MINUTES OF THE INFORMAL MEETING of the BOARD OF TRUSTEES 7:30 p.m., July 16, 1970

Trustees Hartman, Huff, Martin, Merriman, Nisbet, Stevens, Thompson, and White; President Wharton, Provost Cantlon, Vice President Wilkinson, Executive Vice President and Secretary Breslin, Assistant to the President Ballard, Attorney Carr, Vice President Dickerson, Assistant Provost Herman King, Vice President Muelder, Vice President Perrin.

Absent:

No one.

Presentation re faculty salaries

In the open session of the informal meeting, Dr. Frank J. Blatt, Treasurer of the MSU by Frank Blatt Chapter of the American Association of University Professors (AAUP), made a brief presentation concerning faculty salaries. Dr. Blatt said there were two questions which must be taken into account when the University arrives at an equitable salary structure for faculty:

- 1. What are the needs of faculty and what is just recompense for services in light of experience and educational investment of MSU faculty?
- 2. Based on the premise that MSU shall continue to follow the path toward excellence, can the University obtain the goal of national recognition and maintain a salary structure which is seriously deficient particularly at the higher ranks?

Dr. Blatt stated that a salary adjustment of 8% is needed to meet increased cost of living for MSU faculty. He also added that faculty over the age of 45 or 50 are currently punished for their longevity and their lower mobility. Salaries for associate professors and full professors at Michigan State are much lower than those at similar institutions both within and without the Big Ten universities. Dr. Blatt indicated that most faculty members are encouraged and pleased by the establishment of the new standing committee on faculty compensation at MSU. He added that faculty hope this committee will be widely consulted on all budget matters.

Presentation of Teaching Hospita1

In the closed session of the informal meeting of the Board, Dean Andrew Hunt and Neil Bracht re development of the MSU College of Human Medicine made a presentation on the development of a teaching hospital at the University.

> President Wharton and Provost Cantlon indicated that the University had given a preliminary commitment to HEW that matching funds totalling almost \$26 million would be found. Final assurance on this is required by January 1971. The Executive Group was generally pessimistic regarding the prospects of raising such funds either from public or private sources in the current economic situation, but they did not wish to reject the HEW offer without the guidance of the Board of Trustees. Dr. Hunt had been asked to attend the meeting and make a presentation regarding the teaching hospital and his proposed changes in its original format.

Dr. Hunt commented on the amount of growth in various academic departments and colleges brought about by the establishment of the College of Human Medicine. He added that the College's movement toward a four-year school will be approached in the same manner.

Dean Hunt reviewed with the Board the steps that the College has taken toward the development of a teaching hospital. He indicated that the College feels the hospital must be built and designed so that it is one which contributes towards improving medical care through research and decreasing the cost of in-patient and out-patient medical care. He also stated that it is well within the realm of possibility and feasibility that the MSU teaching hospital could become self-supportive and could very easily become self-liquidating in part.

Mr. Bracht discussed the research that has been conducted concerning the community interest in a teaching hospital and the movement toward prepaid hospitalization plans. He added that local UAW and credit unions have held meetings on this subject and have asked for participants from the College of Human Medicine. Dean Hunt said that there is every indication that some time this year the U.S. Congress will pass legislation establishing a strong movement toward prepaid hospitalization and that there is general agreement nationwide that this is the direction a new medical school should follow.

Trustee Stevens said that this kind of insurance would mean a lot more coverage for students and young people than is currently available through Blue Cross and Blue Shield. Dean Hunt discussed with the Board the possibilities of financing the project through foundations and private sources as well as federal funds. Secretary Breslin indicated that there was currently very little support for a teaching hospital in the Michigan Legislature and that support must be sought outside the State Government. Trustee Stevens stated that the administration and the College of Human Medicine start immediately to explore the possibility of support for the project.

Trustee Stevens added that the Board should encourage the administration to explore funding possibilities so that by September or October the Board would have a better idea as to what are MSU's chances of financing the teaching hospital. Trustee White stressed the need for making the appeal of the program statewide and not just for the local area. He added that more work should be done in the area of continuing education for practicing doctors so that cases could be treated locally rather than referred to teaching hospitals. Dean Hunt indicated that the College of Human Medicine had already made good inroads in both the area of involving more than the local community in planning for a teaching hospital and in working closely with the needs of doctors throughout the state.

Presentation by Dean Hunt, continued

Trustee Thompson indicated his support for Dean Hunt's approach in developing a teaching hospital and the idea that the administration explore funding possibilities. Trustee Martin said he was highly impressed with the College of Human Medicine and the approach being developed for establishment of a teaching hospital at the University. Trustee Merriman commented that MSU must make greater efforts in generating support for a teaching hospital as soon as possible. Trustee Nisbet stated that private foundations are interested in new approaches and that the innovations planned for the hospital should bring about support. Trustee Hartman endorsed Dean Hunt's approach to the establishment of a new teaching hospital.

Trustee Huff said that the need for involving top people off campus in developing financial support for the hospital is great and should be undertaken immediately. Based on the support of the Board, the administration was instructed to engage in planning funding for the MSU teaching hospital.

MINUTES OF THE MEETING
of the
FINANCE COMMITTEE
July 16 and 17, 1970

President Wharton called the Finance Committee meeting to order at 8:40 p.m., July 16, at Kellogg Center.

The following members were present: Trustees Hartman, Huff, Martin, Merriman, Nisbet, Stevens, Thompson, and White; President Wharton, Executive Vice President and Secretary Breslin, Vice President Wilkinson, Provost Cantlon, Assistant to the President Ballard.

Absent: No one.

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

recommendations

Bouyoucos (Graduate Fellowship	Approx.			
<u>Amount</u>	Security	Price	<u>Principal</u>	Income	<u>Yield</u>
Recom	mend selling:				
150 shs.	Sterling Drug	\$ 32	\$ 4,800	\$ 112	2.3%
100 shs.	Eastman Kodak	60	6,000	116	1.9%
400 shs.		8	3,200	80	2.5%
.					
and the second s	mend purchasing:	00	0 000	96.0	0 79
The state of the s	Michigan Bell Telephone	99	9,900	862	8.7%
100 sns.	Ford Motor Co.	42	4,200	240	5.7%
Consolidate	ed Investment Fund				
Recom	mend selling:				
\$25,000	Federal Nat'l Mortgage Assoc.	78	19,500	1,313	
,,	Part. Ctf. 4-1-81			_,	
1,050 shs.		32	33,600	787	
Redeer					
Up to					
\$74,000	Ford Motor Notes		74,000		
	Oakland University Transfer			tely \$115,0	000
Forest Akeı	rs Fund				
Recomm	mend purchasing:				
Up to	평생 화로 스탈웨덴 화분인 회에 이번 때				
	Capital Holding Corp.	23	4,945	86	1.7%
Class of 19	915 Fund				
	mend selling:	distribuis de la decida. Companyone			
218 shs.	Sterling Drug	32	6,976	163	2.3%
Recomm	mend purchasing:				
Up to	mend parchasing.				
300 shs.	Capital Holding Corp.	23	6 000	120	7 70
500 3113.	Supreme notating corp.	23	6,900	120	1.7%
John A. Har	nnah Professorships				
Recomm	mend selling				
780 shs.	Sterling Drug	32	24,960	585	2.3%
			44,900		2.7/0
	mend purchasing:				
Up to	Conital Halifara Car				
I,UOD SNS.	Capital Holding Corp.	23	24,955	434	1.7%

Finance Committee Meeting minutes, continued

1. Investment recommendations, continued

Retirement Fund Amount Security	Approx. Price	Principal	Income	<u>Yield</u>
Recommend selling: 9,000 shs. Sterling Drug	\$ 32	\$ 288,000	\$6,750	2.3%
Recommend purchasing:				di ani di di
Up to 18,000 shs. Capital Holding Corp.	23	414,000	7,200	1.7%
F. A. & E. G. Simonsen Fund				
Recommend selling:				
202 shs. Sterling Drug	32	6,464	151	2.3%
Recommend purchasing: Up to				
280 shs. Capital Holding Corp.	23	6,440	112	1.7%

On motion by Mr. Huff, seconded by Mr. Stevens, it was unanimously voted to approve the investment recommendations.

1-yr extension of loan for Trust 6560 approved

2. Vice President Wilkinson presented Mr. George Cress and Mr. William Broucek of the Ann Arbor Trust Co. to discuss Trust 6560. This Trust covers the construction of Holden Hall and the refinancing of the Brody Group of dormitories. At the June 1970 Board meeting the Trustees approved a one-year loan with the National Bank of Detroit at a rate of 5%. The balance on this loan is approximately \$4,500,000.

The Trustees reaffirmed the action they had taken at the June Board meeting relative to the Trust.

2-yr contract Local 1585

AFSCME approved

3-yr contract Local 547 Oper. Engineers approved

- Executive Vice President Breslin presented for the Board's consideration and approval:
 - A. Two-year wage contract with Local 1585 Council 7 AFSCME, AFL-CIO, effective July 1, 1970 and expiring June 30, 1972.
 - Three-year contract with International Union of Operating Engineers AFL-CIO Local 547, effective July 1, 1970, expiring June 30, 1973.

On motion by Mr. Nisbet, seconded by Mr. Merriman, by a vote of 7 to 0, the two-year contract with Local 1585, Council 7 AFSCME, AFL-CIO was approved. Mr. Stevens asked to be recorded as not voting.

On motion by Mr. Huff, seconded by Mr. Merriman, by a vote of 7 to 0, the three-year contract with the International Union of Operating Engineers AFL-CIO, Local 547, was approved. Mr. Stevens did not vote.

Copies of these contracts are made a part of these minutes and are on file in the Secretary's Office.

New salary ranges for nursing personnel approved 4. Executive Vice President Breslin presented for the Board's consideration and approval the following proposed new salary ranges for nursing personnel.

<u>Title</u>	Minimum	Step 1	Step 2	Step 3	<u>Maximum</u>
Nurse	\$ 7,406	\$7,706	\$8,006	\$8,306	\$ 8,606
Licensed Practical Nurse	5,555	5,780	6,005	6,230	6,455
Head Nurse	8,817	9,117	9,417	9,717	10,017
Nurse Supervisor	9.346	9.646	9.946	10.246	10.546

The current salaries of the nursing personnel can be fitted into these recommended ranges without granting any special increases. The step increases shown above amount to approximately \$300, which would be granted each January. This is approximately what the nurses were receiving under the old system.

The salary ranges for the head nurses and the nurse supervisors represent an upgrading of one pay range under our present system, since it was noted that we were in a poor competitive position in the nursing supervisory brackets.

It is hoped that, with the establishment of these ranges, the salaries of the Health Center nurses may be kept more in line with the local rates paid in our hospitals.

On motion by Mr. Nisbet, seconded by Mr. Huff, it was unanimously voted to approve the new salary ranges for nursing personnel.

5. Vice President Wilkinson recommended the awarding of a contract and approval of the budget for a major alteration to the milking parlor at the Dairy Research Center. The following bids were received on May 29, 1970:

	n ne ne ne	A	lternate	<i> </i> ‡1	Alternate #2
Contractor	Base Bid		Deduct	_	Deduct
McNeilly Const. Co., Inc.	\$79,468		\$500		\$3,265
Charles Featherly Const.	85,760		370		3,265
Haussman Const. Co.	95,650		700		3,300

The low bid exceeded the original estimate and the bulletin change was issued as a deduct in the amount of \$1,067 plus accepting the two deduct alternates brings the adjusted contract to \$78,401.

It was recommended that a contract be awarded to the McNeilly Construction Company in the amount of \$78,401 and that the following budget be approved.

Contract with McNeilly Consti	ruction Co., Inc.	\$78,401
Contingencies	医多多异腺属 化二氯甲基甲基甲基甲基甲基甲基甲基	4,999
Engineering and Supervision	To determine the second of the	<u>6,564</u>
Total anticipated cost		\$89,964

Funds have been provided from account number 41-4307 which includes an allocation from the Experiment Station funds and the USDA Facility funds.

On motion by Dr. Martin, seconded by Mr. Huff, it was unanimously voted to approve the contract for the alterations to the milking parlor at the Dairy Research Center and the budget for this project.

6. Vice President Wilkinson presented for the Board's consideration and approval the reorganization of his office. Under the new organization for the Office of the Vice President for Business and Finance, Mr. Emery Foster becomes Professor and Assistant Vice President for Business Operations, and Mr. Stephen H. Terry becomes Assistant Vice President for Finance and Assistant Treasurer, effective August 1, 1970.

On motion by Mr. Thompson, seconded by Mr. Stevens, the above changes were <u>unanimously</u> <u>approved</u>.

7. President Wharton and Provost Cantlon presented for the Board's consideration and approval a recommendation that office space be made available in the International Center for the Michigan Partners of the Alliance.

On motion by Mr. Hartman, seconded by Mr. Nisbet, it was voted to approve the above recommendation. Mr. Huff did not vote.

8. The following is a report and recommendation by Vice President Wilkinson on the financial activity of the Federal Educational Opportunity Grant program for the 1968-69 and 1969-70 appropriational years:

		Estimated	Estimated Expenditures in Excess
<u>1968-69</u>	Grant	Expenditures	of Grant
Initial grant year Renewals	\$ 493,430 652,500 \$1,145,930	\$ 600,659 508,693 \$1,109,352	\$107,229 -0- \$107,229
University scholarship funds applied toward program			$\frac{107,229}{$}$
1969-70	er en former en		
Initial year Renewals	\$ 577,194 485,739 \$1,062,933	\$ 699,228 <u>806,568</u> \$1,505,796	\$122,034 320,829 \$442,863
University scholarship funds applied to initial year grant		95,384	
University grant funds applied to renewal grants	<u>.</u>	275,000 370,384	
Recommended special appropriation		72,479	442,863 \$ -0-

It was recommended that a special appropriation of approximately \$75,000 be approved to fund the balance of the Educational Opportunity Grant program, subject to final Federal and Ernst & Ernst audit and that the University funding of the program be approved.

On motion by Mr. Nisbet, seconded by Mr. Huff, it was unanimously voted to accept the report and approve the appropriation as recommended by Vice President Wilkinson.

McNeilly Const.
Co. awarded
contract for
alterations to
Dairy Research
Ctr; budget
for project
approved

Reorganization of Office of V.P.for Bus. & Fin.

Office space to be made avail- able in Int.Ctr. for Mich.Part- ners of the Alliance

Approval
appropriation
of \$75,000 for
Fed. Educ.
Oppor. Grant
program

Additional \$7128 from Smith-Lever Act allocated to Coop. Ext. Serv.

New salary

employees

budget

approved as

part of 1970-71

schedules for C1-Tech and AP

9. The University received an additional \$7,128 from the Smith-Lever Act for the Cooperative Extension program for the 1969-70 fiscal year. It was recommended that the Trustees approve the acceptance of this additional revenue. Funds were allocated to account number 71-7300.

On motion by Mr. Huff, seconded by Mr. Hartman, it was unanimously voted to approve the recommendation in item 9.

10. The Executive Vice President recommended the new schedules of salary rates for Clerical-Technical and Administrative-Professional employees to be effective July 1, 1970.

CLERICAL TECHNICAL SCHEDULE OF CLASSIFIED SALARY RATES BY GRADES Effective July 1, 1970

	Ann	ua1								4	Meri	t In	crea	ses				
		ary		Мо	nths	_												
Grade	Min.	Max.	Difference	6	12	16	24	30	36	42	48	54	60	66	72	78	84	
I	\$4763	\$5519	\$756	60	60	60	60	60	60	60	60	60	60	60	60	36		
II	4889	5771	882	60	60	60	60	60	60	60	60	60	60	60	60	:75	87	
III	4952	5897	945	60	60	60	60	60	60	60	60	60	60	75	90	90	90	
IV	5153	6224	1071	60	60	60	60	60	60	60	60	60	60	120	120	120	111	
V	5632	6640	1008	60	60	60	60	60	60	60	60	60	60	90	120	120	78	
				Ye	ars													
				1		2		3	4	<u> </u>	5		6		7	1000		
VI	5783	7232	1449	1	80	18	0	180		240	2	40	24	0	189)		
AII	5985	7434	1449	1	80	18	0	180		240	2	40	24	0	189	•		
VIII	6716	8606	1890	2	40	24	0	240		300	3	00	30	0	270) .		
IX	7430	9362	1932	2	40	24	0	240		300	3	00	30	0	312	2,		
X	8064	10017	1953	2	40	24	0	300		300	3	00	30	0	273	3		
XI	8656	10546	1890	2	40	24	0	240		300	3	00	30	0	270)		
XII	9185	11327	2142	2	40	30	0	300		300	3	60	36	0	282	2		

PROPOSED SCHEDULE OF AP RATES BY GRADES Effective July 1, 1970

					Pr	oposed	Merit	Increase	Plan
AP							1 1 1		
Leve1	New Min.	New Max.	Dif.*	1 Yr.	2 Yr.	3 Yr.	4 Yr.	5 Yr.	6 Yr.
							-		
I	\$ 8380	\$ 10640	\$2260	\$380	\$380	\$380	\$380	\$370	\$370
II	8910	11300	2390	400	400	400	400	400	390
III	9310	12240	2930	490	490	490	490	490	480
IV	10040	13100	3060	510	510	510	510	510	510
V	10770	13970	3200	5,30	530	530	530	540	540
VI	11500	14960	3460	580	580	580	580	570	570
VII	12630	16490	3860	640	640	640	640	650	650
VIII	13890	18680	4790	800	800	800	800	800	790
IX	15150	21030	5880	980	980	980	980	980	980
X	19080								

*5% rounded to next \$10

After discussion, it was agreed that this item would be tabled until the July 17 meeting, at which time it would be considered as part of the total University budget. (See page 6863)

- 11. The Retirement Committee recommended:
 - A. Approval of an increase of \$300 a year on the basis of Plan 1 to all current retirees, effective July 1, 1970.
 - B. Approval of an increase in the maximum annual retirement salary an individual may receive from \$3,000 to \$3,300, effective July 1, 1970.
 - C. Approval in principle of changes in the computation of service credits and benefits as follows:
 - (1) Change the service credits for the first 10 years of service from 1% for each year of service to $1\frac{1}{2}$ % for each year of service.
 - (2) Eliminate the 10% increment currently added to the base pension if the pension is below \$3,000 or the individual has frozen his service credits and is in the TIAA retirement program.
 - (3) Retain the present computation of service credits beyond the first 10 years of service at 2% for each year of service.
 - D. That implementation of recommendation C be delayed until the 1970 actuarial study of the retirement program is completed.

After discussion, it was agreed that this item would be tabled until July 17 and at that time become part of the total University budget for the fiscal year 1970-71. (See page 6863)

Improvements in University Retirement Program 12. It was requested that the Trustees authorize the opening of two bank accounts at the Pontiac State Bank to be used to account for the operations of the College of Osteopathic Medicine.

One account will be used as a depository account in which all receipts of the College of Osteopathic Medicine will be deposited. Vice President Wilkinson and Assistant Vice Bank President Terry will be the authorized signatures to draw funds on this account.

The second account will be an imprest cash checking account not to exceed \$70,000 in balance. The authorized signatures on this account will be Annette Sproull, Comptroller of the College of Osteopathic Medicine, and Floyde Brooker, Administrative Officer. Vice President Wilkinson and Assistant Vice President Terry will also be authorized to sign for disbursements from this account.

On motion by Mr. Nisbet, seconded by Mr. Huff, the two bank accounts for the operations of the College of Osteopathic Medicine were unanimously approved.

13. The individuals who were employed by Michigan College of Osteopathic Medicine on June 30, 1970 and who have not already been terminated will be considered temporary employees of Michigan State University effective July 1, 1970. Their salary and wage levels will be at the same rate as prior to June 30, 1970 except that employees of one year or more of Osteopathic service may receive raises of the same average level as their counterparts on the East Lansing campus. Any terminations of hourly workers, CT or AP personnel shall require a in transfer of 30-day written notice to the employee.

Faculty terminations or reappointments, the latter either in or outside the Michigan State University tenure track, will be reported as special items to the MSU Board of Trustees for action prior to the end of the current fiscal year.

All new appointments subsequent to July 1, 1970 will be processed through the East Lansing campus in conformity with normal MSU procedures.

On motion by Mr. Thompson, seconded by Mr. Stevens, it was unanimously voted to approve the above procedures.

14. President Wharton discussed with the Trustees his desire to accept an appointment to the Board of Directors of the Museum of Modern Art. He further indicated that his directorship of The American Agricultural Economics Association expires this summer.

On motion by Mr. Thompson, seconded by Mr. Stevens, it was unanimously voted to approve this membership.

15. President Wharton suggested to the Board that he thought it would be appropriate for the Board to have a two-day special meeting or retreat early in September. He also suggested a number of items that should be included in the agenda for that meeting.

After discussion it was agreed that the Board would meet September 3 and 4 for a special meeting. The agenda for this meeting will be prepared by President Wharton and the administrative staff along the lines of his July 16 memorandum to the Trustees. This meeting will convene with a luncheon Thursday, September 3, with adjournment to be late afternoon on September 4. It was further agreed that the regular September Board meeting will be held on Wednesday and Thursday, September 16 and 17. Finally, it was agreed that the December Board meeting would be held Thursday and Friday, December 10 and 11.

- 16. President Wharton presented to the Board two information papers:
 - A. Statement on Enrollment and Admissions
 - Issues and Problems of Dormitory Occupancy.
- 17. On Friday morning, July 17, in a continuation of the Finance Committee meeting, President Wharton asked Vice President Wilkinson and Provost Cantlon to review for the Board the proposed budget, proposed fee schedule, and proposed dormitory rates for the fiscal year 1970-71.

Following this general discussion, the Board asked to meet with the President in recutive session to discuss salaries of the administrative officers

On motion of Mr. Stevens, seconded by Mr. Merriman, the following salaries were approved effective July 1, 1970 (with Trustee White voting "No" on those so marked *).

John Cantlon \$35,000* Milton Muelder \$33,600 Roger Wilkinson \$29,000 Leland Carr \$27,500 Jack Breslin \$35,000* M. B. Dickerson \$30,000

The Trustees asked the President to review the salaries of Mr. Perrin and Dr. Polley in January 1970 (Mr. White voted "No") and to discuss with Mr. Carr the possibility of the University providing additional funds for a legal clerk and office expenses.

Adjourned.

Two bank accts for Col of Osteopathic Med opened at Pontiac State

Procedures app for continuation Med employees College to MSU

Pres. Wharton's appt to Bd of Dir of Museum of Modern Art approved

Special Board meeting to be held Sept. 3 & 4; Dec meeting to be 10th and 11th

Two information papers on Enrollment and Admissions and Dormitory Occupancy presented by Pres.Wharton

1970-71 budget, fee schedule and dormitory rates presented; salary inc of administrative officers approved