

MINUTES OF THE MEETING
of the
MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES
September 24-25, 1981

President Mackey called the meeting to order in Room 106, Kellogg Center, at 7:20 p.m., September 24.

Present: Trustees Bruff, Fletcher, Howe, Krolikowski, Lick (arrived during the Investment Committee), Martin (arrived during the Investment Committee), Reed and Sawyer (arrived during the Investment Committee); President Mackey, Provost Winder, Vice Presidents Breslin, Cantlon, Dickinson, Schonbein, Stewart, Thompson and Turner; Associate Vice President and Acting Secretary Wilkinson, General Counsel Carr, Assistant to the President Carlisle, Faculty Liaison Group and Student Liaison Group.

1. Approval of Proposed Agenda

Trustee Bruff moved approval of the proposed agenda with the change that the Resolution on the International Year would be considered by the Board following the Public Comments session. Seconded by Trustee Howe. Approved by a vote of 5 to 0.

2. Approval of the July 23-24, 1981, Minutes

Moved by Trustee Bruff, seconded by Trustee Fletcher, to approve the minutes of the July 23-24, 1981, Board meeting. Approved by a vote of 5 to 0.

The Board recessed for a meeting of the Investment Committee.

The Board reconvened at 8:10 p.m.

3. Public Comments

Professor Byron Brown, Department of Economics, representing the AAUP, stated that in his opinion faculty were generally confused between a budget crisis represented by cash flow problems and a budget crisis represented by reductions in continuing based budgets. He also commented that in his opinion there are problems with faculty morale on campus.

Professor Mordechai Kreinin, former Chairperson of the University Committee on Academic Environment, commented on the proposed parking structure. He stated that the Trustees could construct a temporary lot which was a reversible decision, but the construction of a ramp was an irreversible action. He would recommend that the Board build the temporary structure until a market test of approximately two years' use had been completed.

Mr. Morey Smerling, student, commented on the University's academic excellence and the need to construct a parking facility adjacent to the Performing Arts Center. He stated that he felt that all faculty, students and staff should support the construction of the ramp and urged the Board to take action to approve the construction bids.

4. International Year Resolution

President Mackey then introduced Dr. Ralph Smuckler, Dean of International Programs, who summarized Michigan State University's involvement in international programs and urged the Board to adopt a resolution recognizing the University's 25th anniversary of this activity.

International Year Resolution

Whereas, the Board of Trustees of Michigan State University on October 19, 1956, acted to encourage a significant international direction to this University's education, research and service programs by creating the first University-wide office of Dean of International Programs by any major American university; and

Whereas, the University is now entering the 25th anniversary year of international activity which has contributed to a world-wide reputation for Michigan State, encouraged numerous programs aiding people and institutions in developing countries, assisted thousands of MSU foreign students who now work productively in many other countries, led to excellent programs of international study and research on campus and abroad, and helped to create an environment and spirit on campus which is far more international and cosmopolitan than that which existed in 1956; and

continued ---

Public
Comments

International
Year
Resolution

International
Year
Resolution,
cont.

4. International Year Resolution, cont.

Whereas, the need for strong international emphasis in the many study programs of the University is undiminished and indeed even greater now than 25 years ago, due to the increasingly close relationship of this society's future to that of others in all parts of the world;

Therefore, the Board of Trustees hereby designates this 1981-82 academic year as INTERNATIONAL YEAR at Michigan State University, reaffirming its recognition of and commitment to the importance of an international dimension in all appropriate University programs. Through this action, we encourage events and programs on campus and internationally throughout the year which will reflect that commitment. At the end of the International Year, the President is hereby requested to report on the activity and programs conducted on campus and abroad.

Trustee Sawyer moved approval of the International Year Resolution, seconded by Trustee Bruff. Approved by a vote of 8 to 0.

5. Construction of Parking Ramp No. 3

President Mackey summarized briefly the history of this project and stated that the governance system had thoroughly debated the issues relating to the construction and the financing of the proposed facility. Several persons, various employee groups, and the University community also addressed the Board on this subject. The President indicated that the Board had four alternatives before them which were summarized in a schedule and is on file in the Secretary's Office. President Mackey recommended that the Board construct a temporary parking lot to serve the Performing Arts Center at a cost of approximately \$373,000. He stated that with the current economic climate within the State and the possibility of future Executive Orders, along with the fact that the final funding plan for the PAC was yet to be developed, he felt this was the most favorable alternative at this time. He stated that he would recommend that the University, at a future date, construct a permanent parking facility adjacent to this facility. He stated that his second choice would be to construct a parking ramp of approximately 573 spaces at a cost of approximately \$2.8 million with no less than half of the cost to be financed from the parking system. He stated that our tuition rates are relatively high at this time and he would not want to add to the tuition burden for the full construction costs of this facility.

At its July 23-24, 1981, and August 19, 1981, meetings, the Board of Trustees considered bids for the construction of Parking Ramp No. 3 and deferred action on this item pending further review of the financing program by the Administration.

The following bids were received on June 2, 1981, for construction of Parking Ramp No. 3. This project involves construction of a five-level, 985-space parking structure attached to the east side of the Performing Arts Center with an entrance at the Center's concourse level. The ramp will be constructed from cast in place concrete with a brick veneer matching that of the Performing Arts Center. Other features include two 4,000-pound capacity hydraulic elevators, two stair towers, energy efficient high pressure sodium lighting, and epoxy coated reinforcing steel for longer life. Also included is construction of a shop for scenery fabrication. Alternate No. 1 provides for interior finishing of the scene shop.

<u>Contractor</u>	<u>Base Bid</u>	<u>Alternate No. 1</u>
Miller-Davis Company	\$3,998,800	\$118,000
Etkin, Johnson & Korb, Inc.	4,057,000	124,000
Granger Construction Co.	4,060,000	115,000
Erickson & Lindstrom Construction Co.	4,354,000	114,000
Spence Brothers	4,397,000	110,000
The Christman Company	4,398,735	125,000
Barton-Malow Company	4,517,400	124,800
R. E. Dailey & Co.	4,570,000	128,000
Darin & Armstrong, Inc.	4,726,000	175,000
A. Z. Shmina & Sons Co.	4,986,000	120,000
O'Neal Construction, Inc.	5,110,757	120,000

The professional services contractor estimated this project at \$5,534,000 in March 1981.

continued ---

5. Construction of Parking Ramp No. 3, cont.Construction
of Parking
Ramp No. 3,
cont.

Notification and/or plans and specifications were sent to the offices of Builders Exchange and Dodge Reports in Detroit, Kalamazoo, Grand Rapids, Lansing, and Flint and the Inner-City Business Improvement Forum (ICBIF). Advertisements were also placed in the Lansing State Journal and the Detroit News. No minority or female owned firms bid on this project.

If we are to proceed with this project the professional services contractor, Carl Walker & Associates, Inc., of Kalamazoo, Michigan, would recommend that a contract be awarded in the amount of \$4,116,800 (\$3,998,800 Base Bid plus \$118,000 Alternate No. 1) to the Miller-Davis Company, 1029 Portage Street, Kalamazoo, Michigan 49001 and that the following budget be established:

Contract - Miller-Davis Company	\$4,116,800
Professional Fees - Carl Walker & Associates, Inc.	314,090
Contingency	205,110
Alterations to Performing Arts Center	63,000
Construction Inspection	42,000
Scene Shop Connection to Central Control System	25,000
Landscape Development	19,000
T o t a l	\$4,785,000

Trustee Fletcher moved that the construction bids received be rejected. Seconded by Trustee Martin. Approved by a vote of 6 to 2. Trustees Reed and Krolikowski voted No.

In response to Trustees' questions, Vice President Thompson indicated that currently \$.41 per credit hour is available for debt service and of this amount approximately \$.28 is not currently designated for a specific project but has been considered as available to provide permanent financing for the Performing Arts Center.

Trustee Bruff stated that if a smaller ramp was constructed, that it would be possible to finance this project internally without increasing either student fees or parking rates during the 1981-82 fiscal year.

On a motion by Trustee Bruff, supported by Trustee Reed, it was recommended that the Administration solicit bids for a ramp of approximately 573 spaces, construction to be internally financed, to be repaid 50% from revenue generated from the parking system and 50% from student fees and that the Trustees consider these bids at their October 23 meeting. Approved by a vote of 5 to 3. Trustees Howe, Lick and Martin voted No.

6. Presentation on University's Enhancement of State Economy by Vice President John E. Cantlon and Deans James H. Anderson, L. W. VonTersch, Richard U. Byerrum and Richard J. LewisPresentation
on State
Economy

Items on the State Economy material on file in the Secretary's Office.

Meeting recessed at 10:25 p.m.

On September 25, the Board of Trustees boarded buses at 7:40 a.m. and traveled to the Kellogg Biological Station in Hickory Corners for a presentation by Deans James Anderson and Richard Byerrum; Assistant Dean and Director Gordon Guyer, and Director George Lauff, followed by a tour of the facility.

The Board recessed for lunch at 12:30 p.m.

The Board reconvened for a Lands and Physical Facilities Committee meeting at 1:39 p.m.

The Board reconvened for its Action Session at 2:16 p.m.

7. Executive SessionExecutive
Session

On a roll call vote, the Board went into an Executive Session to consider a land purchase. Approved by a vote of 6 to 0. Voting Yes: Trustees Krolikowski, Fletcher, Lick, Sawyer, Howe and Reed. Trustees Bruff and Martin were out of the room at the time the vote was taken.

Following the Executive Session, the Board reconvened at 2:25 p.m.

A. PERSONNEL CHANGES

September 24-25, 1981

Resignations
and
TerminationsResignations and Terminations

1. Ronald Cotterill, Assistant Professor, Agricultural Economics, effective November 19, 1981.
2. Gary D. Lemme, Assistant Professor, Crop and Soil Sciences; Institute of Agricultural Technology, effective August 14, 1981, accepted position at South Dakota State University.
3. Jon F. Fobes, Assistant Professor, Horticulture, effective January 21, 1982, accepted position at Arco Plant Cell Research Institute, San Ramon Valley, California.
4. Steven W. Gyeszly, Associate Professor, Packaging, effective September 15, 1981, accepted position at Texas A & M.
5. Robert Christie-Mill, Assistant Professor, Park and Recreation Resources, effective August 31, 1981, accepted position at University of Denver.
6. Roger L. Funk, Professor and Chairperson, Art, effective August 31, 1981.
7. Ronald B. Kemmitzer, Associate Professor, Art, effective August 31, 1981.
8. Anthony Linick, Professor, Humanities, effective August 31, 1981, voluntary resignation under individual incentive plan.
9. Hugo Nurnberg, Professor, Accounting, effective August 31, 1981, accepted position at Baruch College of City of New York.
10. John P. Manzer, Assistant Professor, Business Law and Office Administration; Director, MSU Center for Economic Education, effective September 30, 1981, voluntary resignation for employment at another institution.
11. Zane K. Quible, Professor, Business Law and Office Administration; Adjunct Professor, Administration and Curriculum, effective August 31, 1981, voluntary resignation under individual incentive plan.
12. Ellis R. Thomas, Associate Professor, Business Law and Office Administration; Administration and Curriculum, effective August 31, 1981, voluntary resignation under individual incentive plan.
13. Kent L. Gustafson, Professor, Administration and Curriculum; College of Education Dean's Office, effective August 31, 1981, voluntary resignation under individual incentive plan.
14. John E. Lopis, Associate Professor, Administration and Curriculum, effective August 31, 1981, voluntary resignation under individual incentive plan.
15. Bill L. Bowman, Associate Professor, Teacher Education, effective August 31, 1981, voluntary resignation under individual incentive plan.
16. David A. Cornwell, Associate Professor, Civil and Sanitary Engineering, effective August 31, 1981, accepted position at Malcolm-Pirnie, Inc., Newport News, Virginia.
17. Harry J. Loughrin, Associate Professor, Obstetrics, Gynecology and Reproductive Biology, effective September 30, 1981, voluntary resignation.
18. Arthur F. Kohrman, Professor, Pediatrics and Human Development; Medical Education Research and Development; College of Human Medicine Dean's Office, effective August 31, 1981, accepted position at the University of Chicago and La Rabida Hospital.
19. David N. Matisoff, Assistant Professor, Pediatrics and Human Development, effective August 31, 1981, to open private practice in Lansing.
20. Francis A. Barroso-Bernier, Assistant Professor, Community Health Science; Director of Admissions, College of Osteopathic Medicine Dean's Office, effective June 30, 1981, voluntary resignation under individual incentive plan to pursue a D.O. degree at Michigan State University, College of Osteopathic Medicine.
21. Howard S. Teitelbaum, Associate Professor, Medical Education Research and Development, effective June 30, 1981, resigned under Modified Coordinated Proposal.

A. PERSONNEL CHANGES, cont.

September 24-25, 1981

Resignations and Terminations, cont.Resignations
and
Terminations,
cont.

22. Richard M. Smith, Assistant Professor, Geography, effective August 31, 1981, accepted position at University of Arkansas.
23. Harold S. Johnson, Professor, Justin Morrill Inter-College Programs, effective August 31, 1981, resigned under the Modified Coordinated Proposal.
24. Gordon R. Carter, Professor, Microbiology and Public Health, effective November 15, 1981, accepted position at Virginia-Maryland Regional College of Veterinary Medicine, Virginia Polytechnic Institute, Blacksburg, Virginia.
25. James R. Lowrey, Librarian I, Libraries, effective October 7, 1981, accepted position at University of Wisconsin, Washington County Library, West Bend, Wisconsin.
26. Patricia A. White, Librarian II, Libraries, effective September 18, 1981, accepted position at Potsdam College of Arts and Letters, Potsdam, New York.
27. Daniel P. Shoemaker, Assistant Professor, Office of Planning and Budgets, effective June 30, 1981, accepted an Administrative-Professional position in the College of Osteopathic Medicine.
28. Allan J. Abedor, Associate Professor, Learning and Evaluation Service, effective August 31, 1981, voluntary resignation under individual incentive plan.
29. Nell C. Jackson, Professor, Health and Physical Education; Assistant Athletic Director for Women's Programs, Intercollegiate Athletics, effective July 31, 1981, accepted position at the State University of New York at Binghamton.

Leaves--SabbaticalSabbatical
Leaves

1. Heinz J. Dill, Associate Professor, Linguistics and Germanic, Slavic, Asian and African Languages, with full pay, effective April 1, 1982 through June 30, 1982, to study in East Lansing.
2. Frank L. Ingram, Associate Professor, Linguistics and Germanic, Slavic, Asian and African Languages, with full pay, effective April 1, 1982 through June 30, 1982, to study in East Lansing with trips to the Universities of Massachusetts and Michigan; Brown and Indiana Universities, Florida, Ohio and Wayne State Universities, and, if possible, University of Colorado.
3. Thomas A. Muth, Associate Professor, Telecommunication, with full pay, effective January 1, 1982 through June 30, 1982, to study in East Lansing.
4. Howard W. Hickey, Professor, Administration and Curriculum, with full pay, effective March 21, 1982 through August 21, 1982, to study and travel in Wiesbaden, Germany and Lakenheath, England.
5. Thomas H. McKinney, Professor, Administration and Curriculum, with half pay, effective September 1, 1981 through August 31, 1982, to study, research and write at Michigan State University, Washington, DC and various points throughout the United States.
6. Norman T. Bell, Professor, Counseling, Educational Psychology and Special Education, with full pay, effective May 1, 1982 through August 31, 1982, to study and travel in Okemos, Michigan and some visits to various sites in which microcomputers are being used in educational programs.
7. Ronald C. O'Neill, Associate Professor, Mathematics, with full pay, effective January 1, 1982 through April 30, 1982, to study at Michigan State University.
8. William Reusch, Professor, Chemistry, with full pay, effective January 1, 1982 through April 30, 1982, to study at University of California, San Diego.
9. Ada W. Finifter, Professor, Political Science, with half pay, effective September 1, 1981 through August 31, 1982, to study in East Lansing.
10. Bernard M. Finifter, Associate Professor, Sociology, with half pay, effective September 1, 1981 through August 31, 1982, to study in East Lansing.
11. Tom W. Carroll, Professor, Social Science Research Bureau; Computer Laboratory; Lifelong Education Programs; Assistant Dean for Special Programs and Projects, College of Social Science; Lifelong Education Programs, with full pay, effective June 16, 1981 through September 15, 1981 and June 16, 1982 through September 15, 1982; to study and travel the first three months: applied for Visiting Fellow status at the Institute for Development Studies at the University of Sussex, Brighton, England. Second three months: East Lansing.

A. PERSONNEL CHANGES, cont.

September 24-25, 1981

Medical
LeavesLeaves--Medical

1. Harold Forstat, Professor, Physics and Astronomy, with full pay, effective September 1, 1981 through November 30, 1981.

Other
LeavesLeaves--Other

1. Jeremy Mattson, Associate Professor, American Thought and Language, without pay, effective September 1, 1981 through August 31, 1982, to study in Houston, Texas.
2. William O. McCagg, Jr., Professor, History, without pay, effective September 1, 1981 through December 31, 1981, to study and travel in Vienna and East Lansing.
3. Harold G. Marcus, Professor, History; African Studies Center, without pay, effective September 1, 1981 through August 31, 1982, to study and travel in Sudan, Israel and Western Europe.
4. Donald A. Yates, Professor, Romance and Classical Languages, without pay, effective September 1, 1981 through December 31, 1981, Visiting Professor at San Francisco State University.
5. Norman T. Bell, Professor, Counseling, Educational Psychology, and Special Education, without pay, effective January 1, 1982 through April 30, 1982 to study and travel in Okemos, Michigan and visits to various sites in which microcomputers are being used in educational programs.
6. Frederick D. Erickson, Professor, Teacher Education; College of Human Medicine Dean's Office, without pay, effective July 6, 1981 through July 24, 1981, to serve as Visiting Professor at University of Alaska.
7. Julian Kateley, Professor, Computer Science; Associate Director, Computer Laboratory, without pay, effective September 1, 1981 through August 31, 1982.
8. James R. Burnett, Professor, Metallurgy, Mechanics, and Materials Science; Computer Science, without pay, effective September 1, 1981 through December 31, 1981, to develop industrial experience pertinent to Manufacturing Engineering, at Hughes Aircraft Company; Missile Systems Group; Tucson Manufacturing Division.
9. Albert B. Robillard, Associate Professor, Pediatrics and Human Development, without pay, effective July 1, 1981 through December 31, 1981, to study in Honolulu, Hawaii.
10. Sue A. Charron, Assistant Professor, College of Nursing, without pay, effective May 1, 1982 through August 31, 1982, to study at University of Michigan.
11. Joyce Conley, Assistant Professor, College of Nursing, without pay, effective September 1, 1981 through August 31, 1982, to study.
12. Sanford S. Farness, Professor, Urban Planning and Landscape Architecture, without pay, effective September 1, 1981 through August 31, 1982, to study and travel in East Lansing and Europe.
13. Onuma Ezera, Librarian II, Libraries, without pay, effective August 15, 1981 through September 15, 1981.
14. Francesco Resmini, Professor and Associate Director, National Superconducting Cyclotron Laboratory, without pay, effective August 1, 1981 through December 31, 1981, to study at University of Milan, Milan, Italy.

Transfers and
Changes in
AssignmentTransfers and Changes in Assignment

Gordon E. Guyer

Peter S.
CarlsonJames L.
BristorRichard D.
Paulsen

1. Approved for Gordon E. Guyer, Professor, Entomology; Director, Cooperative Extension Service; Assistant Dean, College of Agriculture and Natural Resources, an additional assignment as Assistant Dean, College of Natural Science, effective August 1, 1981.
2. Approved for Peter S. Carlson, Professor, Crop and Soil Sciences; Botany and Plant Pathology, a change from a sabbatical leave of absence with half pay, effective October 1, 1981 through September 30, 1982 to a study leave with half pay, effective October 1, 1981 through September 30, 1982.
3. Approved for James L. Bristor, Professor, Park and Recreation Resources, a transfer from Health and Physical Education, effective July 1, 1981.
4. Approved for Richard D. Paulsen, Assistant Professor, a transfer from Health and Physical Education to Park and Recreation Resources, effective July 1, 1981.

A. PERSONNEL CHANGES, cont.

September 24-25, 1981

Transfers and Changes in Assignment, cont.Transfers and
Changes in
Assignment,
cont.

5. Approved for Phillip A. Korth, Professor, American Thought and Language, a change from a sabbatical leave of absence with full pay, effective May 1, 1982 through August 31, 1982 to a sabbatical leave of absence with half pay, effective September 1, 1981 through December 31, 1981 and May 1, 1982 through June 30, 1982.
6. Approved a change for Milton B. Powell, Professor, from Justin Morrill Inter-College Programs, to American Thought and Language, 80% time and History, 20% time, effective September 1, 1981.
7. Approved changes for Paul W. Deussen, Associate Professor, Art, as follows:
 - a. Change from AY basis to AN basis effective September 1, 1981.
 - b. Add title of Chairperson, Art, with an increase in salary to \$29,745 per year on an AN basis, effective September 1, 1981.
 - c. Increase salary to \$32,058 per year on an AN basis, effective October 1, 1981.
8. Approved for James E. Seaton, Associate Professor, a transfer from Humanities to English, effective September 1, 1981.
9. Approved for James C. Stalker, Associate Professor, English, changes as follows:
 - a. Add title of Director, English Language Center, change from an AY basis with an increase in salary to \$31,638 per year on an AN basis, effective September 1, 1981.
 - b. Increase salary to \$34,075 per year on an AN basis, effective October 1, 1981.
10. Approved for Linda Wagner, Professor, English, changes as follows:
 - a. Change from AN basis to AY basis, effective September 1, 1981.
 - b. Discontinuation of title of Associate Dean, College of Arts and Letters, with a change in salary to \$41,020 per year on an AY basis, effective September 1, 1981.
 - c. Change in salary to \$41,382 per year on an AY basis, effective October 1, 1981.
11. Approved a transfer for Paul M. Hurrell, Professor, from Justin Morrill Inter-College Programs to Humanities, 80% time, and Philosophy, 20% time, effective July 1, 1981.
12. Approved a change for Richard E. Sullivan, Professor, History, 100% time, to History, 80% time and Humanities, 20% time, effective September 1, 1981.
13. Approved a change for Joseph J. Lee, Professor, Humanities, 100% time, to Humanities, 67% time and Linguistics and Germanic, Slavic, Asian and African Languages, 33% time, effective September 1, 1981.
14. Approved for Donald A. Taylor, Professor and Chairperson, Marketing and Transportation Administration, changes as follows:
 - a. Change from AN basis to AY basis effective September 1, 1981.
 - b. Change in salary to \$43,600 per year on an AY basis, effective September 1, 1981 through September 30, 1981.
 - c. Change in salary to \$47,200 per year on an AY basis, effective October 1, 1981 through October 31, 1981.
 - d. Discontinuation of title of Chairperson, with a change in salary to \$46,000 per year on an AY basis, effective November 1, 1981.
15. Approved for Judith E. Lanier, Professor and Dean, College of Education, an additional assignment to Teacher Education, effective September 1, 1981.
16. Approved for Samuel A. Moore II, Professor and Chairperson, Administration and Curriculum, changes as follows:
 - a. Continue assignment as Chairperson effective August 1, 1981.
 - b. Increase in salary to \$41,800 per year on an AN basis, effective August 1, 1981 through September 30, 1981.
 - c. Increase in salary to \$45,000 per year on an AN basis, effective October 1, 1981.
 - d. Change department name from Administration and Higher Education to Administration and Curriculum, effective September 1, 1981.
17. Approved for Henrietta L. Barnes, Associate Professor, Teacher Education, changes as follows:
 - a. Change from AY basis to AN basis, effective September 1, 1981.
 - b. An additional assignment as Chairperson, Teacher Education, effective September 1, 1981.
 - c. Increase salary to \$40,061 per year on an AN basis, effective September 1, 1981 through September 30, 1981.
 - d. Increase salary to \$43,768 per year on an AN basis, effective October 1, 1981.
 - e. Change department name from Student Teaching and Professional Development to Teacher Education, effective September 1, 1981.

Philip A.
KorthMilton B.
PowellPaul W.
DeussenJames E.
SeatonJames C.
StalkerLinda
WagnerPaul M.
HurrellRichard E.
SullivanJoseph J.
LeeDonald A.
TaylorJudith E.
LanierSamuel A.
Moore IIHenrietta L.
Barnes

A. PERSONNEL CHANGES, cont.

September 24-25, 1981

Transfers and
Changes in
Assignment,
cont.Transfers and Changes in Assignment, cont.Robert C.
Hatfield

18. Approved for Robert C. Hatfield, Professor, Teacher Education, changes as follows:
- Change from AN basis to AY basis, effective September 1, 1981.
 - Discontinue assignment as Director, Teacher Education, with a change in salary to \$31,040 per year on an AY basis, effective September 1, 1981 through September 30, 1981.
 - Change in salary to \$33,760 per year on an AY basis, effective October 1, 1981.
 - Change department name from Student Teaching and Professional Development to Teacher Education, effective September 1, 1981.

Ronald J.
Patterson

19. Approved for Ronald J. Patterson, Associate Professor, Microbiology and Public Health, a change of dates of sabbatical leave of absence with half pay from September 1, 1981 through August 31, 1982 to October 1, 1981 through September 30, 1982.

Mary L.
Brady

20. Approved a transfer for Mary L. Brady, Associate Professor, from Community Health Science; Pediatrics and Human Development, to Obstetrics, Gynecology and Reproductive Biology; Pediatrics and Human Development, effective July 1, 1981.

Edward R.
Powsner

21. Approved for Edward R. Powsner, Professor, Pathology, the discontinuation of title of Associate Chairperson, Pathology, effective July 1, 1981.

Alvin L.
Rogers

22. Approved for Alvin L. Rogers, Associate Professor, Medical Technology Program; Botany and Plant Pathology; Microbiology and Public Health, a change of assignment to the College of Natural Science from the Colleges of Human Medicine and Osteopathic Medicine, effective July 1, 1981.

Charles S.
Scarborough

23. Approved for Charles S. Scarborough, Professor and Acting Director, Lyman Briggs School, College of Natural Science, a change of title from Acting Dean, Lyman Briggs College, effective July 1, 1981.

John I.
Johnson, Jr.

24. Approved for John I. Johnson, Jr., Professor, Anatomy, Colleges of Human Medicine and Osteopathic Medicine a transfer from Biophysics, Zoology, and Psychology in the Colleges of Social Science and Natural Science, effective July 1, 1981.

Susan R.
Kephart

25. Approved for Susan R. Kephart, Assistant Professor and Acting Curator, Botany and Plant Pathology, a change in terms of leave of absence, from without pay to with full pay, effective July 1, 1981 through July 31, 1981.

Oscar
Taboada

26. Approved for Oscar Taboada, Professor, Natural Science; Entomology, an additional assignment to the Dean's Office, College of Natural Science, effective September 1, 1981.

George E.
Leroi

27. Approved for George E. Leroi, Professor, Chemistry, a change in terms of sabbatical leave of absence from with half pay to with full pay, effective September 1, 1981 through August 31, 1982.

George F.
Bertsch

28. Approved for George F. Bertsch, Professor, Physics and Astronomy, changes as follows, effective September 1, 1981:
- An additional assignment to National Superconducting Cyclotron Laboratory.
 - Increase in salary to \$54,438 per year on an AN basis.
 - Change from AY to AN basis.

Robert G. H.
Robertson

29. Approved for Robert G. H. Robertson, Professor, Physics and Astronomy, a change of dates of leave of absence to October 1, 1981 through September 30, 1982 from September 1, 1981 through August 31, 1982.

Pamela J.
Kohlenberg

30. Approved for Pamela J. Kohlenberg, Assistant Professor, College of Nursing, a change in termination date from August 31, 1982 to September 15, 1981.

Iwao Ishino

31. Approved for Iwao Ishino, Professor, Anthropology, changes as follows:
- Discontinue assignments to Racial and Ethnic Studies; Director, Institute for Comparative and Area Studies, and Assistant Dean, International Studies and Programs, effective September 1, 1981.
 - Change salary to \$36,190 per year on an AY basis, effective September 1, 1981.
 - Change from an AN to AY basis, effective September 1, 1981.
 - Increase salary to \$38,860 per year on an AY basis, effective October 1, 1981.

Sarah A.
Sprafka

32. Approved for Sarah A. Sprafka, Associate Professor, a transfer from Medical Education Research and Development to Biomechanics, effective July 1, 1981.

A. PERSONNEL CHANGES, cont.

September 24-25, 1981

Transfers and Changes in Assignment, cont.

33. Approved for Maria J. Patterson, Associate Professor, Microbiology and Public Health; Pathology, a change of dates of leave of absence from September 1, 1981 through August 31, 1982 to October 1, 1981 through September 30, 1982.
34. Approved an increase in salary for Walter C. Mill, Professor and Chairperson, Department of Osteopathic Medicine, to \$81,375 per year on an AN basis, effective October 1, 1981.
35. Approved for Ruth S. Hamilton, Professor, Sociology, a discontinuation of assignment to Racial and Ethnic Studies, effective July 1, 1981.
36. Approved for Daniel H. Kruger, Professor, Labor and Industrial Relations, a discontinuation of title, Associate Director, Labor and Industrial Relations, effective September 1, 1981.
37. Approved for Janver D. Krehbiel, Professor, Pathology, College of Veterinary Medicine, a discontinuation of title of Acting Chairperson and assignment in the Colleges of Human Medicine and Osteopathic Medicine, effective September 1, 1981.
38. Approved for John S. Duley, Associate Professor, a transfer from Learning and Evaluation Service to Dean's Office, Lifelong Education Programs, effective September 1, 1981.
39. Approved for W. Henry Kennedy, Professor and Assistant Dean for Continuing Education, an additional assignment to Teacher Education, effective September 1, 1981.
40. Approved for Charles G. Eberly, Associate Professor, Undergraduate University Division, a change in title from Coordinator, Placement Testing Program to Assistant to Director, Admissions and Scholarships, effective September 1, 1981.
41. Approved for Peggy D. Robertson, Assistant Professor, National Superconducting Cyclotron Laboratory, a change in dates of leave of absence from September 1, 1981 through June 30, 1982 to October 1, 1981 through June 30, 1982.
42. Approved for Donald Lammers, Professor, History, a change of title from Chairperson, History, to Director, Honors College, with an increase in salary to \$47,099 per year on an AN basis, effective October 1, 1981.
43. Approved for Jay B. Ludwig, Associate Professor, English, changes as follows, effective September 1, 1981:
 - a. Increase in salary to \$28,843 per year on an AN basis.
 - b. Change from AY basis to AN basis.

Promotion

1. Change of title from Assistant Professor to Associate Professor for Andrew D. Hanson, MSU-DOE Plant Research Laboratory; Crop and Soil Sciences, effective July 1, 1981.

Salary Changes

1. Increase in salary for Stephen B. Harsh, Professor, Agricultural Economics; Office of Director, Agricultural Experiment Station; Cooperative Extension Service; College of Agriculture and Natural Resources Dean's Office, to \$36,705 per year on an AN basis, effective July 1, 1981 through September 30, 1981 and an increase in salary to \$40,096 per year on an AN basis, effective October 1, 1981.
2. Increase in salary for Warren I. Cohen, Professor, History; Director, Asian Studies Center, to \$50,350 per year on an AN basis, effective October 1, 1981.
3. Change in salary for Walter R. Martin, Associate Professor, Humanities, to \$24,126 per year on an AY basis, effective October 1, 1981.
4. Change in salary for Jane K. Vieth, Associate Professor, Humanities, to \$21,475 per year on an AY basis, effective October 1, 1981.
5. Increase in salary for Fred Ormand, Professor, Music, to \$27,500 per year on an AY basis, effective October 1, 1981.
6. Increase in salary for Rosanne M. Mohr, Assistant Professor, Accounting, to \$30,100 per year on an AY basis, effective October 1, 1981.

Transfers
and Changes
in Assignment,
cont.Maria J.
Patterson

Walter C. Mill

Ruth S.
HamiltonDaniel H.
KrugerJanver D.
KrehbielJohn S.
DuleyW. Henry
KennedyCharles G.
EberlyPeggy D.
RobertsonDonald
Lammers

Jay B. Ludwig

Promotion

Salary
Changes

A. PERSONNEL CHANGES, cont.

September 24-25, 1981

Salary
Changes, cont.Salary Changes, cont.

7. Increase in salary for Gloria S. Smith, Associate Professor, Counseling, Educational Psychology and Special Education, to \$36,497 per year on an AN basis, effective October 1, 1981.
8. Increase in salary for Jack L. Maatsch, Professor and Director, Medical Education Research and Development, to \$45,255 per year on an AN basis, effective October 1, 1981.
9. Change in salary for Douglas H. Hoekstra, Associate Professor, James Madison College, to \$22,192 per year on an AY basis, effective October 1, 1981.
10. Increase in salary for James I. McClintock, Professor and Curriculum Coordinator, Lyman Briggs School, to \$30,638 per year on an AY basis, effective October 1, 1981.
11. Increase in salary for Shirley M. Bordinat, Professor, Family Medicine, to \$34,340 per year on an AN basis, effective July 1, 1981 through September 30, 1981 and an increase in salary to \$37,345 per year on an AN basis, effective October 1, 1981.
12. Increase in salary for Jack Knott, Assistant Professor, Political Science, to \$22,800 per year on an AY basis, effective October 1, 1981.
13. Increase in salary for Gary J. Miller, Associate Professor, Political Science, to \$25,000 per year on an AY basis, effective October 1, 1981.
14. Increase in salary for Charles Ostrom, Jr., Associate Professor, Political Science, to \$28,870 per year on an AY basis, effective October 1, 1981.
15. Increase in salary for Jay A. Siegel, Assistant Professor, Criminal Justice, to \$21,210 per year on an AY basis, effective October 1, 1981.
16. Increase in salary for James G. Cunningham, Associate Professor, Physiology; Small Animal Surgery and Medicine, to \$33,824 per year on an AN basis, effective July 1, 1981.

Appointments

Appointments

1. Timothy Mrozowski, Assistant Professor, Agricultural Engineering, in the tenure system, at a salary of \$28,000 per year on an AN basis, effective August 15, 1981.
2. Amy F. Iezzoni, Assistant Professor, Horticulture, in the tenure system, at a salary of \$25,500 per year on an AN basis, effective July 15, 1981.
3. Rosanne M. Mohr, Assistant Professor, Accounting in the tenure system, at a salary of \$26,000 per year on an AY basis, effective September 1, 1981.
4. David J. Morrissey, Assistant Professor, Chemistry; National Superconducting Cyclotron Laboratory, in the tenure system, at a salary of \$25,000 per year on an AN basis, effective September 1, 1981.
5. Selman Akbulut, Assistant Professor, Mathematics, in the tenure system, at a salary of \$19,000 per year on an AY basis, effective September 1, 1981.
6. Adalbert Koestner, Professor and Chairperson, Pathology, with tenure, at a salary of \$75,000 per year on an AN basis, effective September 1, 1981.
7. John H. Kirk, Associate Professor, Large Animal Surgery and Medicine, in the tenure system, at a salary of \$37,000 per year on an AN basis, effective August 1, 1981.
8. Gayle W. Trotter, Assistant Professor, Large Animal Surgery and Medicine, in the tenure system, at a salary of \$30,000 per year on an AN basis, effective July 1, 1981.
9. Kenneth Beachler, Director, Performing Arts Facilities and Programs, an Executive/Management Position, at a salary of \$41,000 per year on an AN basis, effective October 1, 1981 through September 30, 1983.

Motion was made by Trustee Sawyer, seconded by Trustee Lick, to approve the Resignations and Terminations, Leaves, Transfers and Changes in Assignment, Promotion, Salary Changes, and Appointments. Approved by a vote of 8 to 0.

B. GIFTS AND GRANTS

September 24-25, 1981

Gifts and
Grants

Gifts and Grants totaling \$13,324,719 were approved by a vote of 8 to 0 on motion by Trustee Bruff, seconded by Trustee Martin.

C. OTHER ITEMS FOR ACTIONOther Items
for Action1. College of Education ReorganizationCollege of
Education
Reorganization

The Modified Coordinated Proposal approved by the Board of Trustees on April 4, 1981, contained a provision that the number of departments in the College of Education be reduced from six to four. Dean Judith Lanier, College of Education, recommends a specific reorganization of the College to implement this provision. This reorganization plan is based on thorough deliberations within the College, and has been discussed with the Executive Committee of Academic Council.

The current departmental organization of the College includes the Department of Administration and Higher Education, Department of Counseling and Educational Psychology, Department of Elementary and Special Education, Department of Health, Physical Education and Recreation, Department of Secondary Education and Curriculum, and the Division of Student Teaching and Professional Development. The reorganized departmental structure includes the Department of Administration and Curriculum, Department of Counseling, Educational Psychology and Special Education, Department of Teacher Education, and Department of Health and Physical Education.

It is recommended that this request be approved.

RESOLVED that the College of Education be reorganized effective September 1, 1981, as recommended.

Approved by a vote of 8 to 0 on motion by Trustee Reed, seconded by Trustee Fletcher.

2. Funding of Employee Incentive PlansFunding of
Employee
Incentive
Plans

At its July 24, 1981 meeting, the Board of Trustees approved the use of up to \$1,800,000 in the first faculty incentive program designed to encourage early retirement and other options. The program was designed to reduce the number of tenured faculty and job security specialists at risk as a result of program decisions implemented through the Modified Coordinated Proposal.

The liability for the first program offering was established at \$1,800,000 because, after accommodating the budget reductions which occurred during the appropriation process as well as several executive orders, the incentive program could not be funded beyond this amount.

The use of \$1,728,394 of the \$1,800,000 in the first faculty incentive program has created a salary and fringe benefit lapse in the 1981-82 transition budget of approximately \$1,000,000. We estimate that additional reductions in transition funds from turnover and other changes will provide approximately \$600,000.

Both administrators and faculty have expressed an interest in offering additional incentive opportunities in an effort to reduce further the number of faculty and job security specialists at risk. The Office of the Provost estimates the remaining at risk positions to be 46. Although it is certainly not necessary to offer incentives to all, due to a small amount of normal attrition in the areas of the program reductions, we continue to place a high priority on the earliest possible resolution of all personnel effects of program decision.

RESOLVED that the President is authorized to expend from salary lapse and transition funds an amount up to \$1,600,000 for the purpose of implementing additional incentive plans.

Approved by a vote of 8 to 0 on motion by Trustee Fletcher, seconded by Trustee Lick.

D. REPORTS TO THE BOARD1. Board Committee ReportsBoard
Committee
Reportsa. Audit CommitteeAudit
Committee

Trustee Sawyer reported that the Audit Committee met and reviewed in detail the draft financial statements presented by Ernst & Whinney and the University's administrative staff.

At the conclusion of the meeting, it was voted to recommend to the Board that the financial reports be accepted.

Approved by a vote of 8 to 0 on motion by Trustee Sawyer, seconded by Trustee Fletcher.

D. REPORTS TO THE BOARD, cont.

September 24-25, 1981

Board Committee
Reports, cont.1. Board Committee Reports, cont.Investment
Committeeb. Investment Committee

Trustee Krolikowski reported that the Investment Committee interviewed David B. Thurston of Cambridge Associates, Inc., and Ned Joachimi and Thomas Astley of Investment Management Control Systems. These firms are two of three candidates to be considered as consultants to assist in the process of reviewing investment managers and in the refinement of the University's performance measurement reports in accordance with the intent of the Committee as determined at its May 22, 1981, meeting.

The Committee met on Thursday, September 24, 1981, to interview Jim Knupp of Ennis, Knupp, and Gold, the last of the three consultant candidates.

Land and
Physical
Facilities
Committeec. Land and Physical Facilities Committee

Trustee Lick reported that the Land and Physical Facilities Committee met in an Executive Session to consider the purchase of 3.7 acres of land in Saugatuck Township, Allegan County, adjoining the Douglas Farm of the Trevor Nichols Complex in Fennville, Michigan.

Trustee Lick further reported that the Trustees considered an offer by the Blue Star Realty Company of South Haven to purchase 29 acres in Geneva Township at the South Haven Experiment Station for \$30,000. The offer was referred back to Vice President Breslin for consideration of more favorable terms, including higher interest rate, if possible, and a shorter term.

Trustee Lick reported that the Committee recommended that the University engage the architectural firm of Graheck, Bell, Kline and Brown for the addition and the remodeling of the Veterinary Clinical Center.

Approved by a vote of 8 to 0 on motion by Trustee Reed, seconded by Trustee Martin.

Trustee Lick stated that the Committee recommended that the Turfgrass Research Center be named the Hancock Turfgrass Research Center in honor of Mr. Robert Hancock who made a substantial financial contribution for the construction of this facility.

Approved by a vote of 8 to 0 on motion by Trustee Martin, seconded by Trustee Krolikowski.

President's
Report2. President's Report

President Mackey asked Vice President Breslin to update the Board on possible Executive Order reductions from the State. Mr. Breslin reported that the information had changed daily and that the Governor's original recommendation called for an Executive Order of approximately 4.5% for higher education. This was rejected by the Legislature and the revised Executive Order is approximately 2.5%. Mr. Breslin stated that the final recommendation would be known prior to September 30, 1981.

President Mackey asked Provost Winder to comment on fall term enrollment. Dr. Winder indicated that as of the first day of classes, the total East Lansing campus enrollment is 41,115 compared to 43,996 as of a year ago. Dr. Winder projects that fall term enrollment will be approximately 42,100 which is 1,000 below our previous projections.

On behalf of the Board of Trustees, Chairperson John Bruff read the following statement:

Michigan State University, this nation's pioneer land grant University, is a vital part of this state's system of higher education. Its strength and the quality of its academic programs have been built over a period of 126 years. The role it plays in teaching, research and public service is unique. Its viability is critical to the future of the State of Michigan.

We, the Trustees of MSU, are obligated to inform the people of Michigan that this great University is now in serious jeopardy.

It is our further obligation to urge, in the strongest terms, the actions necessary to preserve this institution.

The financial problems of the past 18 months have had a crushing impact. Coming on the heels of a decade of underfunding, the cutbacks and withdrawals have affected every aspect of the University.

continued ---

D. REPORTS TO THE BOARD, cont.

September 24-25, 1981

2. President's Report, cont.President's
Report, cont.

The people of the State of Michigan have a long and proud history of strong support of their public colleges and universities. Farmers, shopkeepers, factory workers, and others taxed themselves as necessary so their sons and daughters would have educational opportunities and better lives. Public universities of Michigan achieved universal recognition for academic excellence compared with the higher education institutions of the other states.

In the 1970s, as Michigan's economic problems became more severe, appropriations for public universities and colleges lagged further and further behind other states and reached an alarmingly low level in 1980-81.

We, the Board of Trustees of Michigan State University, must now inform the people of Michigan that this great public university will suffer irreparable harm if the recent state funding trend continues. Increased appropriations to Michigan State University are essential in the years ahead.

MSU has acted vigorously to solve as many of its problems as possible on its own initiative. MSU has attracted increasing levels of federal and foundation funding to support many of its activities. These federal and foundation awards are the strongest possible evidence that MSU is a worldclass university.

The Board of Trustees of Michigan State University took an unprecedented, major action on April 4, 1981, to curtail and eliminate programs and to reduce administrative and operating costs to the lowest possible levels. Further budget reductions will diminish the quality of Michigan State University and if continued, will reduce Michigan State University from a first rank to a mediocre institution.

Michigan State University has acted to save itself. Now help must come from outside the University in the form of increased funds to attract and retain top-quality faculty, to pay for the increasing costs of instruction, research and public service, to provide modern facilities and equipment, and to arrest the rapid increase in tuition.

The people of Michigan must decide on the future of public higher education in the next few months. The choice is clear. Either there will be a return to the historic commitment to public financial support of excellent public universities here in Michigan, or the public universities, including Michigan State University, will deteriorate rapidly.

The people of Michigan need and depend on first class universities. MSU has contributed to the economic growth of the state from the beginning of its existence in 1855. As MSU has grown strong, its contributions to agriculture, business, technological advance and the professions have become more and more essential to the economy of the state and the quality of life here. It is ironic, self-defeating and tragic to allow this fundamental public resource to deteriorate at the very time when Michigan must find new solutions to its problems. The Colleges of Michigan State University, such as Agriculture and Natural Resources, Engineering, Business and others, have the experts, the ability and the determination to help the state. Now is the time for greater investment in MSU in sharp contrast to the recent reduction of financial support.

Excellent public Michigan universities must receive higher priority in the appropriation decisions of the legislature. This will require the same kind of difficult decision making, setting of priorities and reallocation of funds that has already taken place in this University. The result may well be less support for some other tax supported state programs.

This is a time for vision and courage. Delay will result in a precipitous loss of the excellence that is still present. Full funding of appropriations to Michigan State University and the other major public universities of this state are indispensable now and in the years ahead. We call on the many citizens of Michigan who have benefited from our excellent universities to ensure that future generations will enjoy these same benefits. We urge the citizens of Michigan and their representatives in State government to take action to preserve the excellence of Michigan State University, just as in the past citizens acted to build excellence for the benefit of all.

D. REPORTS TO THE BOARD, cont.

September 24-25, 1981

Trustees'
Expenses3. Trustees' Expenses, cont.

Expenses paid from the Board Members' expense account in June, 1981 totaled \$2,910.60 distributed as follows:

	<u>Bruff</u>	<u>Fletcher</u>	<u>Howe</u>	<u>Krolikowski</u>	<u>Lick</u>	<u>Martin</u>	<u>Radcliffe</u>	<u>Reed</u>	<u>Sawyer</u>
Long Distance Telephone Charges	\$232.30	\$ --	\$ 11.11	\$ 9.14	\$ 177.98	\$2.39	\$ --	\$--	\$100.64
Travel	342.99	--	--	--	866.14	--	--	--	426.43
Lodging and Subsistence	62.00	--	124.00	93.00	340.43	--	--	--	92.00
Publications	--	--	--	--	--	--	27.35	--	--
Postage	--	--	--	--	2.70	--	--	--	--
Total	\$637.29	\$ --	\$135.11	\$102.14	\$1,387.25	\$2.39	\$27.35	\$--	\$619.07

Expenses paid from the Board Members' expense account in July, 1981 totaled \$310.09 distributed as follows:

	<u>Bruff</u>	<u>Fletcher</u>	<u>Howe</u>	<u>Krolikowski</u>	<u>Lick</u>	<u>Martin</u>	<u>Reed</u>	<u>Sawyer</u>
Long Distance Telephone Charges	\$ --	\$ --	\$--	\$ --	\$--	\$ --	\$--	\$ 9.90
Travel	--	--	--	--	--	--	--	278.24
Postage	21.95	--	--	--	--	--	--	--
Total	\$21.95	\$ --	\$--	\$ --	\$--	\$ --	\$--	\$288.14

Expenses paid from the Board Members' expense account in August, 1981 totaled \$759.33 distributed as follows:

	<u>Bruff</u>	<u>Fletcher</u>	<u>Howe</u>	<u>Krolikowski</u>	<u>Lick</u>	<u>Martin</u>	<u>Reed</u>	<u>Sawyer</u>
Long Distance Telephone Charges	\$120.67	\$ --	\$ --	\$ 2.33	\$ 68.09	\$.73	\$ --	\$21.21
Travel	266.77	--	25.90	--	--	--	--	--
Lodging and Subsistence	68.00	--	34.00	37.05	71.45	--	--	34.00
Postage	3.69	--	--	--	1.44	--	2.80	1.20
Total	\$459.13	\$ --	\$59.90	\$39.38	\$140.98	\$.73	\$2.80	\$56.41

Adjourned.

Cecil Mackey
President

Ray Wilkinson
Acting Secretary