt some of the cost of the program would be reflected in increased dormitory rates and perhaps increased student fees.

14. Dr. Larry Kleiner and Mr. Ed Beller presented to the Board of Trustees for their approval the program statement relative to the space needs for the departments that will be housed in Life Sciences II.

It was recommended that KMB Health Systems, Inc. be employed to assist the architects in developing a complete statement of the functional utilization of the Life Sciences II building and a space program in sufficient detail to allow architectural planning and design to proceed.

KMB Health  
Systems to be  
employed to  
assist in  
development of  
Life Sciences II

January 21, 1972

## 14. Plans for Life Sciences II, continued

Plans for  
Life Sci. II,  
cont.

It was further recommended that KMB Health Systems be retained to assist in the development of the federal grant application for this facility.

It was also recommended that KMB Health Systems be paid \$40,000 for the professional services required in the performance of this consulting work. In addition to the \$40,000, it was recommended that expenses for travel, telephone, copying, and report preparation be paid to KMB Health Systems in an amount not to exceed \$4,500. The total cost of this consulting work will be part of the total budget of Life Sciences II.

On motion by Trustee Huff, seconded by Trustee Carrigan, it was unanimously voted to approve the above recommendations.

15. Trustee Merriman reported that he had been contacted by the Detroit Edison Co. indicating that the state FFA convention, which for years has been held at Michigan State University, is going to Western Michigan University. They are transferring because Western Michigan has offered them a financial subsidy. Trustee Merriman felt that, long range, this would adversely affect this University because of this University's long-time connections with the agricultural interests of this state. Trustee Merriman also expressed concern for the duplication of other agricultural-related programs now being offered at other state-supported institutions.

FFA to be en-  
couraged to  
continue state  
convention at  
MSU

It was the unanimous feeling of the Board that the University should continue to encourage the state FFA conference to remain at Michigan State University, and the President indicated that he would discuss this matter with the appropriate University people at once. There seemed to be unanimous agreement on the part of the Trustees that financial support should be provided if this is necessary to retain the conference.

Adjourned.

MINUTES OF THE MEETING  
of the  
BOARD OF TRUSTEES  
January 21, 1972

Present: Trustees Carrigan, Hartman, Huff, Merriman, Stevens, and White; President Wharton, Executive Vice President and Secretary Breslin, Provost Cantlon, Vice President Wilkinson, Attorney Carr, Vice Presidents Muelder and Perrin, Assistant to the President Ballard.

Absent: Trustee Thompson.

The Board convened in the Board Room at 11:04 a.m. - President Wharton presiding.

On motion by Trustee Merriman, seconded by Trustee Martin, it was unanimously voted to approve the minutes of the November 19, 1971 meeting.

SPECIAL MISCELLANEOUS

1. President Wharton asked that item D-1, Committee on Domiciliary Determination, be deleted from the agenda. He explained that the Administration wishes to study further the legal and monetary implications of the proposed policy.

Item on Com-  
mittee on Domi-  
ciliary Deter-  
mination deleted  
from agenda

He also reported that Trustee Carrigan wished to add an item to the agenda regarding the difference in TIAA-CREF payments to men and women.

Motion was made by Trustee Carrigan, seconded by Trustee Merriman, to approve the agenda as revised. Unanimously carried.

2. Motion was made by Trustee Martin, seconded by Trustee Merriman, to approve the Finance minutes on the preceding pages. Unanimously carried.

A. PERSONNEL CHANGES

Resignations

Resignations

1. A. Jane Bower, Extension Home Economist, Alpena and Presque Isle Counties, effective December 15, 1971, to take a position affiliated with her church.
2. M. Charline Hatchett, Extension Specialist Consumer Marketing Information, effective January 14, 1972, to accept a position with the Kroger Company, Cincinnati, Ohio.
3. Michael J. Dalling, Research Associate, Biochemistry, effective December 3, 1971, to return to Australia.
4. Palghat N. S. Iyer, Research Associate, Biochemistry, effective January 28, 1972, to return to India.
5. Peter W. Spike, Assistant Professor, Dairy Science, effective April 30, 1972, to enter partnership with his father in a farming operation.

A. PERSONNEL CHANGES, continued

January 21, 1972

## Resignations

Resignations, continued

6. William T. Pizzi, Assistant Professor, Business Law and Office Administration, effective December 31, 1971, to accept a position as Assistant United States Attorney for the District of New Jersey.
7. Ellen K. Smitley, Instructor, Audiology and Speech Sciences, effective December 31, 1971, to take a position with a Lansing physician.
8. Richard A. M. Scott, Resident Coordinator, Department of Communication, effective December 15, 1971, to accept a position in Florida.
9. William H. Greene, Instructor, Teacher Education, effective February 9, 1972, to take a position at the University of Massachusetts.
10. John A. Quest, Research Associate, Pharmacology, effective December 31, 1971, to accept a position with the William H. Rorer Co.
11. Cancellation of appointment of Kenneth C. Ingham as Research Associate in Biophysics, effective January 1, 1972 through April 30, 1972.
12. George A. Thottappilly, Research Associate, Entomology, effective November 30, 1971, to accept a position in Canada.
13. Alexander Martin, Research Associate in Physics, effective December 31, 1971, to be reappointed as a temporary assistant professor.
14. Michael R. Felder, Research Associate, MSU/AEC Plant Research Laboratory, effective January 15, 1972, to accept a position at the University of South Carolina.
15. Neill D. Varner, Assistant Professor, Anatomy, effective December 31, 1971, to devote more time to personal business interests.
16. Cancellation of appointment of Eugene W. Friesen as Clinical Associate Professor, Family and Community Medicine, effective September 1, 1971 through August 31, 1972.
17. Thomas E. Nugent, Clinical Instructor, Family and Community Medicine, effective May 31, 1971, because of other commitments.
18. Cancellation of appointment of John T. Hinnant as Instructor, Anthropology and African Studies Center, and Dean of Social Science, effective September 16, 1971 through June 30, 1972, to be reappointed on a 10-month basis.
19. Robert E. Krebs, Instructor, Sociology, effective March 31, 1972, to complete dissertation.
20. Angela C. Elliston, Instructor, American Thought and Language, effective March 31, 1972, to complete dissertation.
21. Mary C. Rainey, Instructor, International Extension and Continuing Education, effective December 28, 1971, to take a position with the Asia Society of New York City.
22. Donald S. Biskin, Instructor, Center for Urban Affairs, effective December 31, 1971, to accept employment elsewhere.
23. George W. Logan, Instructor, Center for Urban Affairs, effective December 31, 1971, to be appointed as Assistant Professor subject to rules of tenure.
24. Gwendolyn G. Wade, Instructor, Center for Urban Affairs, effective October 31, 1971, because she is leaving the area.

Sabbatical  
LeavesLeaves--Sabbatical

1. Raleigh Barlowe, Professor, Resource Development, with full pay, from February 1, 1972 through July 31, 1972, to study and travel in the United States and Western Europe.
2. Barry E. Gross, Associate Professor, English, with half pay, from September 1, 1972 through August 31, 1973, to study in Europe.
3. Clyde E. Henson, Professor, English, with full pay, April 1, 1973 through June 30, 1973, to study in East Lansing and travel in Florence and Venice, Italy.
4. Alexander Murray, Assistant Professor, Music, with half pay, January 1, 1973 through June 30, 1973, to study in Johannesburg, South Africa.
5. William J. Callaghan, Professor and Chairman, Philosophy, with full pay, April 15, 1972 through October 15, 1972, to study and travel in the United States, England, and Italy.
6. Hal W. Hepler, Associate Professor, Business Law and Office Administration, with full pay, April 1, 1972 through June 30, 1972, to study in East Lansing.
7. Robert L. Blomstrom, Professor and Director, Hotel, Restaurant and Institutional Management, with full pay, from January 1, 1973 through June 30, 1973, to study in Tempe, Arizona.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Leaves--Sabbatical, continuedSabbatical  
Leaves

8. Gordon L. Thomas, Professor and Assistant Dean for Continuing Education, College of Communication Arts and Continuing Education, with full pay, from September 16, 1972 through December 15, 1972, to study and write in Europe.
9. Mary A. Gardner, Associate Professor, Journalism, with half pay, from September 1, 1972 through August 31, 1973, to study in East Lansing and travel in Latin America, India, Japan, and Sweden.
10. Harvey F. Clarizio, Associate Professor, Counseling, Personnel Services, and Educational Psychology, with full pay, from January 1, 1973 through June 30, 1973, to study in East Lansing and travel and study in Europe.
11. Dale V. Alam, Associate Professor, Secondary Education and Curriculum, with full pay, from January 1, 1973 through March 15, 1973, to study in Europe.
12. Merle C. Potter, Associate Professor, Mechanical Engineering, with full pay, from April 1, 1972 through June 30, 1972, to study at home.
13. Julius R. Hoffman, Professor of Entomology and Assistant Dean, College of Natural Science, with full pay, from February 1, 1972 through April 30, 1972, to study at the University of Amsterdam.
14. Aureal T. Cross, Professor, Geology and Botany and Plant Pathology, with half pay, from January 1, 1972 through June 30, 1972, to study in California and Mexico.
15. Philip Filner, Associate Professor, MSU/AEC Plant Research Laboratory and Biochemistry, with half pay, from March 1, 1972 through February 28, 1973, to study at the University of Copenhagen, Denmark.
16. Hans Kende, Professor, MSU/AEC Plant Research Laboratory and Botany and Plant Pathology, with half pay, August 1, 1972 through July 31, 1973, to study in Zurich, Switzerland.
17. Carl F. Frost, Professor, Psychology, with full pay, from April 1, 1972 through June 30, 1972, to study in East Lansing and Ann Arbor.
18. Jeanne E. Gullahorn, Associate Professor, Psychology, with half pay, from September 1, 1972 through August 31, 1973, to study in Wales, England.
19. Charles Hanley, Professor, Psychology, and Assistant Dean, College of Social Science, with full pay, from October 1, 1972 through December 31, 1972, to study and travel in East Lansing and the United States.
20. John T. Gullahorn, Professor, Sociology, and Computer Institute for Social Science Research, with half pay, from September 1, 1972 through August 31, 1973, to study in Wales.
21. J. Wilson Myers, Associate Professor, Humanities, with half pay, from September 1, 1972 through August 31, 1973, to travel and study in Europe.
22. David Klein, Professor, Social Science and Human Development, with half pay, from October 1, 1972 through March 31, 1973, to study and travel in Australia and New Zealand.
23. Vincent L. Lombardi, Associate Professor, Social Science, with half pay, from September 1, 1972 through August 31, 1973, to study and travel in Lansing and London.
24. Arvo E. Juola, Professor, Evaluation Services, with full pay, from March 16, 1972 through September 15, 1972, to study in East Lansing and travel in Europe.
25. Robert H. Davis, Professor, Psychology, Assistant Provost and Director, Instructional Development Service and Educational Development Program, with full pay, from April 15, 1972 through June 15, 1972, to study in Michigan Europe, and possibly the Far East.
26. Tamara Brunnschweiler, Bibliographer, Libraries, with full pay, from February 1, 1972 through April 30, 1972, to study in Germany.
27. John E. Nellor, Professor, Physiology, and Associate Vice President, Research Development, with full pay, from June 1, 1972 through August 31, 1972, to study in Europe.
28. Samuel A. Plyler, Associate Professor, College of Education and Counseling Center, with full pay, from March 16, 1972 through September 15, 1972, to study in East Lansing and Florida.
29. James D. Rust, Professor and Ombudsman, President's Office, with full pay, from June 15, 1972 through September 14, 1972, to study in East Lansing.



A. PERSONNEL CHANGES, continued

January 21, 1972

## Health Leaves

Leaves--Health

1. Fred J. Peabody, Associate Professor and Personnel Director, Cooperative Extension Service, with full pay, from December 27, 1971 through February 27, 1972.
2. Arden M. Peterson, Program Leader, 4-H Youth Programs, with full pay, from November 1, 1971 through November 30, 1971.
3. Clarence L. Munn, Professor and Chairman, Health, Physical Education and Recreation, and Director, Intercollegiate Athletics, with full pay, from January 16, 1972 through April 15, 1972.

## Military Leaves

Leaves--Military

1. Leonard A. Junker, Labor I, Poultry Science, without pay, from January 1, 1972 through June 30, 1972.
2. Ronald Reamer, Public Safety Officer, Protective Services, without pay, from November 6, 1971 through June 30, 1972.
3. Philip Davis, Kitchen Sanitation Technician, Health Center, without pay, from October 1, 1971 through June 30, 1972.

## Other Leaves

Leaves--Other

1. John W. Baker, County Extension Director, Gratiot County, with full pay, from January 1, 1972 through February 29, 1972, to study weather modification in Oklahoma, Texas, California, Colorado, Massachusetts, and Washington, D.C.
2. Luella D. Hamilton, Extension Home Economist, Manistee, Lake, and Mason Counties, without pay, from February 1, 1972 through February 23, 1972, to travel in Africa.
3. Mary E. Wahl, Extension Home Economist, Bay, Midland, and Saginaw Counties, without pay, from March 1, 1972 through August 31, 1972, for maternity reasons.
4. Merle L. Esmay, Professor, Agricultural Engineering, without pay, from January 10, 1972 through March 3, 1972, to study in South Korea.
5. Kirpal S. Sidhu, Research Associate, Dairy Science, without pay, from November 6, 1971 through November 19, 1971, to present seminars in home country of India.
6. William B. Hixson, Jr., Associate Professor, History, without pay, from May 1, 1972 through August 31, 1972, to study in London, England, and Arlington, Vermont.
7. Everett M. Rogers, Professor, Department of Communication, without pay, from December 16, 1971 through February 15, 1972, to travel in India, Taiwan, Philippines, Indonesia, and Iran.
8. N. Jean Enochs, Assistant Professor, Science and Mathematics Teaching Center, without pay, from January 1, 1972 through February 29, 1972, to study in Chicago.
9. Albert A. Blum, Professor, Labor and Industrial Relations and Multidisciplinary Majors Program, without pay, from March 20, 1972 through June 9, 1972, to study and conduct research in Tel-Aviv, Israel and Europe.

## Transfers and Changes in Assignment

Transfers and Changes in Assignment

Johne R. Criner

1. Change Mrs. Johne R. Criner, Extension Home Economist, Wayne and Oakland Counties, from 50% time at a salary of \$7,000 per year to 100% time at a salary of \$11,400 per year, effective January 1, 1972.

Archibald R. Johnson

2. Change of assignment for Archibald R. Johnson from Extension Agricultural Agent, Genesee County, to County Extension Director, Genesee County, with an increase in salary to \$16,000 per year on a 12-month basis, effective February 1, 1972.

William C. Kuechenmeister

3. Transfer William Charles Kuechenmeister from Extension 4-H Youth Agent at Large to Extension 4-H Youth Agent, Livingston, Ingham, and Eaton Counties effective January 1, 1972.

Marvin M. Preston

4. Change of assignment for Marvin M. Preston from Extension Agricultural Agent, Saginaw County, to Program Leader, 4-H Youth Programs, with an increase in salary to \$14,900 per year on a 12-months basis, effective March 1, 1972.

Elizabeth L. Wilson

5. Change Elizabeth L. Wilson, Extension Home Economist, Midland, Bay, and Saginaw Counties, from 60% time at a salary of \$6,000 per year to 100% time at a salary of \$10,000 per year on a 12-month basis, effective March 1, 1972 through August 31, 1972.

Eddie Su-En Chao

6. Change Eddie Su-En Chao, Research Associate, Crop and Soil Sciences, from 100% time at a salary of \$9,000 per year to 67% time at a salary of \$6,030 per year on a 12-month basis, effective January 4, 1972 through April 20, 1972.

Walter E. Gourlay

7. Dual assignment of Walter E. Gourlay, Assistant Professor, to History and the Asian Studies Center, effective January 1, 1972 through April 30, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Transfers and Changes in Assignment, continuedTransfers and  
Changes in  
Assignment

- |   |                     |
|---|---------------------|
| 8. Change sabbatical leave dates for John L. O'Donnell, Professor, Accounting and Financial Administration, from April 1, 1972 to June 30, 1972, to January 1, 1972 through June 30, 1972.  | John L.O'Donnell    |
| 9. Dual assignment of William A. Herzog, Assistant Professor, to the Department of Communication and the Dean of Communication Arts, effective January 1, 1972.   | William A. Herzog   |
| 10. Change of assignment for William Sweetland, Professor, from Teacher Education and Administration and Higher Education, to Administration and Higher Education only, effective September 1, 1971.  | William Sweetland   |
| 11. Change terms of sabbatical leave for John F. Vinsonhaler, Professor, Counseling, Personnel Services and Educational Psychology and Learning Systems Institute, from sabbatical leave, full pay, from January 1, 1972 through June 30, 1972, to sabbatical leave, half pay, from July 1, 1972 through June 30, 1973.   | John F. Vinsonhaler |
| 12. Additional assignment as Coordinator, Experimental Reading Program, for Carolyn L. Farquhar, Instructor, Mott Institute for Community Improvement effective September 1, 1971 through August 31, 1972.  | Carolyn L. Farquhar |
| 13. Dual assignment of Bettye L. Jennings, Assistant Professor, to the Mott Institute for Community Improvement and Counseling, Personnel Services, and Educational Psychology, effective December 1, 1971 through August 31, 1972.   | Bettye L. Jennings  |
| 14. Change William Greene, Instructor, Teacher Education, from 100% time at a salary of \$8,800 per year to 60% time at a salary of \$5,280 per year on a 10-month basis, effective January 1, 1972 through August 31, 1972.  | William Greene      |
| 15. Terminate Acting Chairmanship of Metallurgy, Mechanics, and Materials Science as of August 31, 1972 for Robert W. Summitt, Associate Professor, Metallurgy, Mechanics, and Materials Science.   | Robert W. Summitt   |
| 16. Change Kathryn Cole, Instructor, Family and Child Sciences, from 50% time at a salary of \$4,150 to 100% time at a salary of \$8,300 per year on a 10-month basis, effective January 1, 1972 through April 30, 1972.  | Kathryn Cole        |
| 17. Change beginning date of appointment of J. Ian Gray as Research Associate, Food Science and Human Nutrition, from December 1, 1971 to January 1, 1972.  | J. Ian Gray         |
| 18. Appointment of Laurence G. Harmon, Professor, as Associate Chairman of Food Science and Human Nutrition, effective January 21, 1972.  | Laurence G. Harmon  |
| 19. Change Thomas E. Young, Instructor, Human Environment and Design, from 50% time at a salary of \$450 per month to 100% time at a salary of \$900 per month, effective January 1, 1972 through June 30, 1972.  | Thomas E. Young     |
| 20. Dual assignment of Richard J. Ball, Research Associate, to Psychology and Elementary and Special Education and change from 20% time at a salary of \$339.25 per month to 33% time at a salary of \$539.25 per month, effective January 1, 1972 through March 31, 1972.  | Richard J. Ball     |
| 21. Change John H. McNamara, Associate Professor, Criminal Justice, from a 10-month basis at a salary of \$18,100 per year to a 12-month basis at a salary of \$22,625 per year, effective January 1, 1972 through December 31, 1972.   | John H. McNamara    |
| 22. Dual assignment of Jacqueline Brophy, Associate Professor, to Labor and Industrial Relations and James Madison College, effective April 1, 1972 through June 30, 1972.  | Jacqueline Brophy   |
| 23. Change Ronald J. Peters, Instructor, Labor and Industrial Relations, from a temporary to a regular appointment subject to tenure rules, effective September 1, 1971.  | Ronald J. Peters    |
| 24. Additional assignment to the Computer Laboratory for Tom W. Carroll, Assistant Professor, Computer Institute for Social Science Research and Agricultural Economics, effective September 1, 1971.   | Tom W. Carroll      |
| 25. Change of assignment for Richard W. Pomeroy, Associate Professor, from the Department of Medicine to the Department of Surgery, effective January 1, 1972 through June 30, 1972.  | Richard W. Pomeroy  |
| 26. Change of assignment for Hilliard Jason from Professor, Human Learning Research Institute and Psychiatry and Professor and Director, Medical Education Research and Development to Professor, Counseling Personnel Services and Educational Psychology and Psychiatry and Professor and Director, Medical Education Research and Development, effective December 1, 1971. | Hilliard Jason      |
| 27. Dual assignment of G. Peter Lyman, Instructor, to James Madison College and Department of Sociology effective March 1, 1972 through June 30, 1972.  | G. Peter Lyman      |
| 28. For Nancy J. Marshall, Assistant Professor:   | Nancy J. Marshall   |
| a. Change from temporary to regular appointment subject to tenure rules effective January 1, 1970;  |                     |
| b. Dual assignment to James Madison College and Multidisciplinary Major Program, effective January 1, 1970 through August 31, 1973.   |                     |



## A. PERSONNEL CHANGES, continued

January 21, 1972

Transfers and Changes in Assignment, continuedTransfers and  
Changes in  
Assignment

- James L. Goatley
- Karen Hills
- Ashraf El-Bayoumi
- Robert H. Wasserman
- Marco P. Fontana
- Donald M. Patterson
- Truman O. Woodruff
- Wolfgang D. Bauer
- Teh Chien Shen
- Loren L. Hatch
- Joseph Patterson
- Edgar E. Knoebel
- Roy T. Matthews
- Dan Preston
- Robert M. Corwin
- Edward D. Devereux
- Mary M. Thompson
- Adelbert C. Jones
- Krishna Kumar
- David L. Armstrong
- John Ferris
- William Haley
- Marvin L. Hayenga
29. Dual assignment of James L. Goatley, Professor, to Justin Morrill College and the Provost's Office, effective January 1, 1972 through April 30, 1972.
  30. Change Karen Hills, Assistant Professor, Briggs College, from 50% time at a salary of \$4,000 to 75% time at a salary of \$5,025 for the period September 1, 1971 through March 31, 1972.
  31. Cancel leave, no pay, from January 1, 1972 through April 30, 1972 for Ashraf El-Bayoumi, Associate Professor, Biophysics.
  32. Change terms of leave for Robert H. Wasserman, Professor, Mathematics, from leave, half pay, to leave, full pay, from September 1, 1971 through December 31, 1971.
  33. Change beginning date of appointment of Marco P. Fontana as Assistant Professor of Physics from January 1, 1972 to September 1, 1972.
  34. Change beginning date of appointment of Donald M. Patterson as Research Associate, Physics-Cyclotron, from November 1, 1971 to February 1, 1972.
  35. Designation of Truman O. Woodruff, Professor, as Acting Chairman of Physics, with a change from a 10-month basis at a salary of \$25,600 to a 12-month basis, at a salary of \$33,200 per year, effective January 1, 1972 through December 31, 1972.
  36. Change beginning date of appointment of Wolfgang D. Bauer as Research Associate, MSU/AEC Plant Research Laboratory, from November 16, 1971 to December 1, 1971.
  37. For Teh Chien Shen, Research Associate, MSU/AEC Plant Research Laboratory:
    - a. Change from 20% time at a salary of \$166.67 per month to 40% time at a salary of \$333.34 per month;
    - b. Change ending date of appointment from May 31, 1972 to April 30, 1972.
  38. Dual assignment of Loren L. Hatch, Staff Physician, AP-X, MSU Health Center, as Clinical Assistant Professor, Family and Community Medicine, effective September 1, 1971 through August 31, 1972.
  39. Change beginning date of appointment of Joseph Patterson as Professor, Family and Community Medicine, from December 1, 1971 to January 1, 1972.
  40. Dual assignment of Edgar E. Knoebel, Associate Professor, to Humanities and History, effective January 1, 1972 through April 30, 1972.
  41. Dual assignment of Roy T. Matthews, Associate Professor, to Humanities and History, effective January 1, 1972 through April 30, 1972.
  42. Additional title of Director of Learning Resources Center for Dan Preston, Instructor, Evaluation Services, with an increase in salary to \$11,000 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
  43. Change for Robert M. Corwin, Assistant Professor, Microbiology and Public Health, from 75% time at a salary of \$10,900 per year to 25% time at a salary of \$3,634 per year on a 10-month basis, effective January 1, 1972.
  44. Payment of \$1,150 in addition to retirement pay for the period May 18, 1971 through November 30, 1971, for Edward D. Devereux, Professor Emeritus.
  45. Change from a temporary to regular appointment subject to tenure rules for Mary M. Thompson, Associate Professor, Institutional Research and Associate Director, Honors College, effective September 1, 1971.
  46. Change Adelbert C. Jones from Assistant Director for Community Development to Specialist, Center for Urban Affairs, effective January 1, 1972.
  47. Dual assignment of Krishna Kumar, Instructor, to Center for Urban Affairs and Sociology, with a change from 75% time at a salary of \$606.25 per month to 100% time at a salary of \$808.33 per month, effective January 1, 1972 through June 30, 1972.
  48. Assignment of David L. Armstrong, Professor, Agricultural Economics, and Assistant Dean and Director of Resident Instruction, College of Agriculture and Natural Resources, to the Overseas Kellogg Young Farmer Training Program at an overseas salary of \$25,300 per year on a 12-month basis, effective January 18, 1972 through February 21, 1972.
  49. Assignment of John Ferris, Professor, Agricultural Economics, to the Overseas-Korea Program at an overseas salary of \$23,100 per year on a 12-month basis, effective October 27, 1971 through November 30, 1971.
  50. Assignment of William Haley, Assistant Professor, Agricultural Economics, to the Overseas-Korea Program at an overseas salary of \$17,050 per year on a 12-month basis, effective September 14, 1971 through October 23, 1971.
  51. Assignment of Marvin L. Hayenga, Assistant Professor, Agricultural Economics to the Overseas-Korea Program at an overseas salary of \$18,150 per year on a 12-month basis, effective November 21, 1971 through December 26, 1971.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Transfers and Changes in Assignment, continuedTransfers and  
Changes in  
Assignment

- |   |                     |
|---|---------------------|
| 52. Assignment of Leonard R. Kyle, Professor, Agricultural Economics, to the Overseas-Korea Program at an overseas salary of \$22,550 per year on a 12-month basis, effective January 1, 1972 through February 5, 1972.   | Leonard R. Kyle     |
| 53. Assignment of Henry E. Larzelere, Professor, Agricultural Economics, to the Overseas-Korea Program at an overseas salary of \$20,900 per year on a 12-month basis, effective October 28, 1971 through November 30, 1971.  | Henry E. Larzelere  |
| 54. Assignment of Lawrence W. Libby, Assistant Professor, Agricultural Economics, to the Overseas-Korea Program at an overseas salary of \$17,600 per year on a 12-month basis effective December 29, 1971 through February 4, 1972.  | Lawrence W. Libby   |
| 55. Assignment of Karl T. Wright, Professor, Agricultural Economics, to the Overseas-Korea Program at an overseas salary of \$21,670 per year on a 12-month basis, effective August 30, 1970 through January 1, 1972.   | Karl T. Wright      |
| 56. Assignment of Mason E. Miller, Associate Professor, Agriculture and Natural Resources Education Institute, to the Overseas-Korea Program at an overseas salary of \$21,780 per year on a 12-month basis, effective January 7, 1972 through February 6, 1972.  | Mason E. Miller     |
| 57. Change of assignment for Harry L. Case from Professor, Institute for International Studies in Education to Professor and Senior Consultant, Midwest Universities Consortium for International Activities, and Coordinator, Turkey Project, Institute for International Studies in Education, effective September 15, 1971.  | Harry L. Case       |
| 58. Change of assignment for Charles Keith Grotz from Assistant Professor and Acting Director, Labor and Industrial Relations, and Assistant Professor, Administration and Higher Education, to Assistant Professor, Labor and Industrial Relations and Administration and Higher Education, and Assistant Vice President for Personnel and Employee Relations, Office of the Executive Vice President and Secretary, with an increase in salary to \$23,000 per year on a 12-month basis, effective January 1, 1972. | Charles Keith Grotz |
| 59. Change of title for John E. Nellor from Professor, Physiology and Assistant Vice President, Research Development, to Professor, Physiology, and Associate Vice President, Research Development, effective January 1, 1972.  | John E. Nellor      |
| 60. Dual assignment of Arnold S. Berkman, Assistant Professor, to the Counseling Center and Psychiatry, effective November 1, 1971.   | Arnold S. Berkman   |
| 61. Dual assignment of Samuel A. Plyler, Associate Professor, to the Counseling Center and Counseling, Personnel Services and Educational Psychology, effective September 1, 1971 through June 30, 1972.  | Samuel A. Plyler    |
| 62. Change for Senga Kaye Knupp, Instructor and Assistant Director, Intramural Sports and Recreation Services, from a temporary to a regular appointment subject to tenure rules, effective September 1, 1971.  | Senga Kaye Knupp    |
| 63. Change of status for Paul A. Schurman from Meat Laboratory Technician IX to Meat Laboratory Manager AP-II, Animal Husbandry, with an increase in salary to \$10,000 per year on a 12-month basis, effective December 1, 1971.   | Paul A. Schurman    |
| 64. Change of status for Dean Franklin from Computer Operator IX to Shift Supervisor AP-I, Computer Laboratory, with an increase in salary to \$9,025 per year on a 12-month basis, effective November 1, 1971.   | Dean Franklin       |
| 65. Change of status for Steven L. Huyser from Computer Operator VIII to Assistant User Liaison Manager AP-I, Computer Laboratory, with an increase in salary to \$8,840 per year on a 12-month basis, effective January 1, 1972.   | Steven L. Huyser    |
| 66. Change of status for Richard Au from Scientific Computer Systems Programmer AP-V to Cyclotron Nuclear Data Manager AP-VI, Physics-Cyclotron, with an increase in salary to \$15,000 per year on a 12-month basis, effective January 1, 1972.  | Richard Au          |
| 67. Change of status for William J. Harder from Electronics Supervisor XXV to Assistant Cyclotron Electronics Engineer AP-III, Physics-Cyclotron, with an increase in salary to \$11,400 per year on a 12-month basis, effective January 1, 1972.   | William J. Harder   |
| 68. Change of status for Timothy C. Skubick, Producer-Correspondent, TV Broadcasting, from an AP-III to an AP-IV position with an increase in salary to \$11,600 per year on a 12-month basis, effective December 1, 1971.  | Timothy C. Skubick  |
| 69. Change of status for Donald Holmes, Specialist, Law Enforcement; Highway Traffic Safety Center, from an AP-VII to an AP-VIII position with an increase in salary to \$15,500 per year on a 12-month basis, effective February 1, 1972.  | Donald Holmes       |
| 70. Transfer Robert Maurovich from Hall Director, Residence Halls, at a salary of \$7,500 per year on a 10-month basis to Director of Orientation AP-III, Admissions and Scholarships, 50% time, at a salary of \$6,250 per year on a 12-month basis, effective January 1, 1972 through January 31, 1972, and change to 100% time at a salary of \$12,500 per year on a 12-month basis, effective February 1, 1972.   | Robert Maurovich    |

## A. PERSONNEL CHANGES, continued

January 21, 1972

Transfers and Changes in Assignment, continuedTransfers and  
Changes in  
AssignmentCharles E.  
GarrisonL. Michael  
SmithAndrew P.  
ConnerJimmy L.  
RobinsonMark E.  
Rosenhaft

Gail P. Morris

Don A.  
ChristensenPatricia T.  
GrauerBarbara R.  
McIntosh

Salary Changes

71. Reinstate Charles E. Garrison from military service and transfer from Clerk IV, Kellogg Center, to Garage Supervisor AP-V, Campus Bus System at a salary of \$13,200 per year on a 12-month basis, effective January 1, 1972.
72. Transfer L. Michael Smith from Assistant Director AP-III, Financial Aids, to Supervisor, Unemployment Claims Control Division, AP-V, Comptroller's Office with an increase in salary to \$13,200 per year on a 12-month basis, effective November 29, 1971.
73. Change of status for Andrew P. Conner from Analyst AP-V to Senior Analyst-Procedures AP-VI, Physical Plant, with an increase in salary to \$14,200 per year on a 12-month basis, effective February 1, 1972.
74. Transfer Jimmy L. Robinson from Senior Food Supervisor IX Holden Cafe. to Employment Specialist and Equal Employment Coordinator AP-III, Personnel Office with an increase in salary to \$10,000 per year on a 12-month basis, effective December 20, 1971.
75. Transfer Mark E. Rosenhaft from Specialist, Resident Instruction, Agricultural Experiment Station to Director, Waste Control Authority AP-VIII, Executive Vice President and Secretary, with an increase in salary to \$18,000 per year on a 12-month basis, effective January 17, 1972.
76. Transfer Gail P. Morris from Assistant News Editor AP-III, Information Services, to Assistant Director AP-VI, Placement Bureau, with an increase in salary to \$12,680 per year, effective January 1, 1972.
77. Change of status for Don A. Christensen, Extension Agricultural Editor, Cooperative Extension Service and Information Services, from an AP-V to an AP-VI, with an increase in salary to \$13,000 per year on a 12-month basis, effective December 1, 1971.
78. Change of status for Patricia T. Grauer, Assistant News Editor, Information Services, from AP-I to AP-II, with an increase in salary to \$9,400 per year on a 12-month basis, effective January 5, 1972.
79. Change of status for Barbara R. McIntosh, Assistant Editor, Information Services, from AP-III to AP-IV with an increase in salary to \$10,600 per year, effective January 1, 1972.

Salary Changes

1. Increase in salary for Lawrence W. Stebbins, County Extension Director, Ottawa County, to \$16,600 per year on a 12-month basis, effective September 15, 1971.
2. Increase in salary for Dwight F. Kampe, Instructor, Agricultural Engineering, to \$1,300 per month, effective November 16, 1971 through March 15, 1972.
3. Increase in salary for Fred V. Nurnberger, Instructor, Agricultural Engineering, to \$11,100 per year on a 12-month basis, effective November 16, 1971 through June 30, 1972.
4. Increase in salary for Hie Ping Beall, Research Associate, Biochemistry, to \$8,970 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
5. Increase in salary for Harvey R. Knull, Research Associate, Biochemistry, to \$8,440 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
6. Increase in salary for Amos Blumenfeld, Research Associate, Horticulture, to \$7,800 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
7. Increase in salary for Ryszard Rudnicki, Research Associate, Horticulture, to \$5,275 per year on a 12-month basis, effective November 16, 1971 through February 29, 1972.
8. Increase in salary for Robert A. Bartol, Instructor, Russian and East European Studies Program, to \$475 per month effective November 16, 1971 through June 30, 1972.
9. Increase in salary for Dale A. Vorderlandwehr, Instructor, Economics, to \$13,200 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
10. Increase in salary for Lois A. Bader, Assistant Professor, Elementary and Special Education, to \$12,660 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
11. Increase in salary for Nancy Allan Carlson, Instructor, Elementary and Special Education, to \$9,500 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
12. Increase in salary for Arline S. Johns, Instructor, Elementary and Special Education and Mott Institute for Community Improvement, to \$11,600 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
13. Increase in salary for Berneth McKercher, Instructor, Elementary and Special Education, to \$8,230 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Salary Changes, continued

Salary Changes

14. Increase in salary for Carolyn L. Farquhar, Instructor-Coordinator, Experimental Reading Program, Mott Institute for Community Improvement, to \$13,315 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
15. Increase in salary for William E. Mellon, Instructor, Elementary and Special Education to \$14,245 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
16. Increase in salary for Maxwell J. Moore, Instructor, Elementary and Special Education, to \$11,600 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
17. Increase in salary for Jacquelyn R. Nickerson, Specialist, Elementary and Special Education, and Mott Institute for Community Improvement, to \$12,660 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
18. Increase in salary for Daniel H. Williams, Instructor, Elementary and Special Education, to \$6,330 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
19. Increase in salary for Sue A. Yovanovich, Instructor, Elementary and Special Education, to \$11,600 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
20. Increase in salary for Adele Emmer, Instructor, Student Teaching, to \$5,065 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
21. Increase in salary for Alice N. Fiesselmann, Instructor, Student Teaching, to \$4,220 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
22. Increase in salary for Wilma L. Gillespie, Instructor, Student Teaching, to \$7,915 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
23. Increase in salary for Laura Miller, Instructor, Student Teaching, to \$4,325 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
24. Increase in salary for William J. Price, Instructor, Student Teaching, to \$12,660 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
25. Increase in salary for Nancy Anne Reed, Instructor, Student Teaching, to \$4,540 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
26. Increase in salary for Mary Ann Robinson, Instructor, Student Teaching, to \$3,800 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
27. Increase in salary for Irene E. Schultz, Instructor, Student Teaching, to \$7,915 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
28. Increase in salary for Anne Blanding, Instructor, Teacher Education, to \$3,480 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
29. Increase in salary for Betty Jane Cantino, Instructor, Teacher Education, to \$3,060 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
30. Increase in salary for Elizabeth R. Cobb, Instructor, Teacher Education, to \$3,480 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
31. Increase in salary for Louise H. D'Amelio, Instructor, Teacher Education, to \$3,480 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
32. Increase in salary for Virginia M. Follette, Instructor, Teacher Education, to \$3,270 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
33. Increase in salary for Patricia J. Linton, Instructor, Teacher Education, to \$3,480 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
34. Increase in salary for Ruth E. Martin, Instructor, Teacher Education, to \$3,060 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
35. Increase in salary for Jane E. Payne, Instructor, Teacher Education, to \$2,640 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
36. Increase in salary for Kathryn Sue Smith, Instructor, Teacher Education, to \$2,850 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
37. Increase in salary for Marian O. Tesar, Instructor, Teacher Education, to \$2,850 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
38. Increase in salary for Marcia L. Thomas, Instructor, Teacher Education, to \$3,060 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.



A. PERSONNEL CHANGES, continued

January 21, 1972

## Salary Changes

Salary Changes, continued

39. Increase in salary for Caroline Wainright, Instructor, Teacher Education, to \$3,270 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
40. Increase in salary for Carleton W. Hoffman, Instructor-Coordinator, Mott Institute for Community Improvement, to \$12,660 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
41. Increase in salary for Bettye L. Jennings, Assistant Professor, Mott Institute for Community Improvement, and Counseling, Personnel Services, and Educational Psychology, to \$14,770 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
42. Increase in salary for Elaine Weber, Instructor, Mott Institute for Community Improvement, to \$13,315 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
43. Increase in salary for Norma Jean Champion, Instructor, Family and Child Sciences, to \$9,600 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
44. Increase in salary for Eileen M. Earhart, Assistant Professor, Family and Child Sciences, to \$12,340 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
45. Increase in salary for Eleanor Morrison, Instructor, Family and Child Sciences, to \$5,430 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
46. Increase in salary for Richard A. Hoffman, Instructor, Human Environment and Design, to \$422 per month on a 10-month basis, effective November 16, 1971 through June 30, 1972.
47. Increase in salary for Marlene Kay Wamhoff, Instructor, Human Environment and Design, to \$348.25 per month, 50% time, effective November 16, 1971 through December 31, 1971.
48. Increase in salary for Marlene Kay Wamhoff, Instructor, Human Environment and Design, to \$738.33 per month, 75% time, effective January 1, 1972 through June 30, 1972.
49. Increase in salary for Charles W. Given, Assistant Professor, Health Services Education and Research, to \$13,400 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
50. Increase in salary for James G. Lyon, Assistant Professor and Project Director, Health Services Education and Research, to \$17,935 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
51. Increase in salary for Geoffrey W. Gates, Instructor, Lyman Briggs College, Engineering, and Computer Science, to \$8,440 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
52. Increase in salary for Wilma N. Bradley, Instructor, Chemistry, to \$984.67 per month, effective November 16, 1971 through June 15, 1972.
53. Increase in salary for Linda J. Cline, Assistant Professor, Chemistry, to \$11,100 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
54. Increase in salary for Kenneth J. Coskran, Assistant Professor, Chemistry, to \$1,171.10 per month, effective November 16, 1971 through June 30, 1972.
55. Increase in salary for George Su, Research Associate, Entomology, to \$7,900 per year on a 12-month basis, effective November 16, 1971 through August 31, 1972.
56. Increase in salary for Bang-yen Chen, Research Associate, Mathematics, to \$11,000 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
57. Increase in salary for Shui-Nee Chow, Research Associate, Mathematics, to \$11,000 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
58. Increase in salary for David M. Foster, Research Associate, Mathematics, to \$11,000 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
59. Increase in salary for Edwin H. Kaufman, Assistant Professor, Mathematics, to \$11,100 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
60. Increase in salary for Shlomo Libeskind, Assistant Professor, Mathematics, to \$11,605 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
61. Increase in salary for Gerald W. McCollum, Assistant Professor, Mathematics, to \$11,605 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
62. Increase in salary for Steven Takiff, Research Associate, Mathematics, to \$11,000 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Salary Changes, continued

## Salary Changes

63. Increase in salary for Joseph Zaks, Assistant Professor, Mathematics, to \$12,150 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
64. Increase in salary for Benedict Oh, Research Associate, Physics, to \$11,820 per year on a 12-month basis, effective November 16, 1971 through December 15, 1972.
65. Increase in salary for Robert Ballard, Instructor, Statistics and Probability, to \$354.50 per month, effective November 16, 1971 through June 30, 1972.
66. Increase in salary for Elaine V. Cowen, Instructor, Statistics and Probability, to \$820.33 per month, effective November 16, 1971 through December 15, 1971.
67. Increase in salary for Roslyn Vinnik, Instructor, Statistics and Probability, to \$703.33 per month, effective November 16, 1971 through December 15, 1971.
68. Increase in salary for James F. Haney, Research Associate, Kellogg Biological Station, to \$10,500 per year on a 12-month basis, effective November 16, 1971 through September 15, 1972.
69. Increase in salary for Robert A. B. Keates, Research Associate, MSU/AEC Plant Research Laboratory, to \$2,680 per year on a 12-month basis, effective November 16, 1971 through September 30, 1972.
70. Increase in salary for John Porter, Research Associate, MSU/AEC Plant Research Laboratory, to \$9,495 per year on a 12-month basis, effective November 16, 1971 through September 30, 1972.
71. Increase in salary for James D. Ross, Research Associate, MSU/AEC Plant Research Laboratory, to \$9,495 per year on a 12-month basis, effective November 16, 1971 through September 30, 1972.
72. Increase in salary for Martha A. Karson, Assistant Professor, Psychology, to \$499.68 per month, effective November 16, 1971 through August 31, 1972.
73. Increase in salary for Ruth S. Hamilton, Assistant Professor, Sociology, African Studies Center, and Center for Urban Affairs, to \$15,450 per year on a 10-month basis, effective September 1, 1971 through August 31, 1972.
74. Increase in salary for Charles Hoffer, Professor Emeritus, Sociology, to \$527.50 per month, effective November 16, 1971 through June 30, 1972.
75. Increase in salary for Marjorie K. Winters, Instructor, African Studies Center, to \$874.53 per month, effective November 16, 1971 through June 30, 1972.
76. Increase in salary for Pauline Adams, Instructor, American Thought and Language, to \$797.37 per month, effective November 16, 1971 through June 30, 1972.
77. Increase in salary for Ethel Campbell, Instructor, American Thought and Language, to \$719.58 per month, effective November 16, 1971 through June 30, 1972.
78. Increase in salary for Patricia Eldredge, Instructor, American Thought and Language, to \$759.67 per month, effective November 16, 1971 through December 15, 1971.
79. Increase in salary for Angela Elliston, Instructor, American Thought and Language, to \$775.16 per month, effective November 16, 1971 through June 30, 1972.
80. Increase in salary for Jane Featherstone, Instructor and Director of Comprehensive English, American Thought and Language, to \$1,166.17 per month, effective January 1, 1972 through June 30, 1972.
81. Increase in salary for Helen L. Ferle, Instructor, American Thought and Language, to \$797.37 per month, effective November 16, 1971 through June 30, 1972.
82. Increase in salary for Anne Fisher, Instructor, American Thought and Language, to \$771.67 per month, effective November 16, 1971 through December 15, 1971.
83. Increase in salary for Marjorie Goodell, Instructor, American Thought and Language, to \$775.16 per month, effective November 16, 1971 through June 30, 1972.
84. Increase in salary for Barbara Hurrell, Instructor, American Thought and Language, to \$534.21 per month, effective November 16, 1971 through June 30, 1972.
85. Increase in salary for Beulah Monaghan, Instructor, American Thought and Language, to \$775.16 per month, effective November 16, 1971 through June 30, 1972.
86. Increase in salary for Jean Myers, Instructor, American Thought and Language, to \$771.67 per month, effective November 16, 1971 through December 15, 1971.
87. Increase in salary for James Nevels, Instructor, American Thought and Language, to \$683.60 per month, effective November 16, 1971 through June 30, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

## Salary Changes

Salary Changes, continued

88. Increase in salary for Esther Reed, Instructor, American Thought and Language, to \$562.67 per month, effective November 16, 1971 through December 15, 1971.
89. Increase in salary for Madelyn Schuiteman, Instructor, American Thought and Language, to \$771.67 per month, effective November 16, 1971 through December 15, 1971.
90. Increase in salary for Margaret Smith, Instructor, American Thought and Language, to \$771.67 per month, effective November 16, 1971 through December 15, 1971.
91. Increase in salary for Emma Thornton, Instructor, American Thought and Language, to \$797.37 per month, effective November 16, 1971 through June 30, 1972.
92. Increase in salary for Arnella Turner, Instructor, American Thought and Language, to \$775.16 per month, effective November 16, 1971 through June 30, 1972.
93. Increase in salary for Marguerite White, Instructor, American Thought and Language, to \$776.77 per month, effective November 16, 1971 through March 31, 1972.
94. Increase in salary for Ronald D. Means, Instructor, Humanities, to \$7,600 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
95. Increase in salary for Frances L. Schattenberg, Instructor, Humanities, to \$5,275 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
96. Increase in salary for Carol S. Wainright, Instructor, Humanities, to \$7,900 per year on a 10-month basis, effective November 16, 1971 through August 31, 1972.
97. Increase in salary for Harold H. Haller, Instructor, Social Science, to \$978.95 per month, effective November 16, 1971 through June 30, 1972.
98. Increase in salary for Patricia A. Patterson, Research Associate, Anatomy, to \$11,550 per year on a 12-month basis, effective November 16, 1971 through June 30, 1972.
99. Increase in salary for William H. Faricy, Instructor and Assistant Director, Institutional Research, to \$14,400 per year on a 12-month basis, effective November 16, 1971 through June 30, 1972.
100. Increase in salary for Maxie S. Gordon, Jr., Instructor, Institutional Research, and Assistant Provost for Special Projects, Equal Opportunity Programs, and Provost's Office, to \$11,460 per year on a 12-month basis, effective September 16, 1971 through June 30, 1972.
101. Increase in salary for Harry L. Case, Professor and Senior Consultant, Midwest Universities Consortium, and Coordinator, Turkey Project, to \$22,200 per year on a 12-month basis, effective November 16, 1971.
102. Increase in salary for Joan Hamachek, Assistant Professor, Counseling Center, to \$13,200 per year on a 12-month basis, effective November 16, 1971.
103. Increase in salary for Judith Krupka, Assistant Professor, Counseling Center, to \$13,200 per year on a 12-month basis, effective November 16, 1971.
104. Increase in salary for Claire Siegel, Assistant Professor, Counseling Center, to \$13,200 per year on a 12-month basis, effective November 16, 1971.
105. Increase in salary for Carol Harding, Assistant Professor, Intramural Athletics, to \$15,000 per year on a 12-month basis, effective September 1, 1971.
106. Increase in salary for Russell Rivet, Assistant Professor and Associate Director, Intramural Athletics, to \$15,000 per year on a 12-month basis, effective September 1, 1971.
107. Increase in salary for Lawrence Sierra, Assistant Professor and Associate Director, Intramural Athletics, to \$16,500 per year on a 12-month basis, effective September 1, 1971.
108. Increase in salary for William Wright, Computer Programmer AP-I, Agricultural Economics, to \$8,840 per year on a 12-month basis, effective November 15, 1971.
109. Increase in salary for Mildred Etling, Assistant Director AP-I, Office of the Dean of Students, to \$7,367 per year on a 10-month basis, effective September 1, 1971.
110. Increase in salary for Mary A. Tyszkiewicz, Assistant Publications Editor AP-I, Information Services, to \$8,840 per year on a 12-month basis, effective January 1, 1972.



A. PERSONNEL CHANGES, continued

January 21, 1972

Academic Promotions

## Promotions

1. Change in title from Instructor to Assistant Professor, Health, Physical Education and Recreation, for Donald C. Tavano, with an increase in salary to \$13,000 per year on a 10-month basis, effective January 1, 1972.
2. Change in title from Instructor to Assistant Professor, Student Teaching, for Charles L. Jackson, with an increase in salary to \$15,300 per year on a 10-month basis, effective January 1, 1972.
3. Change in title from Instructor to Assistant Professor, Sociology, 10-month basis, for Stan A. Kaplowitz, effective November 22, 1971.
4. Change in title from Instructor to Assistant Professor, Criminal Justice, for William G. Hegarty, on a 10-month basis, with an increase in salary to \$11,500 per year, effective January 1, 1972.
5. Change in title from Instructor to Assistant Professor, Humanities, 10-month basis, for Samuel J. Thomas, effective September 1, 1971.

Appointments

## Appointments

1. Robert J. Rosenow, Instructor and Coordinator, Student Programs, Resident Instruction, at a salary of \$10,500 per year on a 12-month basis, effective January 1, 1972 through June 30, 1972.
2. Cathy Louise Gallagher, Extension Home Economist, Wayne and Oakland Counties, at a salary of \$9,500 per year on a 12-month basis, effective February 1, 1972.
3. R. Thomas Martin, District Extension Agent, Public Affairs, Jackson, Hillsdale, and Lenawee Counties, at a salary of \$11,500 per year on a 12-month basis, effective January 1, 1972.
4. Thomas Michael Ralya, 4-H Youth Agent, Genesee County, at a salary of \$9,500 per year on a 12-month basis, effective December 15, 1971.
5. Harold Dewey Rouget, Extension Agricultural Agent, Bay County, at a salary of \$12,800 per year on a 12-month basis, effective January 1, 1972.
6. Thomas John Andrews, Research Associate, Biochemistry, at a salary of \$8,000 per year on a 12-month basis, effective January 1, 1972 through June 30, 1972.
7. Thomas H. Massey, Research Associate, Biochemistry, at a salary of \$8,500 per year on a 12-month basis, effective December 1, 1971 through February 29, 1972.
8. Delbert Lewis Mokma, Research Associate, Crop and Soil Sciences, at a salary of \$12,500 per year on a 12-month basis, effective January 1, 1972 through June 30, 1972.
9. Young-Oh Shin, Research Associate, Crop and Soil Sciences, at a salary of \$7,500 per year on a 12-month basis, effective October 1, 1971 through March 31, 1972.
10. Lee A. Edgerton, Research Associate, Dairy Science, at a salary of \$9,900 per year on a 12-month basis, effective January 1, 1972 through March 31, 1972.
11. David I. Johnson, Instructor, Fisheries and Wildlife, 80% time, at a salary of \$2,460 for the period December 16, 1971 through March 15, 1972.
12. Istvan Gyeszli, Instructor, Packaging, 50% time, at a salary of \$4,800 per year on a 12-month basis, effective December 16, 1971 through June 30, 1972.
13. Edward C. Keefer, Instructor, History, 70% time, at a salary of \$555.55 per month on a 12-month basis, effective January 1, 1972 through June 30, 1972.
14. Harry A. Reed, Instructor, History, at a salary of \$4,668 for the period January 1, 1972 through June 30, 1972.
15. Donald Schultz, Instructor, History, 80% time, at a salary of \$650 per month on a 12-month basis, effective January 1, 1972 through June 30, 1972.
16. Jack Terry Vander Ven, Instructor, History, 70% time, at a salary of \$566.66 per month on a 12-month basis, effective April 1, 1972 through June 30, 1972.
17. R. Marston Speight, Research Associate, Religion, without pay, on a 10-month basis, effective September 1, 1971 through August 31, 1972.
18. Catherine Muraz Scarpelli, Instructor, Romance Languages, at a salary of \$5,800 for the period January 1, 1972 through June 30, 1972.
19. Gerald E. St. Amand, Specialist, Office of the Dean of Business, and Computer Laboratory, at a salary of \$12,000 per year on a 12-month basis, effective January 1, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

## Appointments

## Appointments, continued

20. Robert D. H. Sallery, Resident Director, MSU/AID Communication Workshops, Communication, at a salary of \$18,000 per year on a 12-month basis, effective January 1, 1972 through August 31, 1972.
21. Robert E. Babe, Instructor, Television & Radio, at a salary of \$14,000 per year on a 12-month basis, effective January 1, 1972.
22. David James Hyslop, Instructor, Secondary Education and Curriculum, at a salary of \$8,000 for the period September 1, 1971 through June 30, 1972.
23. Flora Fierstine, Instructor, Student Teaching, 1/3 time, at a salary of \$2,200 for the period January 1, 1972 through August 31, 1972.
24. Hazel Patten, Instructor, Student Teaching, 50% time, at a salary of \$2,668 for the period January 1, 1972 through August 31, 1972.
25. Kwang Yun Lee, Research Associate, Engineering Research, at a salary of \$791.66 per month on a 12-month basis, effective December 16, 1971 through March 15, 1972.
26. Keller Suberkropp, Research Associate, Engineering Research, at a salary of \$10,000 per year on a 12-month basis, effective December 1, 1971 through June 30, 1972.
27. Masayuki Takahashi, Research Associate, Food Science and Human Nutrition, at a salary of \$7,500 per year on a 12-month basis, effective December 1, 1971 through October 30, 1972.
28. Ray K. Hammond, Research Associate, Biochemistry, at a salary of \$8,500 per year on a 12-month basis, effective February 1, 1972 through April 30, 1972.
29. James F. Boland, Instructor, Human Development, without pay, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
30. R. Roderic Abbott, Assistant Clinical Professor, Medicine, without pay, variable time, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
31. Paul Clifton Turner, Assistant Clinical Professor, Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through June 30, 1972.
32. Gary F. Dardas, Assistant Clinical Professor, Microbiology and Public Health, without pay, variable time, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
33. Terry J. Dardas, Assistant Clinical Professor, Microbiology and Public Health, without pay, variable time, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
34. Henry A. Kallet, Assistant Clinical Professor, Pathology, without pay, 10% time, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
35. Laurence Robert Simson, Jr., Assistant Clinical Professor, Pathology, without pay, 10% time on a 12-month basis, effective January 1, 1972 through June 30, 1972.
36. Hugh A. Tilson, Research Associate, Pharmacology, at a salary of \$8,000 per year on a 12-month basis, effective January 1, 1972 through December 31, 1972.
37. Motilal B. Pamnani, Postdoctoral Fellow, Physiology, at a salary of \$7,667 for the period November 1, 1971 through June 30, 1972.
38. Leslie Y. Ch'eng, Clinical Professor, Psychiatry, without pay, on a 12-month basis, effective November 1, 1971 through June 30, 1972.
39. Mary Louise Flickinger, Assistant Professor, Psychiatry, Nursing, and Continuing Education, at a salary of \$12,000 per year on a 12-month basis, effective November 15, 1971 through June 30, 1972.
40. Thomas J. Stachnik, Associate Professor, Psychiatry, and Family and Community Medicine, at a salary of \$23,000 per year on a 12-month basis, effective December 1, 1971.
41. Larry J. Robson, Assistant Clinical Professor, Surgery, without pay, variable time, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
42. Ralph Worthington, Assistant Clinical Professor, Surgery, without pay, variable time, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
43. William Philip Drescher, Instructor, Health Services Education and Research, at a salary of \$12,000 per year on a 12-month basis, effective December 1, 1971 through June 30, 1972.
44. Dixie Platt, Specialist, James Madison College, at a salary of \$8,500 per year on a 10-month basis, effective January 1, 1972 through August 31, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Appointments, continued

Appointments

45. Kenneth Waltzer, Instructor, James Madison College, at a salary of \$11,000 per year on a 10-month basis, effective September 1, 1972.
46. Eloise Kuntz, Assistant Research Professor, Biophysics, at a salary of \$16,200 per year on a 12-month basis, effective January 1, 1972 through July 31, 1972.
47. Samir Mansy, Postdoctoral Fellow, Biophysics, at a salary of \$7,500 per year on a 12-month basis, effective December 16, 1971 through September 30, 1972.
48. Jacques Tournon, Research Associate, Biophysics, at a salary of \$800 per month on a 12-month basis, effective December 1, 1971 through December 31, 1971.
49. Jonas Norrman, Research Associate, Botany and Plant Pathology, at a salary of \$7,000 per year on a 12-month basis, effective December 1, 1971 through November 30, 1972.
50. Donald Charles Ramsdell, Assistant Professor, Botany and Plant Pathology, at a salary of \$13,000 per year on a 12-month basis, effective January 1, 1972.
51. Gene R. Safir, Research Associate, Botany and Plant Pathology, and Agricultural Experiment Station, at a salary of \$10,500 per year on a 12-month basis, effective January 1, 1972 through December 31, 1972.
52. Richard L. Bodner, Research Associate, Chemistry, at a salary of \$8,400 per year on a 12-month basis, effective January 1, 1972 through August 31, 1972.
53. Paul L. Johnson, Research Associate, Chemistry, at a salary of \$8,500 per year on a 12-month basis, effective January 1, 1972 through July 31, 1972.
54. Masayuki Kuzuya, Research Associate, Chemistry, at a salary of \$8,000 per year on a 12-month basis, effective January 1, 1972 through July 31, 1972.
55. Robert Seiver, Research Associate, Chemistry, at a salary of \$625 per month, on a 12-month basis, effective January 1, 1972 through January 31, 1972.
56. Norman C. Leeling, Research Associate, Entomology, at a salary of \$13,900 per year on a 12-month basis, effective January 1, 1972 through June 30, 1972.
57. Henry K. Townes, Visiting Professor, Entomology, at a salary of \$4,500 for the period March 15, 1972 through June 15, 1972.
58. Lynn Stanton Fichter, Assistant Professor, Geology, at a salary of \$5,250 for the period January 1, 1972 through June 30, 1972.
59. Joseph R. Cleveland, Research Associate, Physics, at a salary of \$10,800 per year on a 12-month basis, effective January 1, 1972 through June 30, 1972.
60. Marco P. Fontana, Assistant Professor, Physics, at a salary of \$4,200 for the period April 1, 1972 through June 30, 1972.
61. Maung T. Lin, Research Associate, Physics, at a salary of \$975 per month, effective January 1, 1972 through March 31, 1972.
62. Alexander Martin, Assistant Professor, Physics, at a salary of \$900 per month, on a 12-month basis, effective January 1, 1972 through June 30, 1972.
63. Yoshikazo E. Nagai, Research Associate, Physics, at a salary of \$800 per month on a 12-month basis, effective December 16, 1971 through June 15, 1972.
64. Donald L. Parker, Research Associate, Physics, at a salary of \$6,300 per year on a 12-month basis, effective December 16, 1971 through December 15, 1972.
65. Peter S. Miller, Research Associate, Physics-Cyclotron, at a salary of \$11,000 per year on a 12-month basis, effective January 1, 1972 through August 31, 1972.
66. Robert G. H. Robertson, Research Associate, Physics-Cyclotron, at a salary of \$9,600 per year on a 12-month basis, effective January 1, 1972 through May 31, 1973.
67. Dennis Holt Flint, Research Associate, MSU/AEC Plant Research Laboratory, at a salary of \$9,000 per year on a 12-month basis, effective January 16, 1972 through December 15, 1972.
68. Philip E. Greenman, Professor, Office of the Dean of Osteopathic Medicine, at a salary of \$40,000 per year on a 12-month basis, effective July 1, 1972.
69. Dzidra Buks Anderson, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1972 through August 31, 1972.
70. John Buell Aycock, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1972 through August 31, 1972.

A. PERSONNEL CHANGES, continued

January 21, 1972

## Appointments

Appointments, continued

71. Donald G. Bearden, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
72. William J. Belanger, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
73. William R. Benyak, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
74. William M. Bernard, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
75. Coburn C. Bland, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
76. Jerry J. Chandler, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
77. Lynn H. Chenault, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
78. Mary Louise Cole, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
79. R. G. Curtiss, Jr., Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period, January 1, 1972 through June 30, 1972.
80. James R. Du Rall, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
81. Donald Edward Ensley, Instructor, Family and Community Medicine, at a salary of \$15,000 per year on a 12-month basis, effective December 1, 1971 through June 30, 1972.
82. Barbara H. Fuller, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
83. Ann Marie Goedert, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
84. Kenneth R. Gottlieb, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
85. Otto W. Graesser, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
86. David Arthur Harley, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
87. Douglas T. Hewitt, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
88. Thomas K. Jamieson, Clinical Assistant Professor, Family and Community Medicine, 33% time, at a salary of \$4,000 for the period January 1, 1972 through June 30, 1972.
89. Lonnie David Johnson, Assistant Professor, Family and Community Medicine, at a salary of \$16,000 per year on a 12-month basis, effective December 1, 1971 through August 31, 1972.
90. Malcolm K. Johnston, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
91. N. A. Joseph, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
92. Stanley A. Kaller, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
93. Romualdas Kriauciunas, Clinical Assistant Professor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
94. Marvin L. Logue, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
95. Kenneth E. Murray, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
96. Elaine E. Miller, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Appointments, continued

## Appointments

97. John T. O'Connor, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
98. Edward A. Ozer, Clinical Assistant Professor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
99. Marvin D. Penwell, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
100. Ben Perri, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
101. Gerald E. Piesko, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
102. William T. Raue, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
103. Leon Rosky, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
104. George Joseph Schappach, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
105. Jon L. Schriener, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
106. Steven R. Shapiro, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
107. John Douglas Siddall, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
108. Morton J. Stanley, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
109. Paul E. Sterner, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
110. William J. Swords, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
111. Frederick H. Taylor, Clinical Associate Professor, Family and Community Medicine, 30% time, at a salary of \$4,500 for the period January 1, 1972 through June 30, 1972.
112. Pat Updyke, Clinical Instructor, Family and Community Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
113. Joseph L. Vandenhoute, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
114. Donald Eugene Waite, Associate Professor, Family and Community Medicine, at a salary of \$27,500 per year on a 12-month basis, effective July 1, 1972.
115. Walter Webber, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
116. Robert D. Wirt, Clinical Instructor, Family and Community Medicine, 5% time, at a salary of \$500 for the period January 1, 1972 through June 30, 1972.
117. Rene M. Scherrer, Assistant Professor, Microbiology and Public Health, at a salary of \$1,000 per month on a 12-month basis, effective January 1, 1972 through June 30, 1972.
118. Laurence Howard Baker, Clinical Instructor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
119. Earl E. Congdon, Clinical Professor, Osteopathic Medicine, without pay, variable time, effective January 1, 1972 through June 30, 1972.
120. Michael D. DeMattia, Clinical Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
121. David J. Duncan, Clinical Assistant Professor, Osteopathic Medicine, without pay, 5% time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
122. John Howary Finley, Clinical Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.



## A. PERSONNEL CHANGES, continued

January 21, 1972

## Appointments

Appointments, continued

123. Earl F. Gonyaw, Clinical Associate Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
124. Herbert Louis Greenwald, Clinical Instructor, Osteopathic Medicine, variable time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
125. Stuart F. Harkness, Clinical Professor, Osteopathic Medicine, without pay, 5% time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
126. Richard Adolph Holtz, Clinical Instructor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
127. Floyd C. Jones, Clinical Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
128. Harold Stephen Jones, Clinical Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
129. Harry P. Kornhiser, Clinical Instructor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
130. Milton Kosley, Clinical Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
131. Albert J. LaTorra, Clinical Assistant Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
132. Arthur Levine, Clinical Associate Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
133. Kenneth Mahoney, Clinical Associate Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
134. David Michael Miller, Clinical Assistant Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
135. Michael I. Opiari, Clinical Associate Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
136. Ben John Paolucci, Clinical Associate Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
137. William Paul Penn, Clinical Assistant Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
138. Louis E. Rentz, Clinical Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
139. Max H. Robins, Clinical Assistant Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective December 1, 1971 through June 30, 1972.
140. Paul Schneider, Clinical Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
141. Hugh Patrick Scott, Clinical Assistant Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
142. Joseph Donald Sheets, Clinical Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
143. John H. Sloan, III, Clinical Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
144. Kenneth Ralph Stoinoff, Clinical Assistant Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
145. John William Struthers, Clinical Assistant Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
146. Thomas R. Tull, Clinical Professor, Osteopathic Medicine, without pay, variable time, on a 12-month basis, effective September 1, 1971 through August 31, 1972.
147. Douglas Lee Wood, Clinical Associate Professor, Osteopathic Medicine, 5% time, without pay, on a 12-month basis, effective September 1, 1971 through August 31, 1972.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Appointments, continued

## Appointments

148. John Thomas Hinnant, Instructor, Office of the Dean of Social Science, Anthropology, and the African Studies Center, at a salary of \$10,500 per year on a 10-month basis, effective September 1, 1971 through August 31, 1972.
149. Edward L. Myles, Instructor, Geography, at a salary of \$7,000 for the period January 1, 1972 through June 30, 1972.
150. Marilyn Aronoff, Instructor, Sociology, 50% time, at a salary of \$1,500 for the period January 1, 1972 through March 31, 1972.
151. Marilyn Aronoff, Instructor, Sociology, at a salary of \$3,000 for the period April 1, 1972 through June 30, 1972.
152. Reginald K. Carter, Instructor, Sociology, 50% time, at a salary of \$3,000 for the period January 1, 1972 through June 30, 1972.
153. Vivian S. Hixson, Assistant Professor, Sociology, 50% time, at a salary of \$1,500 for the period January 1, 1972 through March 31, 1972.
154. David Murray Lemmen, Instructor, Sociology, 50% time, at a salary of \$1,500 for the period April 1, 1972 through June 30, 1972.
155. Edward Taylor, Jr., Instructor, Sociology, 50% time, at a salary of \$1,500 for the period April 1, 1972 through June 30, 1972.
156. Harriet Tillock, Instructor, Sociology, 50% time, at a salary of \$1,500 for the period April 1, 1972 through June 30, 1972.
157. Larry Thorne Hoover, Instructor, Criminal Justice, at a salary of \$16,000 per year on a 12-month basis, effective January 10, 1972 through December 31, 1972.
158. Roger Orrin Steggerda, Instructor, Criminal Justice, at a salary of \$12,000 per year on a 10-month basis, effective January 1, 1972 through December 31, 1972.
159. Bernard J. Offerman, Instructor, Labor and Industrial Relations, at a salary of \$10,400 per year on a 12-month basis, effective November 1, 1971 through November 30, 1971.
160. Bernard J. Offerman, Instructor, Labor and Industrial Relations, at a salary of \$10,400 per year on a 12-month basis, effective December 1, 1971 through November 30, 1972.
161. Willis Wilson Martin, Instructor, Urban Planning and Landscape Architecture, at a salary of \$5,000 for the period January 1, 1972 through June 30, 1972.
162. Mary Davis, Instructor, American Thought and Language, at a salary of \$2,160 for the period January 1, 1972 through March 31, 1972.
163. Frances Ewert, Instructor, American Thought and Language, at a salary of \$2,160 for the period January 1, 1972 through March 31, 1972.
164. Jean Myers, Instructor, American Thought and Language, at a salary of \$2,315 for the period January 1, 1972 through March 31, 1972.
165. Madelyn Schuiteman, Instructor, American Thought and Language, at a salary of \$2,315 for the period January 1, 1972 through March 31, 1972.
166. Thera Stearns, Instructor, American Thought and Language, at a salary of \$2,393 for the period January 1, 1972 through March 31, 1972.
167. Madeline R. Vener, Instructor, American Thought and Language, at a salary of \$2,160 for the period January 1, 1972 through March 31, 1972.
168. Sarah Lu Boling, Instructor, Evaluation Services, and Secondary Education and Curriculum, at a salary of \$4,400 for the period January 1, 1972 through June 30, 1972.
169. Robert F. Willson, Associate Professor of Comparative Medicine, Center for Laboratory Animal Resources, without pay, on a 12-month basis, effective January 1, 1972 through December 31, 1972.
170. Robert J. Rentschler, Instructor and Assistant Director, International Extension, at a salary of \$15,500 per year on a 12-month basis, effective February 1, 1972.
171. Elaine M. Idzikowski, Librarian, Libraries, at a salary of \$10,000 per year on a 12-month basis, effective January 1, 1972 through June 30, 1972.
172. George W. Logan, Assistant Professor and Coordinator of Urban Extension and Community Services, Center for Urban Affairs, at a salary of \$16,300 per year on a 12-month basis, effective January 1, 1972.
173. Richard Walter Thomas, Instructor, Center for Urban Affairs, 50% time, at a salary of \$4,720 per year on a 12-month basis, effective January 1, 1972 through March 31, 1972.



## A. PERSONNEL CHANGES, continued

January 21, 1972

## Appointments

Appointments, continued

174. Herbert Paterra, Specialist and Assistant Football Coach, Intercollegiate Athletics, at a salary of \$6,000 per year on a 12-month basis, effective January 1, 1972 through December 31, 1972.
175. James Arthur Raye, Specialist and Assistant Football Coach, Intercollegiate Athletics, at a salary of \$6,000 per year on a 12-month basis, effective January 1, 1972 through December 31, 1972.
176. William R. Wilkie, Assistant Professor, Administration and Higher Education, and Special Assistant to the President, President's Office, at a salary of \$21,200 per year on a 12-month basis, effective January 1, 1972 through November 30, 1973.
177. Keith Goldhammer, Professor, Administration and Higher Education, and Dean of the College of Education, at a salary of \$35,500 per year on a 12-month basis, effective July 1, 1972.

On motion by Trustee Carrigan, seconded by Trustee Huff, it was unanimously voted to approve the Resignations, Leaves, Transfers and Changes in Assignment, Salary Changes, Academic Promotions, and through number 176 of the Appointments.

Motion was made by Trustee Carrigan, seconded by Trustee Huff, to approve the appointment of Keith Goldhammer as recommended. Motion carried by a vote of 6 to 1, Trustee White voting "No" on the basis of salary, which he thought was too high.

Recommendations  
from the  
Director of  
Personnel

Recommendations from the Director of Personnel

1. Reclassify a Principal Clerk VI to a Senior Departmental Secretary VII position for the Bureau of Business and Economic Research.
2. Reclassify a Clerk I to an Executive Secretary VIII position for the College of Education.
3. Reclassify a Departmental Secretary V to a Senior Departmental Secretary VII position for the Department of Family Ecology.
4. Reclassify a Laboratory-Technician VI to an Anatomy Technician VIII position for the Department of Anatomy.
5. Reclassify a Producer Correspondent AP-III to a Political Affairs Editor AP-IV position for Television Broadcasting.
6. For the Libraries:
  - a. Establish a Senior Clerk Typist V position.
  - b. Establish a Senior Library Clerk IV position.
7. For the Office of the Executive Vice President and Secretary of the Board of Trustees:
  - a. Establish a Director of Waste Control Authority AP-VIII position.
  - b. Establish an Executive Secretary VIII position.
8. Establish a Placement Assistant AP-III position for the Placement Bureau.
9. Reclassify an Analyst AP-V to a Senior Analyst - Procedures AP-VI position for the Physical Plant Division.
10. Reclassify a Principal Tabulating Machine Operator VIII to a Computer Programmer AP-I position for Data Processing.
11. Reclassify a Principal Clerk VI to an Office Assistant VIII position for the Division of Financial Aids.
12. For the Health Center:
  - a. Reclassify a Senior Accounting Clerk V to an Office Assistant VII position.
  - b. Reclassify a Chief Admittance Clerk V to a Medical Transcriber VII position.
13. For Information Services:
  - a. Reclassify an Extension Agricultural Editor from an AP-V to an AP-VI position.
  - b. Reclassify an Associate Editor from an AP-IV to an AP-VI position.
  - c. Reclassify an Extension Information Specialist from an AP-II to an AP-IV position.
  - d. Reclassify a Continuing Education Assistant Editor from an AP-II to an AP-III position.
  - e. Reclassify an Assistant Editor from an AP-III to an AP-IV position.
  - f. Reclassify a Graphics-Arts Designer from an AP-I to an AP-III position.
  - g. Reclassify an Assistant Editor from an AP-I to an AP-III position.

On motion by Trustee Martin, seconded by Trustee Merriman, it was unanimously voted to approve the recommendations from the Director of Personnel.

## Retirements

Retirements

Arthur D.  
Angel

1. One-year consultantship with agreed upon duties and responsibilities for Arthur D. Angel, Professor, Department of Social Science, from July 1, 1972 to June 30, 1973, and retirement as Professor Emeritus effective July 1, 1973. The basic retirement salary will be \$2,043 a year. Professor Angel was born April 24, 1904 and has been a member of the faculty since September 15, 1946.

Lawrence Babb

2. One-year consultantship with agreed upon duties and responsibilities for Lawrence Babb, Professor, Department of English, from July 1, 1972 to June 30, 1973, and retirement as Professor Emeritus effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Professor Babb was born December 1, 1902 and has been a member of the faculty since September 1, 1939.

## A. PERSONNEL CHANGES, continued

January 21, 1972

Retirements, continued

## Retirements

3. Retirement of James C. Braddock, Professor, Department of Zoology, effective July 1, 1972 as Professor Emeritus on the basis of 25 years of service to the University. The basic retirement salary will be \$1,330 a year. Professor Braddock was born September 20, 1913 and has been a member of the faculty since September 1, 1947. James C. Braddock
4. One-year consultantship with agreed-upon duties and responsibilities for John Brotzmann, Assistant Professor and Golf Course Manager, Department of Intercollegiate Athletics, from July 1, 1972 to June 30, 1973, and retirement as Assistant Professor Emeritus effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Mr. Brotzmann was born October 19, 1903 and has been a member of the faculty since January 1, 1948. John Brotzmann
5. Retirement of Charles D. Cary, Custodian, Physical Plant, effective March 1, 1972 at a basic retirement salary of \$2,029 a year. Mr. Cary was born February 21, 1904, and has been employed by the University since June 20, 1955. Charles D. Cary
6. One-year consultantship with agreed-upon duties and responsibilities for Frances H. DeLisle, Professor, Office of Institutional Research, from July 1, 1972 to June 30, 1973, and retirement as Professor Emeritus effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Professor DeLisle was born November 10, 1908 and has been a member of the faculty since September 1, 1947. Frances H. DeLisle
7. One-year terminal leave for Emery G. Foster, Professor and Assistant Vice President for Business Operations, from July 1, 1972 to June 30, 1973, and retirement as Professor and Assistant Vice President Emeritus effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Mr. Foster was born November 20, 1910 and has been a member of the staff since September 1, 1941. Emery G. Foster
8. One-year terminal leave for Leonard H. Glander, Director, Personnel Center, from July 1, 1972 to June 30, 1973, and retirement effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Mr. Glander was born February 13, 1911 and has been a member of the staff since September 1, 1946. Leonard H. Glander
9. Retirement of Ozro B. Goad, Building Maintenance II, Dormitory and Food Services, effective March 1, 1972, at a basic retirement salary of \$2,795 a year. Mr. Goad was born July 25, 1909 and has been employed by the University since January 28, 1954. Ozro B. Goad
10. Retirement of Roy E. Graham, Trades Helper, Physical Plant, effective February 1, 1972 at a basic retirement salary of \$3,300 a year. Mr. Graham was born January 6, 1907 and has been employed by the University since September 12, 1946. Roy E. Graham
11. Retirement of Archie L. Holland, Custodian-Watchman, Kellogg Center, effective January 1, 1972 at a basic retirement salary of \$2,033 a year. Mr. Holland was born July 29, 1904 and has been employed by the University since May 10, 1956. Archie L. Holland
12. Retirement of Alden P. Howell, Special Equipment Operator, Grounds Maintenance, effective March 1, 1972 at a basic retirement salary of \$3,300 a year. Mr. Howell was born February 17, 1904 and has been employed by the University since November 1, 1950. Alden P. Howell
13. One-year consultantship with agreed-upon duties and responsibilities for Ruby M. Junge, Professor, Department of Elementary and Special Education, from July 1, 1972 to June 30, 1973, and retirement as Professor Emeritus effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Professor Junge was born April 19, 1907 and has been a member of the faculty since September 1, 1947. Ruby M. Junge
14. One-year consultantship with agreed duties and responsibilities for Alfred H. Leigh, Professor, Department of Civil and Sanitary Engineering, from July 1, 1972 to June 30, 1973, and retirement as Professor Emeritus effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Professor Leigh was born March 17, 1904 and has been a member of the faculty since September 1, 1929. Alfred H. Leigh
15. Disability retirement for Glen C. Luehrs, Budget Assistant, Agricultural Experiment Station, effective February 1, 1972 at a basic retirement salary of \$3,300 a year. Mr. Luehrs was born November 10, 1908 and has been employed by the University since January 1, 1949. Glen C. Luehrs
16. Retirement of Stanley A. Mahaffy, County Extension Director, Cooperative Extension Service, effective February 1, 1972 on the basis of more than 25 years of service to the University. The basic retirement salary will be \$3,300 a year. Mr. Mahaffy was born February 8, 1915 and has been a member of the staff since January 1, 1942. Stanley A. Mahaffy
17. One-year consultantship with agreed-upon duties and responsibilities for Ross W. Matteson, Professor and Assistant Director, Counseling Center, from July 1, 1972 to June 30, 1973, and retirement as Professor and Assistant Director Emeritus effective July 1, 1973. The basic retirement salary will be \$2,799 a year. Professor Matteson was born June 23, 1908 and has been a member of the faculty since May 1, 1946. Ross W. Matteson

A. PERSONNEL CHANGES, continued

January 21, 1972

## Retirements

Retirements, continued

Carl B. Renn

18. Retirement of Carl B. Renn, Animal Caretaker, Center for Laboratory Animal Resources, effective March 1, 1972 at a basic retirement salary of \$1,763 a year. Mr. Renn was born February 8, 1905 and has been employed by the University since February 27, 1957.

John W.  
Ruswinckel

19. One-year consultantship with agreed-upon duties and responsibilities for John W. Ruswinckel, Professor, Department of Accounting and Financial Administration, from July 1, 1972 to June 30, 1973, and retirement as Professor Emeritus effective July 1, 1973. The basic retirement salary will be \$3,300 a year. Professor Ruswinckel was born July 11, 1907 and has been a member of the faculty since September 1, 1939.

John D. Ryder

20. One-year consultantship with agreed-upon duties and responsibilities for John D. Ryder, Professor, Department of Electrical Engineering and Systems Science, from May 1, 1972 to April 30, 1973, and retirement as Professor Emeritus effective May 1, 1973. The basic retirement salary will be \$3,300 a year. Professor Ryder was born May 8, 1907 and has been a member of the faculty since September 1, 1954 and served as Dean of the College of Engineering from 1954 to 1968.

Gladys V.  
Shipman

21. Retirement of Gladys V. Shipman, Head Clerk, Union Building Accounting Office, effective February 1, 1972 at a basic retirement salary of \$1,579 a year. Mrs. Shipman was born January 7, 1906 and has been employed by the University since January 28, 1957.

Theodore  
VanAtta

22. Disability retirement for Theodore VanAtta, Supervisor, Stores Department, effective November 22, 1971 at a basic retirement salary of \$3,300 a year. Mr. VanAtta was born August 30, 1925 and has been employed by the University since April 8, 1946.

Glenn  
Williams

23. Retirement of Glenn Williams, Maintenance Group Leader, Kellogg Biological Station, effective February 1, 1972 at a basic retirement salary of \$3,300 a year. Mr. Williams was born December 1, 1908 and has been employed by the University since January 1, 1929.

## Deaths

Deaths

Theodore Pagel

1. Report of the death of Theodore Pagel, Janitor, Physical Plant Division, on December 3, 1971. Mr. Pagel was born November 5, 1908 and had been employed by the University since May 31, 1961.

It was recommended that Mr. Pagel's salary be continued for one year beyond the date of his death, or until December 3, 1972.

Clive E.  
Russell

2. Report of the death of Clive E. Russell on December 9, 1971. Mr. Russell was born May 6, 1896, was employed by the University on September 1, 1937, and was Associate Professor of Horticulture at the time of his retirement July 1, 1961.

Emmett L.  
Raven

3. Report of the death of Emmett L. Raven on December 20, 1971. Mr. Raven was born September 16, 1889, was employed by the University on June 11, 1928, and was a Cooperative Extension Agent at the time of his retirement June 30, 1955.

Ernest L.  
Wisner

4. Report of the death of Ernest L. Wisner on January 1, 1972. Mr. Wisner was born November 7, 1894, was employed by the University on August 13, 1934, and was assigned to the Paint Shop at the time of his retirement January 1, 1960.

Thomas H.  
King

5. Report of the death of Thomas H. King on January 4, 1972. Mr. King was born October 7, 1895, was employed by the University on April 1, 1933, and was assigned to the Alumni Association at the time of his retirement on July 1, 1966. Mr. King had also served as Assistant Football Coach, Director of Placement, Director of Personnel, Director of Alumni Relations, and Dean of Students during his tenure at Michigan State University.

William T.  
Stellwagen

6. Report of the death of William T. Stellwagen, Associate Professor, Department of Psychology, on January 6, 1972. Dr. Stellwagen was born December 15, 1928, and had been employed by the University since September 1, 1960.

It was recommended that Dr. Stellwagen's salary be continued for one year beyond the date of his death, or until January 6, 1973.

Motion was made by Trustee Merriman, seconded by Trustee Carrigan, to approved the Retirements and the recommendations in items 1 and 6 above. Unanimously carried.

Gifts and  
GrantsB. GIFTS AND GRANTS

- Gift of several vases and figurines with a total value of \$7,050 from Mr. and Mrs. Cedric Marks, New York, to be added to the permanent collection in the Kresge Art Center.
- Gift of 2 Percival Growth Chambers, a Kinney Vacuum pump, 18 Matheson vacuum regulators and control panel and associated glassware with a total value of \$3,336.77 from the H.T.S. Research Co., East Lansing, to be used as an environmental control facility for temperature, light, and absolute pressure and low pressure storage studies in the Department of Horticulture.

## B. GIFTS AND GRANTS, continued

January 21, 1972

Gifts and  
Grants

3. Gift of a 3-door upright freezer valued at \$1,500 from the Hobart Manufacturing Co., Oak Park, to be used in instruction in the School of Hotel, Restaurant and Institutional Management.
4. Gift of 277 herbarium specimens and 430 microscope slides valued at \$578 from Irving W. Knobloch, East Lansing, to augment the herbarium and anatomy collection in Botany and Plant Pathology.
5. Gift of 2 electron tube assemblies valued at \$6,920 from the National Science Foundation to be used under the direction of W. H. Kelly for research in the Department of Physics.
6. Gift of a small surgical compression air drill valued at \$500 from Robert O. Jones, 24020 Southfield Rd., Southfield, to be used in orthopedic surgery in the Department of Small Animal Surgery and Medicine.
7. Gifts with a total value of \$14,218.65 from various donors as per the list on file in the Secretary's Office for research and display in the Museum.
8. Gift of 44 medical textbooks with a total value of \$500 from Mrs. Lawrence A. Drolett, Lansing, to be used by staff physicians in the Health Center.
9. Grants to be used for scholarship purposes as follows:
  - a. \$150 from the American Newspaper Publishers Association, New York, to provide scholarship assistance for a student in the School of Journalism.
  - b. \$5,062.50 from Henry L. Caulkins, Grosse Pointe Farms, for a scholarship for agricultural production.
  - c. \$5 from Cecelia Dragisity, Phoenix, Arizona, as a contribution to the Martha M. Knierim Memorial Scholarship Fund.
  - d. \$60 from Mr. and Mrs. Ronald L. Exelby, Ann Arbor, as a contribution to the North American Indian Scholarship Fund.
  - e. \$260 from Mr. and Mrs. Ernest Fox, Lansing, as a contribution to the Richard F. Fox Memorial Scholarship Fund.
  - f. \$1,600 from General Foods, Inc., White Plains, New York, for four freshman scholarships for students entering the College of Agriculture and Natural Resources.
  - g. \$70 from General Motors Corporation, Detroit, as a supplement to the Scholarship and Loan Fund gift of September 30, 1971.
  - h. \$13.48 from George V. and Katherine M. Gulash, Gaines, as a contribution to the John Gulash Memorial Scholarship Fund.
  - i. \$500 from Gerber Baby Foods Fund, Fremont, to provide scholarship assistance to a student in the School of Packaging.
  - j. \$500 from Grumman Corporation, Bethpage, New York, as an unrestricted grant.
  - k. From the Department of Health, Education, and Welfare:
    - \$30,348 for the College of Human Medicine
    - \$16,000 for the School of Nursing
    - \$11,111 for the College of Osteopathic Medicine
    - \$48,921 for the College of Veterinary Medicine
  - l. \$100 from the Livestock Industry Scholarship Foundation, Adrian, as a contribution to the Livestock Industry Scholarship Foundation fund.
  - m. \$25 from Terry L. and Mary Lee McIntosh, East Lansing, as a contribution to the Latin American Research Fund.
  - n. \$480 from the Michigan Frozen Food Packers Association, Benton Harbor, for the Food Processing Scholarship Fund, recipients to be selected by the Institute of Agricultural Technology.
  - o. \$500 from the Michigan Milk Producers Association, Detroit, for the Michigan Milk Producers account, recipients to be selected by the Institute of Agricultural Technology.
  - p. \$1,000 from Chas. Pfizer & Co., Inc., New York, to provide a scholarship for a student in the College of Human Medicine for 1971-72.
  - q. \$1,500 from Super Valu Stores, Inc., Hopkins, Minnesota, to provide scholarship assistance for a student in the Department of Marketing and Transportation Administration.
  - r. \$1,500 from Vilican-Leman & Associates, Inc., Southfield, to assist undergraduate students, preferably from minority groups, for the academic year 1972-73 in the area of Urban Planning.
  - s. \$100 from various donors for the establishment of the Mexican-American Scholarship fund.
  - t. \$60 from various donors in memory of Dr. Raymond Staples and Mrs. Caroline Crighton for the establishment of a general student fund.
10. Grants as follows to the MSU Development Fund:
  - a. \$10,000 from the Anderson Foundation, Maumee, Ohio, to be used in the Department of Animal Husbandry for the purpose of research.
  - b. For the Department of Accounting and Financial Administration:
    - \$355 from Arthur Andersen & Co., Chicago, to match gifts made by various donors.
    - \$300 from Mr. and Mrs. William R. Brink, Birmingham.
    - \$100 from Mr. W. J. Willy, Palatine, Illinois.
    - \$100 from Mr. and Mrs. Roger E. Wilkinson, Okemos.
    - \$305 from various donors.
  - c. \$600 from Hamish Russell, East Lansing, for the College of Communication Arts Dean's Discretionary Fund Account.



Gifts and  
Grants

## B. GIFTS AND GRANTS, continued

January 21, 1972

10. Grants to the Development Fund, continued
  - d. For the College of Engineering - Dean's Discretionary Fund Account:
    - \$200 from Thomas Culpepper, Lansing.
    - \$5,000 from the Ford Motor Co.
  - e. \$100 from Dr. and Mrs. Arnold Werner, East Lansing, for the Student Emergency Fund - College of Human Medicine Account.
  - f. \$1,000 from Mr. and Mrs. Arthur F. Brandstatter, East Lansing, to be deposited in the Police and Community Relations Account.
  - g. \$50 from U. V. Mostosky, East Lansing, for the College of Veterinary Medicine Small Animal Clinic Account.
  - h. \$13.41 from the MSU Human Ecology Department to be deposited in the Provost Library Account for the purchase of books in the field of family ecology.
  - i. \$40 from Henry Pathuis, Holland, as an unrestricted gift in the Office of Volunteer Programs.
  - j. For special research projects in the Office of Institutional Research:
    - \$50 from Frances H. DeLisle
    - \$100 from Lynn H. Peltier
  - k. \$200 from Mr. and Mrs. Leonard J. Luker - \$50 for the account for Institutional Research and \$150 for the Leonard J. Luker Loan Fund account.
  - l. \$3,200 from R. E. Olds Anderson and Gladys Olds Anderson for the Volunteer Programs account.
  - m. \$700 from various donors for the North American Indian Scholarship Fund account.
  - n. \$200 from Elizabeth Augenstein, Holt, for the Leroy G. Augenstine Memorial Fund account.
  - o. \$625 from various donors for the Community Committee for International Programs account.
  - p. For the Terrill D. Stevens Memorial Fund account:
    - \$100 from Mr. and Mrs. Linton A. Carter, East Lansing
    - \$150 from Mrs. Terrill D. Stevens, Laguna Hills, California
    - \$100 from Frederick G. Wilson, Greenvally, Arizona
  - q. For the Forest Strong Memorial Fund account:
    - \$10 from Rowland W. Blair, Manistee
    - \$20 from Robert D. Sleeman, Fenton
    - \$25 from James L. Stewart, Alexandria, Louisiana
  - r. For the Lloyd Turk Memorial Fund account:
    - \$15 from Benjamin J. Birdsall, Cape Coral, Florida
    - \$100 from Mrs. Lloyd M. Turk, Tucson, Arizona
  - s. \$100 from Mr. and Mrs. Ralph Watts, Marion, Ohio, for the Terry M. Watts Memorial Fund account.
  - t. For the MSU Development Fund Unrestricted account for the President's Club:
    - \$1,000 from Mr. and Mrs. R. E. Olds Anderson, East Lansing
    - \$1,000 from Mr. and Mrs. Donald A. Cobb, Tecumseh
    - \$1,000 from Clare F. Jarecki, Grand Rapids
    - \$1,000 from Jack L. Otto, Grosse Pointe Woods
    - \$1,000 from Walter F. Patenge, East Lansing
  - u. For the MSU Development Fund Unrestricted account:
    - \$5,000 from the Leo Burnett Co., Detroit
    - Dow Chemical Co. stock valued at \$1,022 from Mr. and Mrs. John A. Church, Midland
    - \$4,000 from the estate of Martin DeGlopper
    - \$1,000 from Mrs. Hilda Mitchell, Lansing, for the Arthur Mitchell Memorial Fund
    - \$5,000 from O. W. Mourer, Lansing, for the area of greatest need and the John A. Hannah Professorships
    - \$1,000 from Richard H. Updike, Detroit, for the College of Veterinary Medicine
  - v. \$38 from the Central Michigan Oldtimers Baseball Association, Lansing, for the MSU Development Fund Restricted Account and designated for use by Baseball.
11. Grant of \$1,750 from the County of Kalamazoo, Commissioners, Kalamazoo, Michigan, to be used under the direction of G. S. McIntyre, Cooperative Extension Service, as part of the salary of an Extension Agent for the period July 1, 1971 through December 31, 1971.
12. Grant of \$4,000 from the County of Oakland, Commissioners, Pontiac, Michigan, to be used under the direction of G. S. McIntyre, Cooperative Extension Service, as part of the salary of an Extension Agent for the period July 1, 1971 through December 13, 1971.
13. Grant of \$100 from the American Oil Company (Standard), Detroit, Michigan, to be used under the direction of G. L. Beckstrand, 4-H Youth Programs, towards expenses of 4-H Tractor Operator's Contest trip.
14. Grant of \$1,550.38 from Cities Service Foundation, Washington, D.C., to be used under the direction of G. L. Beckstrand and Mary Woodward, 4-H Youth Programs, to obtain/provide Key awards for 4-H delegates.
15. Grant of \$500 from Hillsdale County, Hillsdale, Michigan, to be used under the direction of G. L. Beckstrand and Mary Woodward, 4-H Youth Programs, to defray expenses of International Farm Youth Exchangees.
16. Grant of \$500 from Kent County, MI Leaders 4-H Club, Grand Rapids, Michigan, to be used under the direction of G. L. Beckstrand and Mary Woodward, 4-H Youth Programs, to defray expenses of International Farm Youth Exchangees.
17. Grant of \$4,000 from the Michigan 4-H Foundation, East Lansing, Michigan, to be used under the direction of G. L. Beckstrand, 4-H Youth Programs, to help finance International Farm Youth Exchange program.

## B. GIFTS AND GRANTS, continued

January 21, 1972

Gifts and  
Grants

18. Grant of \$3,500 from the Michigan 4-H Foundation, Lansing, Michigan, to be used under the direction of G. L. Beckstrand, 4-H Youth Programs, to help finance 1971 4-H Leadermete held at Kellogg Center.
19. Grant of \$215 from the National 4-H Service Committee, Washington, D.C., to be used under the direction of G. L. Beckstrand, 4-H Youth Programs, to defray expenses of delegates to 4-H Grain Marketing Conference.
20. Grant of \$150 from the National 4-H Foundation, Washington, D.C., to be used under the direction of G. L. Beckstrand and Mary Woodward, 4-H Youth Programs, to help defray expenses of Report to the Nation conferences.
21. Grant of \$125 from the National 4-H Foundation, Washington, D.C., to be used under the direction of G. L. Beckstrand and Mary Woodward, 4-H Youth Programs, to help defray expenses of Report to the Nation conferences.
22. Grant of \$850 from Ontonagon County, Ontonagon, Michigan, to be used under the direction of G. L. Beckstrand and Mary Woodward, 4-H Youth Programs, to defray expenses of Teen Caravan trip to Austria.
23. Grant of \$69,390 from C. S. Mott Foundation, Flint, Michigan, to be used under the direction of L. H. Humphrey, Family Living Education, to help low income families manage financial resources and expand knowledge of techniques and methods necessary for improving standard of living.
24. Grant of \$246,700 from the Agency for International Development, Washington, D.C., to be used under the direction of G. L. Johnson, Agricultural Economics, to provide assistance to Korean institutions and donor agencies concerned with programs, policies, loans, etc. which affect directly the agricultural sector and indirectly the country as a whole.
25. Grant of \$1,200 from the Michigan State Department of Agriculture, Lansing, Michigan, to be used under the direction of Mary Zehner, Agricultural Economics, to conduct a market study of present and proposed packaging of blueberries.
26. Grant of \$52,300 from the U. S. Department of Agriculture, Washington, D.C., to be used under the direction of W. Vincent and M. Hayenga, Agricultural Economics, to construct and test a systems model of the hog-pork industry.
27. Grant of \$4,166.24 from the Detroit Edison Company, Detroit, Michigan, to be used under the direction of R. L. Maddex, Agricultural Engineering, for support toward radio program "Energy for Living" and other educational programs related to the application and use of electricity for the year 1972.
28. Grant of \$3,775 from the Michigan Blueberry Growers Association, Grand Junction, Michigan, to be used under the direction of D. R. Heldman, C. M. Hansen, Agricultural Engineering, to improve blueberry handling techniques from the mechanical harvester to the processor.
29. Grant of \$2,500 from Pickle Packers International, Inc., St. Charles, Illinois, to be used under the direction of B. F. Cargill, Agricultural Engineering, for on-going field research in post harvest handling of pickles.
30. Grant of \$1,000 from Armour Pharmaceutical Company, Kankakee, Illinois, to be used under the direction of E. R. Miller, Animal Husbandry, to determine the comparative requirements of germ-free and conventional pigs for dietary iron.
31. Grant of \$4,250 from Smith, Kline & French Laboratories, West Chester, Pennsylvania, to be used under the direction of D. E. Ullrey, Animal Husbandry, to establish the effective level of virginiamycin in promoting weight gain in swine.
32. Grant of \$700 from the Dow Chemical Company, Midland, Michigan, to be used under the direction of J. F. Holland, Biochemistry, for unrestricted research.
33. Grant of \$1,000 from Heath International Inc., Richmond, Michigan, to be used under the direction of J. F. Holland, Biochemistry, for investigation in the field of scientific instrumentation.
34. Grant of \$1,000 from the National Science Foundation, Washington, D.C., to be used under the direction of N. E. Tolbert, Biochemistry, to supply use for postdoctoral fellow.
35. Grant of \$5,000 from the Hancock Foundation, Jackson, Michigan, to be used under the direction of D. D. Harpstead, Crop and Soil Sciences, as initial deposit for development of new research facilities.
36. Grant of \$2,500 from the Newaygo County Board of Commissioners, Fremont, Michigan, to be used under the direction of E. P. Whiteside, Crop and Soil Sciences, for up-dating soil maps for Newaygo County.
37. Grant of \$2,500 from County of Oceana, Hart, Michigan, to be used under the direction of E. P. Whiteside and I. F. Schneider, Crop and Soil Sciences, for up-dating soil map names for Oceana County.

Gifts and  
GrantsB. GIFTS AND GRANTS, continued

January 21, 1972

38. Grant of \$1,500 from the Sewerage Commission of Milwaukee, Milwaukee, Wisconsin, to be used under the direction of J. B. Beard, Crop and Soil Sciences, for biological decomposition of thatch study.
39. Grant of \$1,041.44 from the Washtenaw County Board, Ann Arbor, Michigan, to be used under the direction of E. P. Whiteside, Crop and Soil Sciences, to assist in field mapping of Washtenaw County.
40. Grant of \$2,650 from the Dairy Equipment Company, Madison, Wisconsin, to be used under the direction of D. V. Armstrong, Dairy Science, to study new developments and research under way on milking systems and management practices.
41. Grant of \$1,000 from E. I. duPont de Nemours & Co., Wilmington, Delaware, to be used under the direction of J. W. Thomas, Dairy Science, to determine if Hydan will increase milk production of dairy cows in selected herds in Michigan.
42. Grant of \$200 from the Dow Chemical Company, Packaging Research Division, Midland, Michigan, to be used under the direction of C. L. Bedford, Food Science and Human Nutrition, for packaging research.
43. Grant of \$44,080 from the U. S. Department of Agriculture, Extension Service, Washington, D.C., to be used under the direction of P. Morris, Food Science and Human Nutrition, and the Cooperative Extension Service, for the development of a rapid objective procedure to evaluate progress of nutrition projects.
44. Grant of \$5,000 from Fats and Proteins Research Foundation, Inc., Des Plaines, Illinois, to be used under the direction of G. A. Leveille, Food Science and Human Nutrition, to investigate the metabolic effects of dietary lipid in swine.
45. Grant of \$20,445 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of O. Mickelsen, Food Science and Human Nutrition, to study the possible interaction of the adrenal gland and obesity on the reproductive process.
46. Grant of \$15,000 from the U. S. Department of Agriculture, Northeastern Forest Experiment Station (USFS), Upper Darby, Pennsylvania, to be used under the direction of M. R. Koelling, Forestry, to determine relative cost advantages of two types of sap collection systems over a range of size of operations.
47. Grant of \$7,500 from the North Central Forest Experiment Station, St. Paul, Minnesota, to be used under the direction of R. S. Manthy, Forestry, to develop procedures for estimating supply-demand-price relationships and coefficients for lumber and other major products for short-term and long-term projection analyses.
48. Grant of \$1,900 from CIBA-Geigy Corporation, Ardsley, New York, to be used under the direction of A. R. Putnam, Horticulture, to support herbicide research programs in progress relating to horticultural crops.
49. Grant of \$700 from the Dwarf Fruit Tree Association, Hartford, Michigan, to be used under the direction of R. F. Carlson, Horticulture, for education and dissemination of research results pertaining to scion/rootstock relationship of fruit trees.
50. Grant of \$1,106.32 from Green Bay Food Co., Green Bay, Wisconsin, to be used under the direction of C. Nicklow, Horticulture, to support research for obtaining maximum return for once-over mechanical harvesting of pickles in Michigan.
51. Grant of \$300 from Kalamazoo Valley Plant Growers Cooperative, Inc., Comstock, Michigan, to be used under the direction of W. H. Carlson, Horticulture, to support research work in progress on slow release fertilizers on floriculture crops.
52. Grant of \$2,000 from Michigan Apple Committee, Lansing, Michigan, to be used under the direction of D. H. Dewey, Horticulture, to support program in progress to improve internal quality of apples for fresh market and processing.
53. Grant of \$2,201.16 from the Michigan Foundation Seed Association, Inc., East Lansing, Michigan, to be used under the direction of J. Carew, Horticulture, in support of plant breeding research on horticultural crops.
54. Grant of \$3,500 from the Michigan State Horticultural Society, East Lansing, Michigan, to be used under the direction of J. Hull, Jr., Horticulture, for stenographic help to assist with educational programs of Michigan State Horticultural Society.
55. Grant of \$200 from the Michigan State Horticultural Society, East Lansing, Michigan, to be used under the direction of J. Hull, Jr., Horticulture, for miscellaneous materials and expenditures of the Michigan State Horticultural Society.
56. Grant of \$500 from the Michigan Package Carrot Council, Grant, Michigan, to be used under the direction of L. R. Baker, Horticulture, to support on-going research to develop high quality hybrids adapted for production in Michigan.
57. Grant of \$2,000 from the Michigan State Florists Association, Haslett, Michigan, to be used under the direction of W. Carpenter, Horticulture, to support continuing work on greenhouse flower crops; to continue study of consumer preferences.



## B. GIFTS AND GRANTS, continued

January 21, 1972

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Grants

58. Grant of \$1,300 from Mikkelsens, Inc., Ashtabula, Ohio, to be used under the direction of K. C. Sink, Horticulture, to support on-going research on direct rooting - propagation of poinsettia.
59. Grant of \$500 from Pickle Packers International, Inc., St. Charles, Illinois, to be used under the direction of L. R. Baker, Horticulture, to support on-going research on cucumber breeding.
60. Grant of \$1,000 from Shell Development Co., Division of Shell Oil Co., Modesto, California, to be used under the direction of W. Carlson and W. Carpenter, Horticulture, to support research in progress comparing effect of SD8339 with other plant growth regulating chemicals for improved branching of greenhouse crops.
61. Grant of \$600 from Michigan Senate Conservation and Tourism Committee, Lansing, Michigan, to be used under the direction of L. W. Moncrief, Park and Recreation Resources, for study of state natural resources, agency organizations.
62. Grant of \$15,000 from the U. S. Department of Agriculture Agricultural Research Division, Beltsville, Maryland, to be used under the direction of H. C. Zindel and L. R. Champion, Poultry Science, for the study of Marek's disease.
63. Grant of \$1,600 from Parke-Davis & Co., Detroit, Michigan, to be used under the direction of D. Polin, Poultry Science, to obtain data on dilantin levels in tissues of broiler-type chickens.
64. Grant of \$1,000 from the U. S. Department of Agriculture, Washington, D.C., to be used under the direction of L. B. Perkinson, Resource Development, for the study of the organization and financing of rural local government.
65. Grant of \$100,000 from the Regents of the University of Michigan (NASA), Ann Arbor, Michigan, to be used under the direction of R. Vlasin, Resource Development, and M. Boylan, Urban Planning and Landscape Architecture, for development and demonstration of operational uses of remote sensing related to land and water use policy planning.
66. Grant of \$4,798.04 from Jameson Corporation, Saginaw, Michigan, to be used under the direction of B. H. Good, University Farms, to improve horse production in selection, breeding, feeding, management and marketing.
67. Grant of \$10,000 from the National Endowment for the Arts, Washington, D.C., to be used under the direction of P. Love, Art, to purchase paintings by living American artists for MSU art collection in the Kresge Art Center Gallery.
68. Grant of \$1,000 from the Colgate-Palmolive Co., New York, New York, to be used under the direction of J. W. Allen, Marketing and Transportation Administration, for the administration of Food Systems Economics and Management Program.
69. Grant of \$6,500 from the Michigan Department of Commerce, Lansing, Michigan, to be used under the direction of F. H. Mossman, Marketing and Transportation Administration for mobility handicapped case study.
70. Grant of \$1,000 from The Pillsbury Company, Minneapolis, Minnesota, to be used under the direction of D. A. Taylor, Marketing and Transportation Administration, to support the development of marketing program and faculty at MSU.
71. Grant of \$3,600 from Escanaba Area Schools, Escanaba, Michigan, to be used under the direction of A. J. Kloster, Administration and Higher Education, for diagnostic study of organization and management systems.
72. Grant of \$6,000 from Flat Rock Community School District, Flat Rock, Michigan, to be used under direction of A. J. Kloster, Administration and Higher Education, to provide assistance in school plant study, instructional improvement, program planning; development of program plan and specification for school and community recreation and outdoor education site.
73. Grant of \$5,000 from Linden Community School District, Linden, Michigan, to be used under the direction of A. J. Kloster, Administration and Higher Education, to evaluate curriculum and instructional program; inventory and assess existing plant; develop forecasts and recommendations.
74. Grant of \$4,000 from Perry Public School District, Perry, Michigan, to be used under the direction of A. J. Kloster, Administration and Higher Education, to assist in instructional improvement and install, monitor and evaluate remedative programs in math and reading in grades K-6.
75. Grant of \$20,760 from the Governor's Office on Drug Abuse, Lansing, Michigan, to be used under the direction of W. C. Hinds, Counseling, Personnel Services, and Educational Psychology, to train professional and paraprofessional workers in counseling skills applicable to drug abuse problems.
76. Grant of \$7.50 from Western Carolina University, to be used under the direction of N. Kagan, Counseling, Personnel Services, and Educational Psychology, for inter-personal process recall research.

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## B. GIFTS AND GRANTS, continued

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77. Grant of \$282,287 from the Department of Health, Education, and Welfare, U. S. Office of Education, Washington, D.C., to be used under the direction of L. Alonso, Elementary and Special Education, for the continuation of the demonstration project "Regional Instructional Materials Center for Handicapped Children and Youth."
78. Grant of \$2,635 from Lansing School District, Lansing, Michigan, to be used under the direction of D. H. Nickerson, Elementary and Special Education, to cover salary expenses during Teacher Corps orientation.
79. Grant of \$18,000 from the Michigan Department of Education, Division of Vocational Education, Lansing, Michigan, to be used under the direction of P. G. Haines and R. Poland, Secondary Education and Curriculum, for improving teacher performance for emerging office education/distributive education programs through in-service programs.
80. Grant of \$9,000 from the Michigan Department of Education, East Lansing, Michigan, to be used under the direction of L. Borosage, Secondary Education and Curriculum, to augment services offered by the College of Education for in-service training of industrial education teachers which will include on-campus as well as off-campus activities.
81. Grant of \$9,000 from the Michigan Department of Education, Lansing, Michigan, to be used under the direction of O. D. Meaders, Secondary Education and Curriculum, for in-service activities for support of vocational education in agriculture in Michigan, 1971-72.
82. Grant of \$5,500 from the Michigan Department of Education, Vocational Education and Career Development Service, Lansing, Michigan, to be used under the direction of R. E. Ray, Secondary Education and Curriculum, to provide tuition and departmental/project support for four Michigan participants in the EPDA-Leadership Development Program in Vocational-Technical Education.
83. Grant of \$720 from the Michigan Department of Education, Lansing, Michigan, to be used under the direction of Elaine Uthe, Secondary Education and Curriculum, as an additional grant to complete slide-tapes for cooperative education.
84. Grant of \$17,160 from Midwest Universities Consortium for International Activities, Inc., East Lansing, Michigan, to be used under the direction of H. L. Case, Institute for International Studies in Education, to support operating budget for office of Program of Advanced Study in Institution Development and Technical Assistance Methodology.
85. Grant of \$3,350 from Midwest Universities Consortium for International Activities, Inc., East Lansing, Michigan, to be used under the direction of T. Ward, Institute for International Studies in Education, to support operating budget for Council on International Education.
86. Grant of \$2,254.92 from Drexel Firestone Inc., Philadelphia, Pennsylvania, to be used under the direction of D. Jacobson, Social Science Teaching Institute, to help defray expenses of the Conference of Applied International Education to be held October 14, 15, and 16, 1971.
87. Grant of \$5,000 from the Esso Education Foundation, Linden, New Jersey, to be used under the direction of M. H. Chetrick, Chemical Engineering, as an unrestricted grant.
88. Grant of \$194,805 from the Office of Child Development, to be used under the direction of B. Garlick, Family and Child Sciences, for the training and leadership development of Head Start directors, teachers and other staff.
89. Grant of \$36,180 from the Michigan Department of Education, Division of Vocational Education, Lansing, Michigan, to be used under the direction of N. Bobbitt, and A. Dobry, Family Ecology, for the development and implementation of curriculum approach for conceptual reorientation of secondary home economics programs with emphasis on meeting needs of special groups.
90. Grant of \$9,012 from the Michigan Department of Education, Division of Vocational Education, Lansing, Michigan, to be used under the direction of N. Bobbitt, Family Ecology, for professional development and leadership activities of vocational home economics personnel in Michigan and at MSU.
91. Grant of \$10,000 from the McGregor Fund, Detroit, Michigan, to be used under the direction of O. Mickelsen, Food Science and Human Nutrition, to perform tests pertaining to nutrition on group of women tested 20 years ago to evaluate influence of dietary practices.
92. Grant of \$20,714 from the National Institutes of Health, to be used under the direction of M. G. Yang, Food Science and Human Nutrition, to determine fate of an organic mercurial compound in fetal and neonatal animals and elucidate mechanisms of the toxicity of this compound.
93. Grant of \$200 from Mr. and Mrs. Al Aalbers, Grand Rapids, Michigan, to be used under the direction of A. D. Hunt, Dean of the College of Human Medicine, as an unrestricted grant.

## B. GIFTS AND GRANTS, continued

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94. Grant of \$1,600 from the University of Texas Medical School, San Antonio, Texas, to be used under the direction of C. W. Smith, Anatomy, for research supplies in connection with grant to investigate chemotactic properties of invertebrate venoms.
95. Grant of \$44,027 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of T. M. Brody, Pharmacology, for research in phenothiazine tranquilizers and brain NA K-ATPase.
96. Grant of \$26,775 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of J. B. Hook, Pharmacology, for the study of factors affecting renal physiology in the newborn.
97. Grant of \$26,300 from the American Cancer Society, New York, New York, to be used under the direction of E. D. Coppola, Surgery, for research in the role of Peyer's patch cells in humoral immunity and effects of anti-Peyer's patch serum.
98. Grant of \$5,547.90 from the John and Mary R. Markle Foundation, New York, New York, to be used under the direction of E. D. Coppola, Surgery, to assist the Scholar in advancement of his academic career.
99. Grant of \$6,000 from Harvard University, Cambridge, Massachusetts, to be used under the direction of S. Katz, Health Services Education and Research, for development, revision, and refinement of classification system, testing feasibility, reliability, applicability and usefulness of that system.
100. Grant of \$13,673 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of E. Kuntz, Biophysics, to study biochemical changes caused by radiation.
101. Grant of \$17,917 from the U. S. Atomic Energy Commission, Washington, D.C., to be used under the direction of E. Kuntz, Biophysics, for research in physical mechanisms in inactivation of proteins by radiation.
102. Grant of \$2,500 from the Environmental Protection Agency, Research Triangle Park, North Carolina, to be used under the direction of A. L. Andersen, Botany and Plant Pathology, to teach extension personnel to recognize air pollution injury on plants and to evaluate economic losses resulting from air pollution damage on crops common to Michigan.
103. Grant of \$30,367 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of E. C. Cantino, Botany and Plant Pathology, for research in biochemistry of morphogenesis in *Blastocladiella emersonii*.
104. Grant of \$48,700 from the National Science Foundation, Washington, D.C., to be used under the direction of H. A. Imshaug, Botany and Plant Pathology, for taxonomic study of terrestrial cryptogams of the subantarctic with analysis of their geographic relationships.
105. Grant of \$10,000 from the U. S. Atomic Energy Commission, Washington, D.C., to be used under the direction of L. W. Mericle, Botany and Plant Pathology, to study the factors responsible for changes in radiosensitivity of embryonic tissues.
106. Grant of \$2,500 from the Dow Chemical Company, Midland, Michigan, to be used under the direction of A. I. Popov, Chemistry, to support the Third International Conference on Nonaqueous Solvents to be held at MSU July 5-7, 1972.
107. Grant of \$65,028 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of H. Hart, Chemistry, for studies in organic syntheses.
108. Grant of \$37,833 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of A. I. Popov, Chemistry, to study physicochemical properties of convulsant tetrazoles.
109. Grant of \$35,839 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of W. H. Reusch, Chemistry, for approaches to structurally modified steroids.
110. Grant of \$4,000 from the National Science Foundation, Washington, D.C., to be used under the direction of A. I. Popov, Chemistry, to support Third International Conference on Nonaqueous Solvents, July 5-7, 1972, to be held at MSU.
111. Grant of \$500 from CIBA Corporation, Summit, New Jersey, to be used under the direction of A. Howitt, Entomology, for support for fruit research.
112. Grant of \$250 from CIBA Corporation, Summit, New Jersey, to be used under the direction of G. Guyer and A. Wells, Entomology, for evaluation of insecticides.
113. Grant of \$120 from FMC Corporation - Niagara Chemical Division, Middleport, New York, to be used under the direction of B. Croft, Entomology, to study mite control.
114. Grant of \$500 from the Upjohn Company, Kalamazoo, Michigan, to be used under the direction of A. Howitt, Entomology, as support for research on fruit pests.

Gifts and  
GrantsB. GIFTS AND GRANTS, continued

January 21, 1972

115. Grant of \$42,161 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of H. L. Sadoff, Microbiology and Public Health, to study cell differentiation in procaryotic organisms.
116. Grant of \$30,000 from the National Science Foundation, Washington, D.C., to be used under the direction of T. R. Corner, Microbiology and Public Health, for study of biomechanics of microbial membranes.
117. Grant of \$80,700 from the National Science Foundation, Washington, D.C., to be used under the direction of G. A. Smith, Physics, to study the properties of sub-nuclear elementary particles at high energies.
118. Grant of \$52,500 from the National Science Foundation, Washington, D.C., to be used under the direction of H. McManus, Physics, to investigate scattering problems and the theory of nuclear structure.
119. Grant of \$42,800 from the Department of the Navy, Office of Naval Research, Washington, D.C., to be used under the direction of A. Galonsky, Physics-Cyclotron, for research on charged particle shielding.
120. Grant of \$120,000 from the National Science Foundation, Washington, D.C., to be used under the direction of G. H. Lauff, Kellogg Biological Station, for integrated research on freshwater systems and training of scientists with competency in ecosystems analysis.
121. Grant of \$27,115 from the Lansing School District, Lansing, Michigan, to be used under the direction of J. R. Brandou, Science and Mathematics Teaching Center, to assist Michigan Migrant Education Program with Science-Oral language program.
122. Grant of \$200 from John H. Morrison, D.O., Detroit, Michigan, to be used under the direction of M. S. Magen, Dean of the College of Osteopathic Medicine, as an unrestricted grant.
123. Grant of \$50 from the Southeastern Michigan Osteopathic Association, Carleton, Michigan, to be used under the direction of M.S. Magen, Dean of the College of Osteopathic Medicine, as an unrestricted grant.
124. Grant of \$199,649 from the Michigan Association for Regional Medical Programs, East Lansing, Michigan, to be used under the direction of J. P. Howard, Family and Community Medicine, to develop a system model for the delivery of comprehensive health care service to a low-income population in Pontiac, Michigan.
125. Grant of \$4,600 from the National Institute of Health, Chevy Chase, Maryland, to be used under the direction of D. L. Grummon, Psychology, as support for a doctoral candidate.
126. Grant of \$47,525 from the Michigan Department of Education, Division of Vocational Education, Lansing, Michigan, to be used under the direction of D. H. Kruger, Labor and Industrial Relations, to provide experiences and assistance in audio-visual education.
127. Grant of \$12,532 from Law Enforcement Assistance Administration, Washington, D.C., to be used under the direction of J. H. McNamara, Criminal Justice, for tuition and fees for students receiving research fellowship.
128. Grant of \$426.06 from Louis A. Radelet, School of Criminal Justice, Michigan State University, to be used under the direction of A. F. Brandstatter, Criminal Justice, to support police-community relations research efforts.
129. Grant of \$39,200 from the Michigan Office of Criminal Justice Programs, Lansing, Michigan, to be used under the direction of A. C. Holloway, Social Work, for undergraduate training in the criminal justice system.
130. Grant of \$1,500 from the American Institute of Planners Foundation, Washington, D.C., to be used under the direction of M. Boylan, Urban Planning and Landscape Architecture, as assistance for undergraduate financially needy and minority students.
131. Grant of \$1,954 from Midwest Universities Consortium for International Activities, Inc., Champaign, Illinois, to be used under the direction of C. L. Winder, African Studies Center, and Office of the Dean of the College of Social Science, for research in England and Kenya on "The History of Agricultural Development in the Kisii District, Kenya (1920-1940)."
132. Grant of \$254 from Midwest Universities Consortium for International Activities, Inc., Champaign, Illinois, to be used under the direction of W. T. Ross, Asian Studies Center, as a supplementary grant to study Taiwan law.
133. Grant of \$800 from Herbert Bergman, East Lansing, Michigan, to be used under the direction of H. Bergman, American Thought and Language, to work on The Journalism of Walt Whitman, The Recognition of Walt Whitman, Walt Whitman, Clyde Fitch, and Walt Whitman Journalist.



## B. GIFTS AND GRANTS, continued

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Gifts and  
Grants

134. Grant of \$2,000 from Carl Witus, M.D., East Detroit, Michigan, to be used under the direction of W. W. Armistead, Dean of the College of Veterinary Medicine, as assistance to veterinary medicine students through Student Emergency Loan Fund.
135. Grant of \$1,000 from Grayson Foundation, Inc., Lexington, Kentucky, to be used under the direction of M. L. Calhoun, Anatomy, for publication cost of completed research on integumentary and urinary systems of the horse.
136. Grant of \$34,817 from the Department of the Army, Washington, D.C., to be used under the direction of D. W. Twohy, Microbiology and Public Health, to study the nature of immunity to leishmaniasis.
137. Grant of \$3,582 from Pitman-Moore, Inc., Fort Washington, Pennsylvania, to be used under the direction of G. R. Carter, Microbiology and Public Health, for serologic study of strains of *Pasteurella multocida* from cattle, swine, and rabbits.
138. Grant of \$178.83 from C. L. San Clemente, Department of Microbiology and Public Health, Michigan State University, to be used under the direction of C. L. San Clemente, Microbiology and Public Health, for research supplies, equipment, and travel.
139. Grant of \$1,000 from Armour Pharmaceutical Company, Kankakee, Illinois, to be used under the direction of C. L. Waxler, Pathology, to determine influence of intestinal flora upon dietary iron requirement of the baby pig and its response to iron administered parenterally.
140. Grant of \$31,544 from the National Institutes of Health, Bethesda, Maryland, to be used under the direction of J. E. Gibson, Pharmacology, for research in perinatal pesticide toxicity.
141. Grant of \$331 from the National Institutes of Health, to be used under the direction of R. A. Bernard, Physiology, for electrophysiological studies of the gustatory system.
142. Grant of \$12,000 from Generics Corporation of America, Moonachie, New Jersey, to be used under the direction of G. H. Conner, Large Animal Surgery and Medicine, to determine effects of orally administered Neo-Arth on the physical, cellular and chemical components of synovial fluid from arthritic horses.
143. Grant of \$850 from Michigan Veterinary Medical Association, Holland, Michigan, to be used under the direction of F. H. Oberst, Large Animal Surgery and Medicine, as an unrestricted grant.
144. Grant of \$800 from Jackson Kennel Club, Inc., Cement City, Michigan, to be used under the direction of W. O. Brinker, Small Animal Surgery and Medicine, for orthopedic equipment and supplies for student surgery laboratory.
145. Grant of \$50 from Herbert L. Marsh, Princeton, Illinois, to be used under the direction of W. O. Brinker, Small Animal Surgery and Medicine, for orthopedic equipment and supplies for student surgery laboratory.
146. Grant of \$250 from Hayim Newman, Haymarket, Virginia, to be used under the direction of W. F. Keller, Small Animal Surgery and Medicine, as an unrestricted grant.
147. Grant of \$100 from the Michigan Farm Bureau, Lansing, Michigan, to be used under the direction of A. L. Hunter, Continuing Education, as a contribution toward Adventure in World Understanding.
148. Grant of \$50 from Woman's Society of Peoples Church, East Lansing, Michigan, to be used under the direction of A. L. Hunter, Continuing Education, as a contribution toward Adventure in World Understanding.
149. Grant of \$87,000 from the Michigan Department of Mental Health, Lansing, Michigan, to be used under the direction of A. J. Enelow, Continuing Education, and Psychiatry, for a program of staff development, continuing education, and program consultation for state hospitals and community mental health programs.
150. Grant of \$5,000 from the Martha Baird Rockefeller Fund for Music, Inc., New York, New York, to be used under the direction of D. Pash, TV Broadcasting, to assist in the production of television recital programs with young musicians.
151. Grant of \$1,000 from Edwin N. Mathews, Jacksonville, Florida, to be used under the direction of G. H. Sheehe, Highway Traffic Safety Center, for financial aid to graduate students enrolled in the Traffic Education Program.
152. Grant of \$33,150 from New Detroit, Inc., Detroit, Michigan, to be used under the direction of R. L. Green, Center for Urban Affairs, to develop a 2½-day conference on the Black Police Officer in Detroit, Michigan.
153. Grant of \$1,000 from New Detroit, Inc., Detroit, Michigan, to be used under the direction of M. C. Jackson, Jr., Center for Urban Affairs, to provide minority students with learning experiences that will acquaint them with media production and how it might be used in their areas of study to express the concerns of minority people and urban communities.



Gifts and  
Grants

## B. GIFTS AND GRANTS, continued

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154. Grant of \$33.75 from J. Frank Schmidt & Son Co., Troutdale, Oregon, to be used under the direction of M. Baron, Campus Park and Planning, to increase the collection of rare landscape woody plant materials.
155. Grant of \$25 from the Grosse Pointe Garden Club, Grosse Pointe, Michigan, to be used under the direction of F. W. Freeman, Campus Park and Planning, to purchase books for library at Hidden Lake Gardens.
156. Grant of \$500 from Fundacion Creole, New York, New York, to be used under the direction of H. Higbee, International Programs, to further the program for foreign students.
157. Grant of \$500 from Alcoa Foundation, Pittsburgh, Pennsylvania, to be used under the direction of C. R. Wharton, Jr., President's Office, as an unrestricted grant.
158. Grant of \$500 from American Metal Climax Foundation, Inc., Niles, Michigan, to be used under the direction of C. R. Wharton, Jr., President's Office, as an unrestricted grant.
159. Grant of \$2,500 from Bethlehem Steel Corporation, Bethlehem, Pennsylvania, to be used under the direction of C. R. Wharton, Jr., President's Office, as an unrestricted grant.
160. Grant of \$75 from the Holland Chamber of Commerce, Holland, Michigan, to be used under the direction of C. R. Wharton, Jr., President's Office, as the honorarium for Dr. Wharton's speaking engagement.
161. Grant of \$750 from International Business Machines Corporation, Port Washington, New York, to be used under the direction of C. R. Wharton, Jr., President's Office, as an unrestricted grant.
162. Grant of \$500 from the National Association of Food Chains, to be used under the direction of C. R. Wharton, Jr., President's Office, as the honorarium for address.
163. Grant of \$250 from Sybron Community Fund, Rochester, New York, to be used under the direction of C. R. Wharton, Jr., President's Office, as an unrestricted grant.
164. Grant of \$5,000 from Standard Oil Foundation, Inc., Chicago, Illinois, to be used under the direction of H. L. King, Provost's Office, as \$3,000 for Outstanding Teacher Awards Program, and \$2,000 for the University's contingency fund.
165. Grant of \$61,500 from the W. K. Kellogg Foundation, Battle Creek, Michigan, to be used under the direction of B. J. Ballard, Office of the Vice President for Business and Finance, to purchase the Newington and Pennock properties contiguous to the Kellogg Biological Station.
166. Grant of \$77,552 from the National Science Foundation, Washington, D.C., to be used under the direction of M. E. Muelder, Research Development, as an institutional grant for science, 1971.
167. Grant of \$1,122 from the Ford Foundation, New York, New York, to be used under the direction of C. W. Minkel, Graduate School, as additional funds to cover doctoral research credits.
168. Grant of \$61,700 from the National Science Foundation, Washington, D.C., to be used under the direction of C. W. Minkel, Research Development and Graduate School, to support 12 NSF Graduate Fellowships.
169. Grant of \$1,000 from the National Science Foundation, Washington, D.C., to be used under the direction of C. W. Minkel, Graduate School, as Cost-of-Education allowance for NSF Postdoctoral student in Biochemistry.
170. Grant of \$15,500 from Louisville Urban Education Center, Louisville, Kentucky, to be used under the direction of J. H. McMillan, Equal Opportunity Programs, to provide practical educational experiences in area of urban education in an urban setting.

On motion by Trustee Carrigan, seconded by Trustee Merriman, it was unanimously voted to accept the gifts and grants.

## C. BIDS AND CONTRACT AWARDS

Contract awarded  
for 1st phase of  
TV production  
equipment for  
Life Sci. I

1. At the time bid specifications were prepared for the first phase of television production equipment for the Life Science I studio, the amount of funds available for this purpose was not definitely established. Therefore, a decision was made to divide the initial equipment needs into the following partial packages:
  - a. Studio cameras and controls (base bid A, B, C, D)
  - b. Video recorder (alternate E)
  - c. Audio system (alternate F)
  - d. Lighting system (alternate G)
  - e. Cyclorama curtain (alternate H)

## C. BIDS AND CONTRACT AWARDS, continued

January 21, 1972

## 1. TV Production Equipment for Life Science I, continued

TV Production  
Equipment for  
Life Sci. I, cont

The specifications have been reviewed with the Dean of the College of Human Medicine and the Provost, and they are aware of the limitations of this package. However, an agreement was reached that it is in the best interests of the University to purchase the base package now and check the possibility of purchasing the necessary video recorder when a final accounting of capital funds for Life Science I is available. Some time in the future it will be desirable to provide for the purchase of the remainder of the necessary "first phase" equipment. In the meantime, Instructional Media Center/Instructional Television will provide partial audio lighting and other equipment from existing facilities in Erickson Hall by placing limitations on services from that studio.

Following are the bids received on this project:

	Base Bid A,B,C,D, Studio Cameras	Alternate E Video Recorder	Alternate F Audio System	Alternate G Lighting System	Alternate H Cyclorama Curtain
Ampex	No bid	\$ 81,773	No bid	No bid	No bid
G. E.	\$238,220	No bid	\$ 7,940	No bid	No bid
Marconi	\$125,195*	No bid	No bid	No bid	No bid
Phillips	\$246,326	No bid	No bid	No bid	No bid
R.C.A.	\$262,350	\$335,100	\$350,111	\$363,442	\$366,570

\*Bid on Part A only

The bid from the G. E. Corporation contained a qualification which stated they took exception to all of the University specifications and that their bid proposed the use of G. E. equipment, which does not meet the bid technical specifications. It is the opinion of the IMC/ITV personnel that the equipment proposed by G. E. would not satisfy the requirements of this project.

It was therefore recommended that the contract be awarded to the Phillips Broadcasting Equipment Corporation, the second low bidder, with certain reductions as follows:

- Included in its bid was an alternate which permits substitution of a lens in Group A, Item 8 at a reduction of \$3,000. We have investigated this alternate and recommend its acceptance.
- Subsequent to the bid, the Phillips Corporation has offered an alternate which permits the substitution of a demonstration camera in Group A, Item 1, at a reduction of \$5,000. We have evaluated this alternate, a camera with full new warranty and meeting all our specifications, and recommend its acceptance.
- Subsequent to the bid, the Phillips Corporation has offered an alternate in which IMC/ITV will assume additional installation responsibilities (paragraph 4, page 1 of MSU bid specifications) at a reduction of \$10,000. This does not reduce the bidder's responsibility for the performance of the system. IMC/ITV can perform the necessary installation with existing staff at a cost of \$1,000, and its acceptance was recommended.
- The equipment list presented in the Phillips Corporation bid contains one signal generator in excess of the system's requirements. Deletion of this item at a reduction of \$2,000 was recommended.

The total of the reductions listed above are as follows:

Original base bid	\$246,326
Total reduction:	
a. \$3,000	
b. 5,000	
c. 10,000	
d. 2,000	- 20,000
Reduced base bid	\$226,326

It was recommended that the Board of Trustees award a contract to the Phillips Broadcasting Equipment Corporation in the amount of the reduced base bid of \$226,326 and the allocation of \$1,000 for the IMC/ITV costs of installation.

Motion was made by Trustee Martin, seconded by Trustee Carrigan, to approve the above recommendation. Unanimously carried.

## D. OTHER ITEMS FOR ACTION

- Recommendations by Attorney Leland W. Carr, Jr., on the Committee on Domiciliary Determination.

Action on Commit-  
tee on Domicil-  
iary Determina-  
tion postponed

This item was deleted from the agenda -- see item 1 under Special Miscellaneous, page 7289.

2. Executive Vice President Breslin recommended that the following benefit be approved for the Administrative-Professional employees.

Administrative-Professional employees with at least five (5) years of continuous full-time employment shall become eligible for extended sick leave in case of total disability as defined in the long-term disability plan.

Extended sick leave benefits shall not exceed six (6) months and are to be granted after an employee has used all accumulated sick leave, vacation, and personal leave time. The aggregate of these paid leave benefits shall not exceed six (6) months.

On motion by Trustee Carrigan, seconded by Trustee Merriman, it was unanimously voted to approve the above recommendation.

3. Provost Cantlon explained the Administration's position in recommending the adoption of the following policy for the dissemination of faculty salary information. (A copy of Dr. Cantlon's remarks is filed with the materials relevant to this meeting.)

The Faculty Affairs and Faculty Compensation Committee has recommended that information on salaries be released in the following manner:

The high, low, median, and average salaries of each academic rank in each department, school and center be released, without identifying the recipients; and that the salaries of any twelve-month faculty included in such a release be presented in their ten-month equivalents and noted.

The Administration endorsed this recommendation and suggested the following for implementation:

- a. That the general format be as outlined below.
- b. That in any college the small units (with five or less faculty members) be grouped under one heading -- "other units."
- c. That deans be excluded from the college listing but be included as a group in the University summary.
- d. That joint appointments be handled by making all tabulations on a FTE basis.
- e. Appointments in non-instructional units be appropriately grouped.
- f. That the completed summary be distributed to each dean's office and each vice president's office, and copies made available at the reference desk in the Library.
- g. All data should reflect the situation as of a given date, either July 1 or as soon thereafter as salary increases have been approved.

All Salaries Equated to 10-Month Basis

	High	Low	Median	Average	Number (10)	Number (12)
<u>Chemistry</u>						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
<u>Physics</u>						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
<u>Math</u>						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
<u>Total for College of Natural Sci.</u>						
Professor						
Associate Professor						
Assistant Professor						
Instructor						

Following Dr. Cantlon's presentation, Professor Bob Repas, Chairman of the Committee for a Rational Pay Policy, and Professor Frederick D. Williams, Chairman of the Faculty Affairs and Faculty Compensation Committee presented remarks on behalf of their respective groups (complete copies of their statements are filed in the Secretary's Office). Included in Professor Williams' remarks was a recommendation that an additional category covering administrators' salaries be added to the Administration proposal.

App extended sick leave benefits for A-P employees

App policy for dissemination of faculty salary information

## D. OTHER ITEMS FOR ACTION, continued

January 21, 1972

## 3. Dissemination of Faculty Salary Information, continued

Faculty salary  
information,  
cont.

Trustee Carrigan proposed two motions as an alternative to the Administration proposal. Her first motion, seconded by Trustee Huff, was:

- a. That beginning with the current year, official salary documents, as defined in b and c, be regularly placed in the University Library and in each departmental office, with some number of additional copies made available for purchase, at cost, as public documents;
- b. That the faculty salary document include for each faculty member, in addition to name, rank or title, department, and annual salary, at least the following information: sex, years of professional experience, status in tenure system, term of appointment (e.g., 10 vs. 12 months), and assigned time fraction;
- c. That a parallel document be compiled for so-called "temporary" faculty.

Trustee Merriman, supported by Trustee White, offered a substitute motion that the recommendation of the Administration be followed. This motion was defeated by a vote of 1 to 6, Trustee Merriman voting "Yes."

Trustee Carrigan's motion carried by a vote of 6 to 1, Trustee Merriman voting "No."

The second motion submitted by Trustee Carrigan, seconded by Trustee Martin, was:

That the annual faculty salary proposal submitted to the Board of Trustees include the same information as the documents described in the preceding motion, and be prefaced by a statement of the guidelines employed in arriving at the recommendations submitted.

Motion carried by a vote of 6 to 1, Trustee Merriman voting "No."

At the close of Professor Repas' remarks he had requested the Trustees to ask the Academic Council to make available to him a transcript of that portion of the recording of the November 30, 1972 Academic Council meeting dealing with the censure of Professor Repas and Trustee White for releasing the faculty salary lists.

Trustee Stevens moved, seconded by Trustee Huff, that the Academic Council be asked to provide this transcript. President Wharton explained that the Secretary of the Faculties did not believe he had authority to do so based upon a statement of former President Adams when taping of the Council meetings was initiated. President Wharton also explained that the Academic Council had not met since Professor Repas' request had been submitted to the Steering Committee and the Secretary of the Faculties, and that the request would probably receive favorable action. Trustees Stevens and Huff withdrew their motion.

4. The initial clinical faculty for the College of Osteopathic Medicine was small and hence aggregated into the two multiple interest departments -- the Department of Osteopathic Medicine and the Department of Family and Community Medicine. Now as the clinical faculty's growth accelerates, the direction of department chairmen is essential for effective recruiting of faculty, for shaping the research and service programs in the various clinical areas, and for articulating these with existing programs on campus.

Division of  
departments in  
College of  
Osteopathic  
Medicine

The College recommended that the present Department of Family and Community Medicine be divided into:

- a. Department of Family Medicine
- b. Department of Community Medicine

The College also recommended that the present Department of Osteopathic Medicine be divided into:

- a. Department of Osteopathic Medicine
- b. Department of Biomechanics

These recommendations have been examined carefully and were forwarded to the Board with the administration's recommendation for approval, effective July 1, 1972.

Motion was made by Trustee Huff, seconded by Trustee Carrigan, to approve the above recommendation. Unanimously carried.

5. Recommendation by Executive Vice President Breslin that the following revised schedules for Administrative-Professional, Clerical-Technical, Health Professions, and hourly non-union labor payroll groups be approved, effective November 15, 1971.

Approval revised  
salary schedules  
for A-P, C-T,  
Health Profes-  
sions and hourly  
non-union  
employees

## SCHEDULE OF A-P RATES BY GRADES

Grade	Annual Range		Difference Between Min. and Max. Range
	Min.	Max.	
AP-I	\$ 8,840	\$11,390	\$2,550
AP-II	9,400	12,100	2,700
AP-III	9,830	13,100	3,270
AP-IV	10,600	14,020	3,420
AP-V	11,370	14,950	3,580
AP-VI	12,140	16,010	3,870
AP-VII	13,330	17,650	4,320
AP-VIII	14,660	19,990	5,330
AP-IX	15,990	22,510	6,520
AP-X	20,130	Above	

Minimum of salary ranges is based on 5.5% increase  
Maximum of salary ranges is based in 7% increase

D. OTHER ITEMS FOR ACTION, continued

January 21, 1972

5. Revised Salary Schedules, continued

SCHEDULE OF CLERICAL-TECHNICAL SALARY RATES BY GRADES

Grade	Annual Salary		Monthly Salary		Amount of Merit Increase at End of the Designated Number of Months													
	Min.	Max.	Min.	Max.	6	12	18	24	30	36	42	48	54	60	66	72	78	84
I	\$5025	\$5905	\$419	\$492	60	60	60	60	60	60	60	60	60	60	60	75	75	70
II	5158	6175	430	515	60	60	75	75	75	75	75	75	75	75	75	75	75	72
III	5224	6310	435	526	60	60	75	75	75	75	75	75	75	90	90	90	90	81
IV	5436	6660	453	555	75	75	75	75	75	75	90	90	90	90	120	120	120	54
V	5942	7105	495	592	75	75	75	75	75	75	90	90	90	90	90	120	120	23

Amount of Annual Merit Increase as Designated on January 1st of Each Year

					Merit							
					1	2	3	4	5	6	7	
VI	6101	7738	508	645	240	240	240	240	240	240	197	
VII	6314	7954	526	663	240	240	240	240	240	240	200	
VIII	7085	9208	590	767	300	300	300	300	300	300	323	
IX	7949	10017	662	835	300	300	300	300	300	300	268	
X	8508	10718	709	893	300	300	300	300	300	360	350	
XI	9132	11284	761	940	300	300	300	300	300	360	192	
XII	9690	12120	808	1010	300	360	360	360	360	360	330	

Minimum of salary ranges is based on 5.5% increase  
Maximum of salary ranges is based on 7% increase

SCHEDULE OF HEALTH PROFESSIONS RATES BY GRADES

Classification	Grade	Minimum	Maximum
Medical Technician	VII	\$6314	\$7954
Medical Technologist	IX	7949	10017
Medical Technologist, Senior	X	8508	10718
Nurse, Licensed Practical		5861	6907
Nurse, Staff		7807	9208
Nurse, Head		8302	10718
Nurse, Supervisor		9860	11284
X-Ray Technician	VII	6314	7954
X-Ray Technician	VIII	7085	9208
X-Ray Technician, Chief	IX	7949	10017

Minimum of salary ranges is based on 5.5% increase  
Maximum of salary ranges is based on 7% increase

SCHEDULE OF HOURLY RANGES FOR EMPLOYEES ON LABOR PAYROLL  
NOT COVERED BY UNION CONTRACT

Grade	Hourly Range		Grade	Hourly Range	
	Min.	Max.		Min.	Max.
SPECIAL*	\$2.00	\$2.25	P	\$4.16	\$4.76
A	2.45	2.63	Q	4.18	4.84
B	2.48	2.73	R	4.41	5.08
C	2.50	2.86	S	4.46	5.16
D	2.56	2.95	T	4.55	5.25
E	2.70	3.08	U	4.66	5.31
F	2.80	3.26	UA	4.77	5.52
G	2.93	3.41	V	4.88	5.76
H	3.00	3.54	VA	5.02	5.95
I	3.09	3.73	W	5.20	6.18
J	3.21	3.81	X	5.29	6.27
K	3.37	3.99	Y	5.42	6.55
L	3.49	4.13	Z	5.76	6.94
M	3.57	4.24	AA	6.12	7.40
N	3.67	4.39	BB	6.69	8.09
O	3.96	4.58	CC	7.95	9.87
OA	3.96	4.65			

Minimum rates of the Grades increased 5.5%  
Maximum rates of the Grades increased 7%

\*The Special grade is not changed

On motion by Trustee Carrigan, seconded by Trustee Huff, it was unanimously voted to approve the above revised schedules.

Daverman Assoc., Inc. employed as architects for Ice Arena

6. It was recommended that Daverman Associates, Inc., Grand Rapids, be employed as the architects for the Ice Arena. The second choice would be Warren-Holmes Co., Lansing.
- The fee paid to the architectural firm for the Ice Arena will be consistent with the State of Michigan architectural scale.

Motion was made by Trustee Stevens, seconded by Trustee Carrigan, to approve the employment of Daverman Associates, Inc. as the architects for the Ice Arena. Unanimously carried.



## D. OTHER ITEMS FOR ACTION, continued

January 21, 1972

7. Trustee Carrigan reported that within the past few days she had called to the Administration's attention the fact that the TIAA-CREF retirement program provides an annuity which in dollar amount is equal for men and women but is apportioned actuarially according to predicted life expectancy for males and females which yields different amounts. The result is that the annual annuity for women who have paid X number of dollars for X number of years into the program might be \$9,500 while a man having worked the same number of years and paid the same amount out of his pocket into the program would have an annual annuity of \$10,800. Trustee Carrigan noted that the Commission on the Status of Women at Wayne State University had communicated its concern to TIAA-CREF and that President Gullen of Wayne State had indicated that a Wayne State Vice President would speak to this concern at the February meeting of TIAA-CREF.

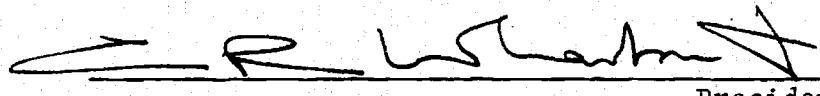
Difference in  
TIAA-CREF pay-  
ments to men and  
women to be  
investigated by  
Administration

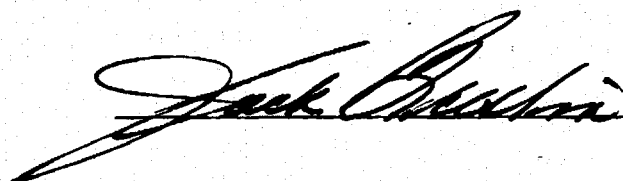
President Wharton noted that no matter which criteria are employed for the determination of the annuity which has been built up, they are inevitably arbitrary; however, it may be that the present system chooses criteria which are more arbitrary and there could be the possibility of influencing the choice of the less arbitrary in terms of impact upon the individuals.

Vice President Wilkinson pointed out that we are dealing with a policy that affects not only TIAA-CREF but the entire insurance industry.

President Wharton recommended and the Trustees concurred that it would be desirable for the Administration to contact President Gullen and TIAA-CREF to explore this matter further.

Adjourned.

  
President

  
Secretary