

MINUTES OF THE SPECIAL MEETING
of the
BOARD OF TRUSTEES
October 8, 1971

Present: Trustees Carrigan, Hartman, Martin, Merriman, Stevens, and Thompson;
President Wharton, Executive Vice President and Secretary Breslin,
Provost Cantlon, Vice Presidents Perrin and Wilkinson, Attorney Carr,
Assistant to the President Ballard. Trustee White arrived at 6:39 p.m.

Absent: Trustee Huff

The Board convened in the Heritage Room, Kellogg Center, at 6:15 p.m. - President Wharton presiding.

1. Salary Adjustments for 1971-72

Revised salary change sheets, a memorandum explaining the basis for recommendations and the applicability of the wage-price freeze, and a confidential memorandum on salary recommendations for the university officers were distributed to the Trustees.

1971-72 salary
increases
approved

President Wharton explained that prior to the wage-price freeze, the administration felt it would be possible to grant an average of 7% salary increases, with substantial salary increases going to the full professors whose average salaries ranked tenth in the Big Ten. The September 16 ruling by the Cost of Living Council stated in part, "In the situation which prevailed in the State of Michigan, the only thing which prevented that teacher's eligibility from accruing earnings at that rate was the failure of the State Legislature to take action," reinforced the opinion of the President that faculty and staff had been, in effect, accruing earnings at the higher rate since July 1.

When the Governor signed the higher education appropriation bill into law, he indicated that he would exercise his option to withhold up to 3% of each institution's appropriations if it appeared that such action was needed in order to balance the State's budget. Through the emergency efforts of the central administration, the deans, department chairmen, directors, and others, a staging plan was developed which listed the actions that might be taken in budget cuts so that the University could still give the salary increases as originally planned. Such actions were based on gradual cuts up to 3%. The administration is hopeful that any cuts can be returned; if they are not, the University will have to reorder its program priorities in order to live within the reduced base from which it must operate.

Upon the recommendation of the administration, Trustee Stevens moved, Trustee Carrigan seconded, the adoption of the following motion: The Trustees approve the faculty salary list as submitted and that the administrative-professional, clerical-technical, and labor employees (who were not covered by labor negotiations and, subsequently, did not receive a wage adjustment) be granted a wage adjustment based on a 7% factor. These adjustments are to be made retroactive to July 1, 1971.

Trustee Thompson wondered whether we were creating a problem for the future and if we would have to live the next year the same way. He also hoped that the faculty and staff who will benefit from this increase will realize the conditions under which the money has been made available and respond with some belt tightening, improved productivity and other efficiencies. His third concern was that the University would have to do more with less.

President Wharton responded that he felt the University would know fairly soon whether the 3%, 2%, or 1% cuts would constitute a permanent impairment on our budget. He also felt the Trustees should be involved from the very beginning in assessing what reordering of program priorities might need to be done in 1972-73. He expressed confidence that the faculty and staff would continue to perform valuable service for the University as they had in the past.

Trustee Merriman stated that while he has some sympathy for the taxpayers who might be concerned about an across-the-board 7% increase, his compelling thought is that we must keep competitive as far as our salaries are concerned.

It was Trustee Stevens' opinion that the increase is not too much and in some areas the case has been made that many of our faculty are underpaid.

Trustee Carrigan remarked that she was appalled at the salary levels, both recommended and present. She suggested that in the future, the list, depending on what use the administration wished the Trustees to make of it, might identify part-time, full-time, 10- or 12-month people and years of service. She also was disturbed that because of internal politics she found herself reasonably accurate in predicting which faculty members would get large increases and which would receive small increases. Some increases, she noted, were below the increased cost of living for last year.

Trustee Stevens' motion passed by a vote of 6 to 0.

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Publicizing of
faculty
salaries
discussed

2. Provost Cantlon alluded to a recent exchange in the press relative to the release of salary information, and he expressed the hope that before any unilateral action was taken, the faculty would be given an opportunity to express themselves in this area.

(Trustee White arrived and took his seat at 6:39 p.m.)

Trustee Stevens stated that he has felt for a long time that public institutions' salaries should be made public. He indicated he would like the faculty to take another look at this issue and hopefully they might want to change their position.

Trustee Martin asked how salary information became confidential. Provost Cantlon replied that salaries are not hidden. Every member of the press receives a full copy of the agenda at Board meetings but they have not chosen to publicize those figures.

Trustee Thompson said he approved the publishing of salary ranges, but opposed the identifying of people and their salaries.

Trustee Merriman said that the moment he would be sympathetic with keeping the policy as it is, but if, after looking into the situation, the faculty recommended that in the best interest of Michigan State the salaries be publicized he would favor a change in policy.

Trustee Carrigan stated that she was opposed to publicizing salary information but was not opposed to making this information available to the members of the public who want it. She asked Attorney Carr if we can deny access to salary information to any member of the public who requests it. Attorney Carr replied that it was his opinion that we could not, but he felt the faculty and the Board should review the policy.

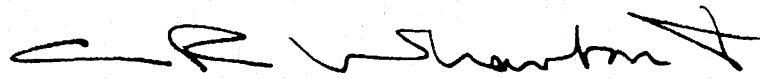
President Wharton said he felt the faculty's present concern was that one or more members of the Board might make salary information available to the public.

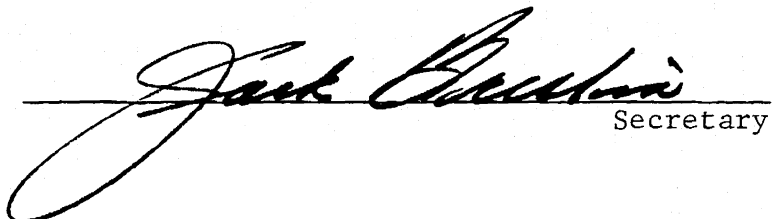
In response to Trustee Carrigan's suggestion that a discussion of this policy be scheduled for a future Board meeting, the President stated that Provost Cantlon would be glad to consult with the appropriate committee which might take care of what may be the desired posture of the faculty, administration, and Trustees. He did not feel certain this would handle the immediate issue.

Discussion re
Detroit news-
paper article

3. Trustee Stevens displayed a copy of an article which recently appeared in a Detroit newspaper regarding an alleged executive meeting of the Board of Trustees. Several of the Trustees expressed their displeasure and disgust with the article, branding it completely and totally inaccurate.

Meeting adjourned at 6:55 p.m.


President


Secretary