

MINUTES OF THE MEETING  
of the  
MICHIGAN STATE UNIVERSITY  
BOARD OF TRUSTEES  
October 22-23, 1981

President Mackey called the meeting to order in Room 105, Kellogg Center, at 7:20 p.m., October 22, 1981.

Present: Trustees Bruff (arrived at 7:56 p.m.), Fletcher, Krolikowski (arrived at 7:52 p.m.), Lick, Martin, Reed and Sawyer; 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.

Absent: Trustee Howe

1. President Mackey recommended that the Board discuss the Faculty Council's resolution on the ending of the financial crisis following its budget discussion this evening.

2. Approval of Proposed Agenda

Trustee Sawyer moved the deletion of Item D. 1. as an action item on the agenda and substituting a discussion item relating to the 1981-82 budget adjustment (Cash Management Plan). Moved by Trustee Reed, seconded by Trustee Lick to approve the agenda with the proposed changes. Approved by a vote of 5 to 0.

3. Approval of the August 19, September 11, and September 24-25, 1981, Minutes

Moved by Trustee Martin, seconded by Trustee Lick, to approve the minutes of the August 19 meeting. Approved by a vote of 5 to 0.

Moved by Trustee Lick, seconded by Trustee Martin, to approve the minutes of the September 11 meeting. Approved by a vote of 5 to 0.

Moved by Trustee Sawyer, seconded by Trustee Lick, to approve the minutes of the September 24-25 meeting. Approved by a vote of 5 to 0.

4. The Board received the following annual reports:

- a. Student Affairs and Services and Financial Aids Program

Vice President Moses Turner presented the annual report for Student Affairs and Services, including the Financial Aids Program. He emphasized the goals and objectives of the various support service units and the continuing concerns of these units (copy on file in the Secretary's Office). He stated that in the past year the Division has gone from several autonomous units which serve students in a separate manner to a consolidated effort. This was brought about through reorganization and staff reassignments. He indicated their emphasis is on support to academic programs and the providing of central student support services. Their efforts for the coming year will include the retention of students and the quality of out-of-class activities, serving the ever-growing diverse student population, and meeting the many external factors such as safety issues and financial aid concerns. The Trustees raised several questions concerning continued financial aid support, the success of the satellite health centers, the status of the minority aid program, and the funding for the Greek Affairs activities.

President Mackey emphasized that the Administration needs to receive continuing direction from the Board on the extensive use of General Fund dollars to support student services activities, recognizing that there are different philosophies for various institutions of higher education. He emphasized that the University has a comprehensive and good program which has historically received a high level of financial and staff support. As we continue to work with difficult budget times, he indicated that a policy question as to the University's support for student support services will be an important consideration.

Trustee Fletcher requested that the Board be furnished with the extent of utilization of the various on-campus support units and the availability of the same services within the local community. Trustee Bruff asked how the Board would be informed and participate in policy decisions in this area. President Mackey indicated that the Board will be asked to consider a wide array of issues, some of which will require formal vote and others which will be general discussion matters. He indicated that these issues will be developed over the next academic year.

Annual Reports

Student Affairs  
& Services &  
Financial Aids  
Program

Annual Reports,  
cont.

4. The Board received the following annual reports, cont.:

Intercollegiate  
Athletics

b. Intercollegiate Athletics

Vice President Kenneth Thompson and Athletic Director Douglas Weaver presented the annual report for the Department of Intercollegiate Athletics (copy on file in the Secretary's Office). Vice President Thompson stated that he would like to emphasize two matters. The first relates to facility maintenance and, in particular, Spartan Stadium. He emphasized that this facility has not received sufficient major maintenance in recent years and that, from an engineering and an aesthetic point of view, there was a need to initiate a major maintenance program for this facility. He emphasized that the cost would exceed \$4,000,000, of which \$3,000,000 would be structurally related. He further emphasized that 80% of the athletic revenue was generated through the football program. The second matter concerns the General Fund allocation and the exchange of student ticket income for debt retirement which is normally a general university obligation. He emphasized that future financial recommendations will recognize the Munn Arena debt obligation as a general university obligation and that the athletic student ticket income will be used for operational needs.

Athletic Director Weaver summarized the Athletic Council reports prepared by Dr. Gwen Norrell, Chairperson of the Council. He emphasized that these two reports highlighted the diverse activities of the Athletic Council and program for the most recent school year. The Trustees asked several questions relating to the proposed alterations to Spartan Stadium, the financing of the athletic program, and efforts made by Director Weaver in curtailing costs.

Gifts and  
Grants

c. Gifts and Grants

Vice Presidents John Cantlon and Joseph Dickinson presented the annual report on gift and grant activities of the University. Dr. Cantlon emphasized that during the past year the gifts and grants received totaled approximately \$74,400,000, which is an increase of \$26,000,000 over the last five years and an annual increase of over 10% per year. He emphasized the primary source for the University is from the U. S. Government, with the secondary source being private gifts from corporations, businesses, foundations, and individuals. The major use of the University gift and grant funds is within the research activities, with the educational activities receiving a substantially lower amount. Scholarship activities are the third major use by the University. Dr. Cantlon stated that this use of funds is unique in comparison with other peer institutions. He emphasized that our area of strength is in the biotechnology and bio research areas, which is demonstrated by the current activities in the medical and agricultural related programs. Because of the uniqueness of our programs, he was of the opinion that we would continue to fare better than higher education in general in the receipt of these funds in future years.

Vice President Dickinson stated that the growth in the private sector increased by 16% over the last year and that this was substantially greater than our peer institutions, recognizing the newness of our programs. He stated that the Michigan economy could have a substantial impact upon future gifts from the private sector.

Executive  
Order -  
1981-82 Budget  
Adjustment  
(Cash Manage-  
ment Plan)

5. Executive Order - 1981-82 Budget Adjustment (Cash Management Plan)

Vice President Kenneth Thompson reviewed background information relating to the September 30, 1981, and October 22, 1981, Executive Orders (copy on file in the Secretary's Office). He reviewed the options relating to the Cash Management Plan for the 1981-82 fiscal year and indicated that a plan was being developed in consultation with the Deans and Academic Governance, and it is anticipated that a proposal will soon be developed for Trustee consideration.

1982-83 Budget  
Request

6. 1982-83 Budget Request

Provost C. L. Winder reviewed the 1982-83 operating budget request for the General Fund, Agricultural Experiment Station, and Cooperative Extension Service programs (copy on file in the Secretary's Office). This item will be considered at the action session of the Board.

7. Following the budget discussions, Professor Milton H. Steinmueller, member of the Steering Committee of the Academic Council, read a statement concerning the financial crisis of the University and recommended that the Board take an action to rescind the financial crisis (copy of the statement is on file in the Secretary's Office).

8. Professor Mordechai E. Kreinin read the Faculty Council's resolution on the ending of the financial crisis and answered several questions from the Board concerning the proposal to end the crisis.

The Board recessed at 10:35 p.m.

The Board reconvened in Room 102, Kellogg Center, at 8:25 a.m., October 23, 1981.

Present: Trustees Bruff, Fletcher, Krolikowski, Lick, Martin (arrived at 8:45 a.m.), and Sawyer; 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.

Absent: Trustees Howe and Reed.

9. Vice President Breslin reviewed the capital outlay budget request. He emphasized that the first priority of the University will be to receive funding for the proposed Plant and Soil Science Building. He further emphasized that the priority list of the University is the same as approved by the Board in recent years.
10. Provost C. L. Winder, along with Vice President John Cantlon, Associate Provost Jack Kinsinger, Assistant Provost James Hamilton, and Dean Robert Green, summarized the enrollment projections for the University and related admissions activities (copy on file in the Secretary's Office). They answered several questions from members of the Board concerning the number of school contacts, the admissions criteria for the University, the pool of potential students, and the academic offerings of the University. Trustee Bruff requested that as policy decisions were formalized in this area that they be referred to the Trustees for consideration at future meetings. He further requested that the Board be kept informed regularly on this important matter.
11. The Board then went into a work session to consider the Annual Working Calendar of the Board of Trustees. It was agreed that the calendar as presented by President Mackey and Acting Secretary Wilkinson would be used to assist in developing Board agendas for the current academic year.
12. President Mackey then summarized delegation items to be considered for action by the Board of Trustees at its afternoon session. Questions were answered relating to the inclusion of certain personnel actions for approval by the Board. Trustee Bruff requested that information for selecting key personnel be finalized and submitted to the Board for its information.

The Board recessed at 11:10 a.m. During the recess there were meetings of the Investment Committee and the Audit Committee.

The Board reconvened for its Action Session at 1:30 p.m. in the Board Room, Administration Building.

Absent: Trustee Reed

The agenda was amended on motion by Trustee Bruff to reinstate Item D. 1. Executive Order - 1981-82 Budget Adjustment (Cash Management Plan), and to add a new Item D. 6. Financial Crisis Resolution. Seconded by Trustee Lick.

Approved by a vote of 7 to 0.

13. Public Comments

Scott Kennedy, Chairperson, ASMSU Student Board, addressed the Board concerning campus morale (a copy of his presentation is on file in the Secretary's Office).

A. PERSONNEL CHANGES

Resignations and Terminations

1. Melvin T. Peters, Assistant Professor, English, effective September 18, 1981.
2. David I. Verway, Professor; Acting Director, Bureau of Business and Economic Research, effective October 31, 1981.
3. Billie T. Rader, Associate Professor, Administration and Curriculum, effective August 31, 1981.
4. Lawrence T. Drzal, Assistant Professor, Chemical Engineering, cancellation of appointment, effective September 1, 1981.

Public  
Comments

Personnel  
Changes

Resignations  
& Terminations

Personnel  
Changes, cont.  
Resignations &  
Terminations,  
cont.

## A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Resignations and Terminations, cont.

5. William S. Hull, Specialist, Metallurgy, Mechanics and Materials Science, effective August 31, 1981.
6. John V. Polomsky, Assistant Professor, Metallurgy, Mechanics and Materials Science, effective December 31, 1981, accepted a job at Westinghouse.
7. Joan C. Mattson, Professor, Pathology, effective August 31, 1981, accepted employment at University of Texas Medical Center.
8. Edward R. Powsner, Professor, Pathology, effective August 15, 1981, transferred to Clinical Professor status.
9. Griffith O. Freed, Associate Professor, Psychiatry; Psychology, effective August 31, 1981.
10. Cyril Worby, Professor, Psychiatry, effective September 30, 1981, accepted position out of state.
11. David P. Gillespie, Assistant Professor, James Madison College, effective August 31, 1981, accepted position with Standard Oil in Ohio.
12. N. Jean Enochs, Associate Professor, Science and Mathematics Teaching Center, effective August 31, 1981.
13. Carl J. Naegele, Associate Professor, Science and Mathematics Teaching Center, effective August 31, 1981.
14. Robert A. McDaniel, Associate Professor, Natural Science, effective August 31, 1981.
15. Charles S. St. Clair, Professor, Natural Science, effective December 31, 1981.
16. Robert E. Snow, Professor, Lyman Briggs School, effective August 31, 1981, to pursue course development, teaching, and on-going research activities at SUNY-Potsdam.
17. Sandra Simmons, Assistant Professor, College of Nursing, effective December 31, 1981, to pursue doctoral study.
18. Joseph Patterson, Professor, Community Health Science, effective August 31, 1981.
19. Arthur A. Seagull, Professor, Psychology, effective August 31, 1982, to make a career change.
20. Fernando C. Gomez, Assistant Professor, Racial and Ethnic Studies, effective August 31, 1981.
21. Thomas W. Tenbrunsel, Associate Professor, Urban and Metropolitan Studies, effective June 30, 1982.
22. Julie M. Hurd, Librarian III, Libraries, effective November 24, 1981, to accept position at University of Chicago.
23. Richard K. Brandenburg, Assistant Professor, Office of Planning and Budgets, effective September 14, 1981, to accept position in the Department of Packaging.
24. John P. Fry, Associate Professor, Learning and Evaluation Service, effective August 31, 1981.
25. James R. Nord, Associate Professor, Learning and Evaluation Service; Counseling, Educational Psychology and Special Education, effective August 31, 1982.
26. Brian Jeltema, Specialist, National Superconducting Cyclotron Laboratory, effective October 19, 1981, to accept position at Philip Morris, Richmond, Virginia.

Sabbatical  
Leaves

Leaves--Sabbatical

1. James M. Tiedje, Professor, Crop and Soil Sciences; Microbiology and Public Health, with full pay, effective December 7, 1981 through June 6, 1982, to study at University of California, Berkeley; Laboratories in Europe.

A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Personnel  
Changes, cont.Leaves--Sabbatical, cont.Sabbatical  
Leaves, cont.

2. Charles R. St. Clair, Jr., <sup>Professor,</sup> Mechanical Engineering, with full pay, effective September 1, 1981 through November 30, 1981, to study and travel in East Lansing; with trips to Toronto, Montreal, Boston.
3. Michael A. Kamrin, Professor, Natural Science, with full pay, effective January 1, 1982 through March 31, 1982, to study in East Lansing.
4. Myron C. Beal, Professor, Family Medicine, with full pay, effective March 15, 1982 through September 15, 1982, to study at Chicago College of Osteopathic Medicine, Chicago, Illinois; Berniske Hohenklink, Bellevue, Crans-Montana, Switzerland; Karolinska Hospital, Stockholm, Sweden.
5. Douglas E. Miller, Associate Professor, Counseling Center, with full pay, effective January 1, 1982 through June 30, 1982, to study primarily in East Lansing.

Leaves--MedicalMedical  
Leaves

1. Herbert Bohnert, Professor, Philosophy, with full pay, effective September 1, 1981 through December 31, 1981.
2. Glenda N. Hammond, Specialist, Upward Bound; Office of Supportive Services, with full pay, effective October 26, 1981 through January 4, 1982.

Leaves--OtherOther  
Leaves

1. Adrian M. Gilbert, Professor, Forestry, without pay, effective September 21, 1981 through September 30, 1981, to study at University of Munich, West Germany.
2. Lindon J. Robison, Assistant Professor, Agricultural Economics, without pay, effective January 1, 1982 through March 31, 1982, to teach and consult with faculty at the University of Minnesota.
3. Kenneth D. Boyer, Associate Professor, Economics, without pay, effective January 1, 1982 through April 30, 1982, to serve as a Visiting Associate Professor at the University of Michigan.
4. Frank R. Bacon, Professor, Marketing and Transportation Administration, without pay, effective September 1, 1981 through December 31, 1981, to study.
5. John V. Polomsky, Assistant Professor, Metallurgy, Mechanics and Materials Science, without pay, effective September 1, 1981 through December 31, 1981, industrial experience at Westinghouse Inc., Pittsburgh, Pennsylvania, Productivity Center.
6. Mohamed Abou-El-Seoud, Professor, Natural Science, without pay, effective October 1, 1981 through September 30, 1982, to serve as educational consultant in Jeddah, Saudi Arabia.
7. Richard W. Thomas, Associate Professor, Urban Affairs Programs, without pay, effective October 1, 1981 through September 30, 1982, Cleveland State University, Cleveland, Ohio.
8. June M. Thomas, Associate Professor, Urban and Metropolitan Studies; Urban Planning and Landscape Architecture, without pay, effective September 16, 1981 through September 15, 1982, Cleveland State University, Cleveland, Ohio.

Transfers and Changes in AssignmentTransfers &  
Changes in  
Assignment

1. Approved for Ajit K. Srivastava, Assistant Professor, Agricultural Engineering; Institute of Agricultural Technology, a discontinuation of assignment in Engineering Research, effective September 1, 1981.
2. Approved for Julia S. Falk, Professor, Linguistics and Germanic, Slavic, Asian and African Languages, changes as follows:
  - a. Change title to Associate Dean, College of Arts and Letters, with an increase in salary to \$35,358 per year on an AN basis, effective September 1, 1981.
  - b. Increase salary to \$38,836 per year on an AN basis, effective October 1, 1981.
3. Approved for Jeremy Mattson, Associate Professor, American Thought and Language, a change of dates of leave of absence without pay from September 1, 1981 through August 31, 1982 to January 1, 1982 through December 31, 1982.

Ajit K.  
SrivastavaJulia S.  
FalkJeremy  
Mattson



## A. PERSONNEL CHANGES, cont.

October 22-23, 1981

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

Paul Deussen

4. Approved for Paul Deussen, Associate Professor and Chairperson, Art, the cancellation of a sabbatical leave of absence with full pay, effective April 1, 1982 through June 30, 1982.

Philip C.  
McGuire

5. Approved for Philip C. McGuire, Associate Professor, English, changes as follows:
  - a. Discontinuation of title of Associate Chairperson, English, with a change in salary to \$25,213 per year on an AY basis, effective July 1, 1981.
  - b. Change from an AN basis to AY basis, effective July 1, 1981.
  - c. Change in salary to \$27,440 per year on an AY basis, effective October 1, 1981.

Harry M.  
Trebing

6. Approved for Harry M. Trebing, Professor, Economics; Director, Institute of Public Utilities, the cancellation of a sabbatical leave of absence with full pay, effective April 1, 1981 through June 30, 1981.

Thomas H.  
McKinney

7. Approved for Thomas H. McKinney, Professor, Administration and Curriculum, the following changes:
  - a. A change from AN basis to AY basis, effective September 1, 1981.
  - b. A change in salary to \$36,707 per year on an AY basis, effective October 1, 1981.

Lawrence  
Alexander

8. Approved for Lawrence Alexander, Professor, Counseling, Educational Psychology and Special Education, the discontinuation of assignment and title of Director, Learning and Evaluation Service, effective October 1, 1981.

Robert C.  
Craig

9. Approved for Robert C. Craig, Professor, Counseling, Educational Psychology and Special Education, changes as follows:
  - a. Discontinuation of title of Chairperson, Counseling, Educational Psychology and Special Education, with a change in salary to \$44,500 per year on an AN basis, effective August 1, 1981.
  - b. Change in salary to \$48,400 per year on an AN basis, effective October 1, 1981.

James R.  
Nord

10. Approved for James R. Nord, Associate Professor, Counseling, Educational Psychology and Special Education, the discontinuation of assignment in Learning and Evaluation Service, effective October 1, 1981.

William H.  
Schmidt

11. Approved for William H. Schmidt, Professor, Counseling, Educational Psychology and Special Education, changes as follows:
  - a. An additional assignment as Chairperson, Counseling, Educational Psychology and Special Education, with an increase in salary to \$38,000 per year on an AN basis, effective August 1, 1981.
  - b. Increase in salary to \$42,400 per year on an AN basis, effective October 1, 1981.

Stephen L.  
Yelon

12. Approved for Stephen L. Yelon, Professor, a transfer from Learning and Evaluation Service to Counseling, Educational Psychology and Special Education, effective October 1, 1981.

James V.  
Beck

13. Approved for James V. Beck, Professor, Mechanical Engineering; Division of Engineering Research, a change from AN to AY basis with the following salary changes:
  - a. Change salary to \$41,459 per year on an AY basis, effective September 1, 1981.
  - b. Change salary to \$44,913 per year on an AY basis, effective October 1, 1981.
  - c. Change salary to \$47,178 per year on an AY basis, effective January 1, 1982.

Norma S.  
Bobbitt

14. Approved for Norma S. Bobbitt, Professor, Family and Child Ecology, a change in title to Associate Dean, College of Human Ecology Dean's Office, effective October 1, 1981.

Robert J.  
Sprafka

15. Approved for Robert J. Sprafka, Associate Professor, Community Health Science, a change to 54% time, effective September 1, 1981.

Frederick H.  
Horne

16. Approved for Frederick H. Horne, Professor and Associate Chairperson, Chemistry, a discontinuation of title of Acting Manager of Performing Arts, Office of the Provost, effective October 1, 1981.

James J.  
Gallagher

17. Approved for James J. Gallagher, Professor, Science and Mathematics Teaching Center, the following changes, effective September 1, 1981:
  - a. A discontinuation of title of Director, Science and Mathematics Teaching Center.
  - b. A transfer from Secondary Education and Curriculum to Administration and Curriculum.

A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Transfers and Changes in Assignment, cont.

18. Approved for Christiana S. Blume, Assistant Professor and Director, Medical Technology Program, College of Natural Science, an additional title of Assistant Dean, College of Natural Science, effective July 1, 1981.
19. Approved for Michael J. Harrison, Professor, Physics and Astronomy, changes as follows:
  - a. Discontinuation of assignment of Dean, Lyman Briggs College, effective July 1, 1981.
  - b. Change from AN basis to AY basis, effective September 1, 1981.
  - c. Change salary to \$39,240 per year on an AY basis, effective September 1, 1981 through September 31, 1981.
  - d. Change salary to \$42,180 per year on an AY basis, effective October 1, 1981.
20. Approved for Lynn F. Brumm, Professor, Family Medicine, the discontinuation of title of Chairperson, Family Medicine, effective September 1, 1981.
21. Approved for Richard E. Griffin, Professor, Family Medicine, changes as follows:
  - a. An additional assignment as Acting Chairperson, Family Medicine, with an increase in salary to \$57,640 per year on an AN basis, effective September 1, 1981.
  - b. Increase in salary to \$62,437 per year on an AN basis, effective October 1, 1981.
22. Approved for Bernard Finifter, Associate Professor, Sociology, a change from a sabbatical leave of absence with half pay to a sabbatical leave of absence with full pay, effective September 1, 1981 through August 31, 1982.
23. Approved for Ada W. Finifter, Professor, Political Science, a change from a sabbatical leave of absence with half pay to a sabbatical leave of absence with full pay, effective September 1, 1981 through August 31, 1982.
24. Approved for Martha T. Thomas, Associate Professor, Pathology, an additional assignment to Medical Technology Program, effective July 1, 1981 with an increase in salary to \$29,400 per year on an AN basis, effective October 1, 1981.
25. Approved for Leroy A. Olson, Professor, a transfer from Learning and Evaluation Service to Computer Laboratory; Office of Planning and Budgets, effective October 1, 1981.
26. Approved for Elaine Cherney, Associate Professor, a change in title from Acting Assistant Director to Assistant Director, Undergraduate University Division, effective September 1, 1981.
27. Approved for Kenneth L. Neff, Professor, Administration and Curriculum, a change from AN basis to AY basis, effective September 1, 1981, with a change in salary to \$35,171 effective October 1, 1981.

Promotions

1. Change in title from Assistant Professor to Associate Professor for Robert J. Griffore, tenure granted, effective July 1, 1981; with an increase in salary to \$28,734 per year on an AN basis, effective October 1, 1981.
2. Change in title from Assistant Professor to Associate Professor for June Thomas, tenure granted, effective July 1, 1981; with an increase in salary to \$23,200 per year on an AY basis, effective October 1, 1981.
3. Change in title from Librarian I to Librarian II for Agnes F. Haigh, with an increase in salary to \$18,800 per year on an AN basis, effective October 1, 1981.
4. Change in title from Librarian III to Librarian IV for William Miller, with an increase in salary to \$26,000 per year on an AN basis, effective October 1, 1981.
5. Change in title from Librarian III to Librarian IV for Beth J. Shapiro, with an increase in salary to \$30,000 on an AN basis, effective September 16, 1981.  
per year

Salary Changes

1. Increase in salary for Edward M. Convey, Professor, Animal Science, to \$43,000 per year on an AN basis, effective October 1, 1981.
2. Increase in salary for John C. Waller, Assistant Professor, Animal Science, to \$30,000 per year on an AN basis, effective October 1, 1981.

Transfers &  
Changes in  
Assignment,  
cont.Christiana S.  
BlumeMichael J.  
HarrisonLynn F.  
BrummRichard E.  
GriffinBernard  
FinifterAda W.  
FinifterMartha T.  
ThomasLeroy A.  
OlsonElaine  
CherneyKenneth L.  
Neff

Promotions

Salary  
Changes

A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Salary  
Changes, cont.Salary Changes, cont.

3. Change in salary for Philip C. McGuire, Associate Professor, English, to \$26,640 per year on an AY basis, effective October 1, 1981.
4. Increase in salary for Jacquelyn Nickerson, Assistant Professor, Teacher Education, to \$25,070 per year on an AY basis, effective October 1, 1981.
5. Increase in salary for Vera D. Ulibarri, Assistant Professor, Health and Physical Education, to \$18,466 per year on an AY basis, effective October 1, 1981.
6. Increase in salary for George Van Dusen, Associate Professor, Administration and Higher Education; Assistant Dean, College of Engineering Dean's Office, to \$44,800 per year on an AN basis, effective January 1, 1982.
7. Increase in salary for Gilbert Y. Baladi, Assistant Professor, Engineering Research, to \$31,570 per year on an AY basis, effective January 1, 1982.
8. Increase in salary for Donald K. Anderson, Professor, Chemical Engineering; Physiology; Chairperson, Chemical Engineering, to \$58,000 per year on an AN basis, effective January 1, 1982.
9. Increase in salary for Antonio L. DeVera, Assistant Professor, Chemical Engineering, to \$25,071 per year on an AY basis, effective January 1, 1982.
10. Increase in salary for Eric A. Grulke, Associate Professor, Chemical Engineering; Food Science and Human Nutrition, to \$35,729 per year on an AN basis, effective January 1, 1982.
11. Increase in salary for Martin C. Hawley, Professor, Chemical Engineering, to \$41,504 per year on an AY basis, effective January 1, 1982.
12. Increase in salary for Krishnamurthy Jayaraman, Associate Professor, Chemical Engineering, to \$27,510 per year on an AY basis, effective January 1, 1982.
13. Increase in salary for Charles A. Petty, Associate Professor, Chemical Engineering, to \$32,850 per year on an AY basis, effective January 1, 1982.
14. Increase in salary for Bruce W. Wilkinson, Professor, Chemical Engineering, to \$40,606 per year on an AY basis, effective January 1, 1982.
15. Increase in salary for Philip E. Wood, Assistant Professor, Chemical Engineering, to \$27,166 per year on an AY basis, effective January 1, 1982.
16. Increase in salary for Orlando B. Andersland, Professor, Civil and Sanitary Engineering, to \$41,280 per year on an AY basis, effective January 1, 1982.
17. Increase in salary for Gail C. Blomquist, Associate Professor, Civil and Sanitary Engineering, to \$29,245 per year on an AY basis, effective January 1, 1982.
18. Increase in salary for Reinier J.B. Bouwmeester, Assistant Professor, Civil and Sanitary Engineering, to \$28,270 per year on an AY basis, effective January 1, 1982.
19. Increase in salary for William A. Bradley, Professor, Civil and Sanitary Engineering, to \$29,764 per year on an AY basis, effective January 1, 1982.
20. Increase in salary for Charles E. Cutts, Professor, Civil and Sanitary Engineering, to \$39,793 per year on an AN basis, effective January 1, 1982.
21. Increase in salary for Mackenzie L. Davis, Associate Professor, Civil and Sanitary Engineering, to \$33,925 per year on an AY basis, effective January 1, 1982.
22. Increase in salary for John A. Eastman, Assistant Professor, Civil and Sanitary Engineering, to \$29,850 per year on an AY basis, effective January 1, 1982.
23. Increase in salary for Frank J. Hatfield, Associate Professor, Civil and Sanitary Engineering, to \$32,370 per year on an AY basis, effective January 1, 1982.
24. Increase in salary for James L. Lubkin, Professor, Civil and Sanitary Engineering, to \$37,095 per year on an AY basis, effective January 1, 1982.
25. Increase in salary for Francis X. McKelvey, Associate Professor, Civil and Sanitary Engineering, to \$33,200 per year on an AY basis, effective January 1, 1982.



A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Salary Changes, cont.Salary  
Changes, cont.

26. Increase in salary for William C. Taylor, Professor and Chairperson, Civil and Sanitary Engineering, to \$59,500 per year on an AN basis, effective January 1, 1982.
27. Increase in salary for Luis E. Vallejo, Assistant Professor, Civil and Sanitary Engineering, to \$28,590 per year on an AY basis, effective January 1, 1982.
28. Increase in salary for Robert K. Wen, Professor, Civil and Sanitary Engineering, to \$41,370 per year on an AY basis, effective January 1, 1982.
29. Increase in salary for David C. Wiggert, Associate Professor, Civil and Sanitary Engineering, to \$35,270 per year on an AY basis, effective January 1, 1982.
30. Increase in salary for James R. Burnett, Professor, Computer Science; Metallurgy, Mechanics and Materials Science, to \$32,170 per year on an AY basis, effective January 1, 1982.
31. Increase in salary for Richard C. Dubes, Professor, Computer Science, to \$52,695 per year on an AN basis, effective January 1, 1982.
32. Increase in salary for John B. Eulenberg, Associate Professor, Computer Science; Linguistics and Germanic, Slavic, Asian and African Languages; African Studies Center, to \$32,007 per year on an AY basis, effective January 1, 1982.
33. Increase in salary for John J. Forsyth, Assistant Professor, Computer Science, to \$28,650 per year on an AY basis, effective January 1, 1982.
34. Increase in salary for Harry G. Hedges, Professor and Chairperson, Computer Science, to \$54,900 per year on an AN basis, effective January 1, 1982.
35. Increase in salary for Herman D. Hughes, Associate Professor, Computer Science, to \$35,835 per year on an AY basis, effective January 1, 1982.
36. Increase in salary for Anil K. Jain, Associate Professor, Computer Science; Engineering Research, to \$36,350 per year on an AY basis, effective January 1, 1982.
37. Increase in salary for Martin G. Keeney, Associate Professor, Computer Science, to \$37,150 per year on an AY basis, effective January 1, 1982.
38. Increase in salary for Lionel M. Ni, Assistant Professor, Computer Science, to \$27,190 per year on an AY basis, effective January 1, 1982.
39. Increase in salary for Carl V. Page, Professor, Computer Science, to \$37,425 per year on an AY basis, effective January 1, 1982.
40. Increase in salary for Richard J. Reid, Professor, Computer Science, to \$53,770 per year on an AN basis, effective January 1, 1982.
41. Increase in salary for Robert G. Reynolds, Assistant Professor, Computer Science, to \$27,600 per year on an AY basis, effective January 1, 1982.
42. Increase in salary for Bernhard L. Weinberg, Associate Professor, Computer Science, to \$27,715 per year on an AY basis, effective January 1, 1982.
43. Increase in salary for Jes Asmussen, Professor, Electrical Engineering and Systems Science, to \$40,000 per year on an AY basis, effective January 1, 1982.
44. Increase in salary for Robert O. Barr, Associate Professor, Electrical Engineering and Systems Science, to \$32,000 per year on an AY basis, effective January 1, 1982.
45. Approved changes for Kun-Mu Chen, Professor, Electrical Engineering and Systems Science; Engineering Research, from an AN basis to AY basis, with a change in salary to \$46,740 per year on an AY basis, effective September 1, 1981; an increase in salary to \$52,847 per year on an AY basis, effective January 1, 1982.
46. Increase in salary for Thomas W. Culpepper, Associate Professor, Electrical Engineering and Systems Science; Assistant Dean, College of Engineering and Lifelong Education Programs, to \$32,000 per year on an AY basis, effective January 1, 1982.
47. Increase in salary for Ian O. Ebert, Associate Professor, Electrical Engineering and Systems Science, to \$26,302 per year on an AY basis, effective January 1, 1982.
48. Increase in salary for P. David Fisher, Professor, Electrical Engineering and Systems Science, to \$41,100 per year on an AY basis, effective January 1, 1982.

A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Salary  
Changes, cont.Salary Changes, cont.

49. Increase in salary for Jon C. Freeman, Assistant Professor, Electrical Engineering and Systems Science, to \$26,000 per year on an AY basis, effective January 1, 1982.
50. Increase in salary for Lawrence J. Giacoletto, Professor, Electrical Engineering and Systems Science, to \$30,739 per year on an AY basis, effective January 1, 1982.
51. Increase in salary for Erik D. Goodman, Associate Professor, Electrical Engineering and Systems Science, to \$33,500 per year on an AY basis, effective January 1, 1982.
52. Increase in salary for Bong Ho, Associate Professor, Electrical Engineering and Systems Science, to \$29,738 per year on an AY basis, effective January 1, 1982.
53. Increase in salary for Ronald L. Kerber, Professor, Electrical Engineering and Systems Science and Mechanical Engineering; Associate Dean, Graduate Studies and Research; Director, Engineering Research, to \$56,900 per year on an AN basis, effective January 1, 1982.
54. Increase in salary for Hassan K. Khalil, Assistant Professor, Electrical Engineering and Systems Science and Engineering Research, to \$28,887 per year on an AY basis, effective January 1, 1982.
55. Increase in salary for John B. Kreer, Professor and Chairperson, Electrical Engineering and Systems Science, to \$53,900 per year on an AN basis, effective January 1, 1982.
56. Increase in salary for Thomas J. Manetsch, Professor, Electrical Engineering and Systems Science, to \$36,750 per year on an AY basis, effective January 1, 1982.
57. Increase in salary for Raymond W. Nettleton, Assistant Professor, Electrical Engineering and Systems Science, to \$27,250 per year on an AY basis, effective January 1, 1982.
58. Increase in salary for Dennis P. Nyquist, Professor, Electrical Engineering and Systems Science; Engineering Research, to \$35,700 per year on an AY basis, effective January 1, 1982.
59. Increase in salary for Gerald L. Park, Professor, Electrical Engineering and Systems Science; Engineering Research, to \$41,942 per year on an AY basis, effective January 1, 1982.
60. Increase in salary for Donnie K. Reinhard, Associate Professor, Electrical Engineering and Systems Science; Radiology, to \$29,326 per year on an AY basis, effective January 1, 1982.
61. Increase in salary for James A. Resh, Associate Professor, Electrical Engineering and Systems Science, to \$27,819 per year on an AY basis, effective January 1, 1982.
62. Increase in salary for Robert A. Schlueter, Professor, Electrical Engineering and Systems Science; Engineering Research, to \$35,200 per year on an AY basis, effective January 1, 1982.
63. Increase in salary for Michael A. Shanblatt, Assistant Professor, Electrical Engineering and Systems Science, to \$26,500 per year on an AY basis, effective January 1, 1982.
64. Increase in salary for Marvin Siegel, Associate Professor, Electrical Engineering and Systems Science; Engineering Research, to \$30,300 per year on an AY basis, effective January 1, 1982.
65. Increase in salary for Albert N. Andry, Jr., Associate Professor, Mechanical Engineering, to \$34,524 per year on an AY basis, effective January 1, 1982.
66. Increase in salary for James V. Beck, Professor, Mechanical Engineering; Engineering Research, to \$52,420 per year on an AN basis, effective January 1, 1982.
67. Increase in salary for James E. Bernard, Associate Professor, Mechanical Engineering; Engineering Research, to \$35,653 per year on an AY basis, effective January 1, 1982.

A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Salary Changes, cont.Salary  
Changes, cont.

68. Increase in salary for John A. Brighton, Professor and Chairperson, Mechanical Engineering, to \$61,000 per year on an AN basis, effective January 1, 1982.
69. Increase in salary for Amritlal M. Dhanak, Professor, Mechanical Engineering, to \$35,676 per year on an AY basis, effective January 1, 1982.
70. Increase in salary for Robert E. Falco, Associate Professor, Mechanical Engineering, to \$38,500 per year on an AY basis, effective January 1, 1982.
71. Increase in salary for John F. Foss, Professor, Mechanical Engineering, to \$40,131 per year on an AY basis, effective January 1, 1982.
72. Increase in salary for Donald Kilner, Professor, Mechanical Engineering, to \$32,505 per year on an AY basis, effective January 1, 1982.
73. Increase in salary for Joachim E. Lay, Professor, Mechanical Engineering, to \$30,904 per year on an AY basis, effective January 1, 1982.
74. Increase in salary for John J. McGrath, Assistant Professor, Mechanical Engineering; Engineering Research, to \$29,435 per year on an AY basis, effective January 1, 1982.
75. Increase in salary for Matthew Medick, Professor, Mechanical Engineering, to \$39,162 per year on an AN basis, effective January 1, 1982.
76. Increase in salary for Merle C. Potter, Professor, Mechanical Engineering, to \$36,407 per year on an AY basis, effective January 1, 1982.
77. Increase in salary for Clark J. Radcliffe, Assistant Professor, Mechanical Engineering; Engineering Research, to \$25,243 per year on an AY basis, effective January 1, 1982.
78. Increase in salary for Ronald C. Rosenberg, Professor, Mechanical Engineering, to \$43,847 per year on an AY basis, effective January 1, 1982.
79. Increase in salary for Charles R. St. Clair, Professor, Mechanical Engineering, to \$46,016 per year on an AN basis, effective January 1, 1982.
80. Increase in salary for Mahlon C. Smith, Professor, Mechanical Engineering, to \$31,944 per year on an AY basis, effective January 1, 1982.
81. Increase in salary for John R. Thome, Assistant Professor, Mechanical Engineering; Engineering Research, to \$28,828 per year on an AY basis, effective January 1, 1982.
82. Increase in salary for Rohan Abeyaratne, Assistant Professor, Metallurgy, Mechanics, and Materials Science, to \$26,311 per year on an AY basis, effective January 1, 1982.
83. Increase in salary for Nicholas J. Altiero, Associate Professor, Metallurgy, Mechanics, and Materials Science, to \$31,834 per year on an AY basis, effective January 1, 1982.
84. Increase in salary for Gary L. Cloud, Professor, Metallurgy, Mechanics, and Materials Science, to \$36,091 per year on an AY basis, effective January 1, 1982.
85. Increase in salary for Frederick T. Fink, Associate Professor, Metallurgy, Mechanics, and Materials Science, to \$28,285 per year on an AY basis, effective January 1, 1982.
86. Increase in salary for Cornelius O. Horgan, Professor, Metallurgy, Mechanics, and Materials Science, to \$38,203 per year on an AY basis, effective January 1, 1982.
87. Increase in salary for Masaharu Kato, Assistant Professor, Metallurgy, Mechanics, and Materials Science, to \$27,504 per year on an AY basis, effective January 1, 1982.
88. Increase in salary for John F. Martin, Assistant Professor, Metallurgy, Mechanics, and Materials Science; Engineering Research, to \$28,275 per year on an AY basis, effective January 1, 1982.
89. Increase in salary for George Mase, Professor, Metallurgy, Mechanics, and Materials Science, to \$37,111 per year on an AY basis, effective January 1, 1982.
90. Increase in salary for Kalinath Mukherjee, Professor, Metallurgy, Mechanics, and Materials Science, to \$43,162 per year on an AY basis, effective January 1, 1982.

A. PERSONNEL CHANGES, cont.

October 22-23, 1981

Salary  
Changes, cont.Salary Changes, cont.

91. Increase in salary for K. N. Subramanian, Associate Professor, Metallurgy, Mechanics, and Materials Science, to \$28,738 per year on an AY basis, effective January 1, 1982.
92. Increase in salary for Robert Summitt, Professor, Metallurgy, Mechanics, and Materials Science, to \$39,136 per year on an AY basis, effective January 1, 1982.
93. Increase in salary for Ramamohan L. Tummala, Associate Professor, Entomology; Electrical Engineering and Systems Science, to \$37,500 per year on an AN basis, effective January 1, 1982.
94. Increase in salary for Evelyn M. Rivera, Professor, Zoology, to \$37,828 per year on an AY basis, effective October 1, 1981.
95. Increase in salary for Thomas H. Carr, Associate Professor, Psychology, to \$26,000 per year on an AY basis, effective January 1, 1982.
96. Increase in salary for Julian Kateley, Professor, Computer Science; Associate Director, Computer Laboratory, to \$55,000 per year on an AN basis, effective January 1, 1982.

Appointments

Appointments

1. Theodore A. Ferris, Assistant Professor, Animal Science, in the tenure system, at a salary of \$24,000 per year on an AN basis, effective September 1, 1981.
2. Richard K. Brandenburg, Assistant Professor, Packaging, in the tenure system, at a salary of \$29,400 per year on an AN basis, effective September 15, 1981.
3. Ronald Savitt, Professor and Chairperson, Marketing and Transportation Administration, with tenure, at a salary of \$55,000 per year on an AN basis, effective November 1, 1981.
4. Tracy A. Dobson, Assistant Professor, Business Law and Office Administration, in the tenure system, at a salary of \$21,000 per year on an AY basis, effective September 1, 1981.
5. Lamont M. Walton, Assistant Professor, Business Law and Office Administration, in the tenure system, at a salary of \$21,000 per year on an AY basis, effective September 1, 1981.
6. Vera D. Ulibarri, Assistant Professor, Health and Physical Education, in the tenure system, at a salary of \$17,098 per year on an AY basis, effective September 1, 1981.
7. Jacquelyn Nickerson, Assistant Professor, Teacher Education, in the tenure system, at a salary of \$23,000 per year on an AY basis, effective September 1, 1981.
8. Chia-cheng Chang, Associate Professor, Pediatrics and Human Development, in the tenure system, at a salary of \$28,550 per year on an AN basis, effective September 1, 1981, with an increase in salary to \$32,840 per year on an AN basis, effective October 1, 1981.
9. Atul Kohli, Assistant Professor, Political Science, in the tenure system, at a salary of \$19,000 per year on an AY basis, effective September 1, 1981.
10. Thomas P. Mullaney, Assistant Professor, Pathology; Animal Health Diagnostic Laboratory, in the tenure system, at a salary of \$33,000 per year on an AN basis, effective September 1, 1981.

Motion was made by Trustee Fletcher, seconded by Trustee Howe, to approve the Resignations and Terminations, Leaves, Transfers and Changes in Assignment, Salary Changes, and Appointments. Approved by a vote of 7 to 0.

Gifts and  
GrantsB. GIFTS AND GRANTS

Gifts and Grants totaling \$13,777,788 were approved by a vote of 7 to 0 on motion by Trustee Fletcher; seconded by Trustee Bruff.

C. BIDS AND CONTRACT AWARDS

October 22-23, 1981

Bids and  
Contract  
Awards

1. Chemical Waste Storage Facility

Chemical Waste  
Storage  
Facility

The following bids were received on October 6, 1981, for the Chemical Storage Waste Facility. This project provides for the construction of a chemical waste storage facility which will be used for central collection and packaging of chemical waste materials generated from campus research activities. These materials will be temporarily stored at this facility until they are collected by authorized chemical waste disposal firms for burial at federally licensed disposal sites. The facility consists of an aluminum sided, wood frame building with a concrete foundation, fire suppression system, and explosion proof lighting and power system.

<u>Contractor</u>	<u>Base Bid</u>
McNeilly Construction, Inc.	\$145,866
Hanel-Vance Construction Co.	158,350
Charles Featherly Construction Company	159,870
Hausman Construction Company	163,900
Darin & Armstrong, Inc.	165,400
Victor Construction, Inc.	166,359
Irish Construction Co., Inc.	169,900
ResCom Construction, Inc.	177,500

This project was estimated at \$216,000 in March 1981.

Notification and/or plans and specifications were sent to the offices of Builders Exchange and Dodge Reports serving Detroit, Grand Rapids, Lansing, and Kalamazoo, as well as the Inner-City Business Improvement Forum, eight minority owned firms and two female owned firms. No minority or female owned firms bid on this project.

It is recommended that a contract in the amount of \$145,866 be awarded to McNeilly Construction, Inc., of Lansing, Michigan, and that the following project budget be established.

Contract - McNeilly Construction, Inc.	\$145,866
Contingencies	9,184
Design, Coordination, and Inspection	18,750
Landscaping	8,200
T o t a l	\$182,000

This project will be funded with funds in the amount of \$182,000 from the University General Fund.

RESOLVED that the above contract be awarded and project budget be established as recommended.

Approved by a vote of 7 to 0 on motion by Trustee Sawyer; seconded by Trustee Lick.

2. Window Replacement

Window  
Replacement

The following bids were received on October 8, 1981, for Window Replacement in Buildings 701, 702, 703, 704, 705, 801, 802, 803, 804, 805, and 806 of the Faculty Apartments. This project provides for the removal of existing steel casement windows and replacement with thermally broken aluminum windows with insulating glass. The new windows will reduce maintenance and energy costs through reduced air infiltration and improved thermal efficiency.

<u>Contractor</u>	<u>Base Bids</u>
Detroit Window Products	\$168,478.31
Metal Building Specialties Co.	254,538.00
Metro-Schiller, Joint Venture	267,660.00
Advance Window Systems, Inc.	287,149.00
Otto Schubel, Builder	299,500.00
Irish Construction Co., Inc.	312,000.00
Charles Featherly Construction Company	316,000.00
McNeilly Construction, Inc.	328,860.00
Hanel-Vance Construction Co.	340,700.00

The low bid submitted by Detroit Window Products was unresponsive to the specifications.

This project was estimated at \$300,000 in June 1981.

continued - - -



Bids &  
Contract Awards,  
cont.

C. BIDS AND CONTRACT AWARDS, cont.

October 22-23, 1981

Window Replace-  
ment, cont.

2. Window Replacement, cont.

Notification and/or plans and specifications were sent to the offices of Builders Exchange and Dodge Reports serving Detroit, Grand Rapids, Lansing, and Kalamazoo, as well as the Inner-City Business Improvement Forum, six minority owned firms and two female owned firms. One minority owned firm bid on this project.

It is recommended that a contract in the amount of \$254,538 be awarded to the Metal Building Specialties Co. of Lansing, Michigan, and that the following project budget be established:

Contract - Metal Building Specialties Co.	\$254,538
Contingencies	15,162
Design, Coordination, and Inspection	<u>15,300</u>
T o t a l	\$285,000

This project will be funded with funds in the amount of \$285,000 from the Auxiliary Activities Fund.

RESOLVED that the above contract be awarded and project budget be established as recommended.

Approved by a vote of 7 to 0 on motion by Trustee Howe; seconded by Trustee Lick.

Alteration to  
Rooms 212, 213  
and 214,  
Giltner Hall

3. Alteration to Rooms 212, 213 and 214, Giltner Hall

The following bids were received on October 8, 1981, for Alterations to Rooms 212, 213, and 214 in Giltner Hall. This project provides for the construction of a cellular physiology research laboratory and new office space for the Department of Physiology. Included are new laboratory furniture, fume hood and cold room in Room 214, new ceiling systems in all three rooms, air conditioning for research environmental control, a new power feed, and a new lighting system.

<u>Contractor</u>	<u>Base Bid</u>
Hanel-Vance Construction Company	\$105,400
Darin & Armstrong, Inc.	105,400
Charles Featherly Construction Company	107,026
McNeilly Construction, Inc.	109,389
Hausman Construction Company	110,600
Irish Construction Co., Inc.	115,800
ResCom Construction, Inc.	120,246
Foster Schermerhorn Barnes, Inc.	126,000

This project was estimated at \$140,000 in November 1980.

Notification and/or plans and specifications were sent to the offices of Builders Exchange and Dodge Reports serving Detroit, Grand Rapids, Lansing, and Kalamazoo as well as the Inner-City Business Improvement Forum, eight minority owned firms, and two female owned firms. No minority or female owned firms bid on this project.

The two bidders with identical low bids were determined by the University's Engineering Services staff to be equally responsible and qualified. Therefore, on the advice of the University's Legal Counsel, a special meeting was held with the two bidders on October 9, 1981, to determine the successful bidder by the flip of a coin. Hanel-Vance Construction Co. was the successful caller.

It is recommended that a contract in the amount of \$105,400 be awarded to Hanel-Vance Construction Company of Okemos, Michigan, and that the following project budget be established:

Construction - Hanel-Vance Construction	\$105,400
Contingencies	9,800
Design, Coordination, and Inspection	<u>11,800</u>
T o t a l	\$127,000

This project will be funded with funds in the amount of \$127,000 from the General Fund.

RESOLVED that the above contract be awarded and project budget be established as recommended.

Approved by a vote of 7 to 0 on motion by Trustee Howe; seconded by Trustee Lick.

## C. BIDS AND CONTRACT AWARDS, cont.

October 22-23, 1981

Bids &  
Contract Awards,  
cont.Construction of  
Parking Ramp  
No. 34. Construction of Parking Ramp No. 3

At its September 24-25, 1981 meeting, the Board of Trustees approved a financing plan for the construction of a 573-space parking ramp to be connected to the Performing Arts Center, and directed the Administration to solicit bids for this facility for consideration at the October 22-23 Board meeting. Pursuant to this action, the following bids were received on October 14, 1981. The project provides for construction of a three-level, 573-space parking structure connected 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. The base bid includes two 4,000-pound capacity hydraulic elevators, two stair towers, energy efficient high pressure sodium lighting, and epoxy coated reinforcing steel for longer life. The foundations and structural systems were designed to allow for the future addition of two levels of parking and a scene shop. Alternate No. 1 provides for deletion of one elevator car and related piston and machinery and construction of masonry and brick knockout panels at the deleted elevator car door openings.

<u>Contractor</u>	<u>Base Bid</u>	<u>Alternate No. 1</u>
Charles Featherly Construction Company	\$2,224,000	\$41,800
Granger Construction Co.	2,440,000	40,000
The Christman Company	2,514,740	40,000
Spence Brothers	2,545,000	41,000
Etkin, Johnson & Korb, Inc.	2,546,000	38,400
Miller-Davis Company	2,653,000	40,000
Erickson & Lindstrom Construction Company	2,664,000	41,000
Darin & Armstrong, Inc.	2,709,000	39,000
A. Z. Shmina & Sons Company	2,978,000	39,000

The project construction cost was estimated at \$2,250,000 in October, 1981 by the professional services contractor, Carl Walker & Associates.

This project was advertised in the Lansing State Journal, Detroit News, Builders Exchange of Detroit, Grand Rapids, Kalamazoo, and Lansing, and Dodge Reports of Detroit, Flint, Grand Rapids, Kalamazoo, and Lansing. Notification and/or plans and specifications were also sent to the Greater Lansing Minority Business Association and the Inner-City Business Improvement Forum. No minority or female owned firms bid on this project as a general contractor.

It is the recommendation of the professional services contractor that a contract in the amount of \$2,182,200 (Base Bid of \$2,224,000 less Alternate No. 1 of \$41,800) be awarded to the Charles Featherly Construction Company of Lansing, Michigan. The Administration concurs with this recommendation and recommends that the following project budget be established:

Contract - Charles Featherly Construction Company	\$2,182,200
Professional Services Fee	269,042
Extra Professional Services and Reimbursements	18,000
Alterations to Performing Arts Center	11,000
Landscape Development	19,000
Construction Inspection	22,000
Contingencies	109,758
<b>T o t a l</b>	<b>\$2,631,000</b>

Following the established financing plan, this project will be funded 50% from revenue generated from the parking system and 50% from an allocation of student fee income.

RESOLVED that the above contract be awarded and project budget be established as recommended.

Approved by a vote of 6 to 1 on motion by Trustee Bruff; seconded by Trustee Fletcher. Trustee Martin voted No.

D. OTHER ITEMS FOR ACTIONOther Items  
for Action1. Executive Order - 1981-82 Budget Adjustment (Cash Management Plan)Executive  
Order -  
1981-82 Budget  
Adjustment  
(Cash Manage-  
ment Plan)

The Executive Order Withhold approved on September 30, 1981, reduces funds available to Michigan State University for 1981-82 by \$4.1 million. The Executive Order Withhold approved on October 22, 1981, imposes a further reduction of \$4.6 million. To help retain the widest possible range of options for management of these reductions, it is recommended that the position management system be utilized and that the posting of vacancies be delayed until a Cash Management Plan is formulated and action on such a plan is approved by the Board of Trustees.

RESOLVED that the above recommendation be approved.

Approved by a vote of 7 to 0 on motion by Trustee Bruff; seconded by Trustee Fletcher.

Other Items  
for Action,  
cont.  
1982-83 Budget  
Request

D. OTHER ITEMS FOR ACTION, cont.

October 22-23, 1981

2. 1982-83 Budget Requests

a. Operating

The proposed 1982-83 operating budget requests for the University General Fund, the Agricultural Experiment Station and the Cooperative Extension Service have been distributed with the agenda.

RESOLVED that the proposed 1982-83 operating budget requests be approved.

Trustee Fletcher moved the following amendment: In adopting this motion, the Board recognizes an additional responsibility to come forth with proposals to assist in its funding. Seconded by Trustee Howe. The original motion and amendment were approved by a vote of 6 to 0. Trustee Krolikowski was not in the room at the time the vote was taken.

b. Capital Outlay

The proposed 1982-83 capital outlay request has been distributed with the agenda.

RESOLVED that the proposed 1982-83 capital outlay budget be approved.

Approved by a vote of 6 to 0 on motion by Trustee Sawyer; seconded by Trustee Fletcher. Trustee Krolikowski was not in the room at the time the vote was taken.

Administrative-  
Professional  
Association  
Agency Shop

3. Administrative-Professional Association Agency Shop

The Administrative-Professional Association was formally recognized by the Board of Trustees on September 19, 1969 as the exclusive representative of employees classified as Administrative and Professional personnel. The Association has, over the years, bargained with the University over wages, benefits and conditions of employment, including a written grievance procedure. During this period, the Association has requested an agency shop agreement with the University. Recently, at the request of the Association, the Office of the Assistant Vice President for Personnel and Employee Relations conducted an advisory vote on granting an agency shop agreement to the Association. There were 1,136 ballots sent out, of which 627 were returned. The "yes" response was 351, the "no" response was 271, and 5 ballots were spoiled. It is recommended by the Administration that an agency shop agreement be ratified with the Administrative-Professional Association.

RESOLVED that the Board of Trustees of Michigan State University ratifies and agrees with the request of the Administrative-Professional Association for providing an agency shop for the exclusive representation of the membership of the Administrative-Professional Association.

Approved by a vote of 7 to 0 on motion by Trustee Bruff; seconded by Trustee Lick.

Delegations

4. Delegations

Unit Name  
Changes

a. Unit Name Changes

It has been the practice of the Board of Trustees to approve changes in the names of all academic units. It is recommended that the Board continue to approve any change in names of the following:

All Colleges  
International Studies and Programs  
Lifelong Education Programs  
Urban Affairs Programs

It is recommended that the Board delegate to the President authority to approve changes in the names of departments, schools, institutes, centers, bureaus, and similar units.

Organization  
of Institutes,  
Centers,  
Bureaus, and  
Laboratories

b. Organization of Institutes, Centers, Bureaus, and Laboratories

It has been the practice of the Board of Trustees to approve establishment, merger, or elimination of all continuing basic academic units of the University.

It is recommended that the Board continue to approve all changes in the academic organization except time-limited institutes, centers, bureaus and laboratories. Each such unit is to be established for a specified period of one to five years and must be reauthorized to continue. The Board will be notified of any plan

continued - - -

D. OTHER ITEMS FOR ACTION, cont.

October 22-23, 1981

4. Delegations, cont.b. Organization of Institutes, Centers, Bureaus, and Laboratories, cont.

to reauthorize any such unit beyond five years in advance of the decision to grant reauthorization. It is recommended that the Board delegate to the President authority to approve establishment, merger, or elimination of institutes, centers, bureaus and laboratories on a time-limited basis for a period of up to five years. Further, it is recommended that the President be authorized to redelegate in accordance with a plan for redelegation filed with the Board of Trustees.

c. Travel Reimbursement Rates

The Board of Trustees has approved reimbursement rates and allowances for expenses incurred by personnel traveling on official University business. Examples of these rates and allowances, which have been adjusted to reflect changing conditions, are meal allowances and personal car mileage reimbursement rates.

It is recommended that changes in reimbursement rates and allowances for expenses incurred by personnel traveling on official University business be delegated to the President with authority to redelegate in accordance with a plan for redelegation filed with the Board of Trustees.

d. Personnel Actions

The Board of Trustees has approved the appointments and other personnel actions of principal, central administrative positions, Deans, certain Directors, and Contract Positions. Because many of these are primary administrative positions, it is appropriate for the Board to continue to approve appointments.

It is recommended that the Board of Trustees continue to approve, without delegation, appointments for the following positions. It is also recommended that the Board delegate to the President authority for other personnel actions, including salary increases, leaves, resignations and terminations, for these positions.

## Provost

Vice President for Administration and Public Affairs

Vice President for Finance &amp; Operations and Treasurer

General Counsel

Vice President for University Relations

Vice President for Research and Graduate Studies

Vice President for University Development

Vice President for Student Affairs and Services

Vice President for Health Services and Facilities

Associate Vice President for Business, Finance and Assistant Treasurer

Associate Provost

Associate General Counsel

Secretary of the Board of Trustees

Dean of the College of Agriculture and Natural Resources

Dean of the College of Arts and Letters

Dean of the College of Business

Dean of the College of Communication Arts and Sciences

Dean of the College of Education

Dean of the College of Engineering

Dean of the College of Human Ecology

Dean of the College of Human Medicine

Dean of the James Madison College

Dean of the College of Natural Science

Dean of the College of Nursing

Dean of the College of Osteopathic Medicine

Dean of the College of Social Science

Dean of the College of Veterinary Medicine

Dean of Lifelong Education Programs

Dean of International Studies and Programs

Dean of Urban Affairs Programs

Director of the Honors College

Director of the Libraries

Director of Intercollegiate Athletics

Head Basketball Coach

Head Football Coach

Head Hockey Coach

Faculty Grievance Official

Ombudsman

Secretary for Academic Governance

continued - - -

Other Items  
for Action,  
cont.Delegations,  
cont.Organization of  
Institutes,  
Centers,  
Bureaus, and  
Laboratories,  
cont.Travel  
Reimbursement  
RatesPersonnel  
Actions

Other Items  
for Action,  
cont.

Delegations,  
cont.

Personnel  
Actions, cont.

D. OTHER ITEMS FOR ACTION, cont.

October 22-23, 1981

4. Delegations, cont.

d. Personnel Actions, cont.

The Board of Trustees has approved a set of "Hiring Principles" for the following positions which define the character of the positions and specify certain procedures for selecting persons to fill them. These appointments are carefully monitored and the persons in the positions closely supervised by the appropriate Vice President.

It is recommended that the Board of Trustees delegate to the President authority for appointments and other personnel actions for these specific administrative positions.

Assistant Vice President for Personnel and Employee Relations  
Assistant Vice President for Administration and Public Affairs  
Assistant Vice President for Administration  
Assistant Vice President for Finance  
Assistant Vice President for Physical Plant  
Assistant Vice President for Housing and Food Services  
Assistant Vice President for Research  
Assistant Vice President for Student Affairs  
Assistant Provost for General Academic Administration  
Assistant Provost for Academic Personnel Administration  
Assistant Provost for Undergraduate Education

Appointments to the positions listed below are carefully monitored by the appropriate Vice President, and the persons in the positions are closely supervised by the appropriate Vice President or by an administrative officer designated by the Vice President.

It is recommended that the Board of Trustees delegate to the President authority for appointments and other personnel actions for the following positions with authority to redelegate in accordance with a plan for redelegation filed with the Board of Trustees:

Assistant to the President  
Assistant to the Provost  
Assistant to the Vice President for Student Affairs  
Director of Admissions and Scholarships  
Director of Automotive and Utilities Services  
Director of Financial Aids  
Director of Human Relations  
Director of Instructional Media Center  
Director of Internal Audit  
Director of Instructional and Public Television  
Director of Personnel Administration  
Director of Public Relations  
Director of Campus Park and Planning  
Director of Student Health Center  
Director of Planning and Budgets  
Director of Placement  
Director of Public Safety  
Director of University Services  
Manager of Residence Halls  
University Architect and Director of Facilities and Planning  
and Space Management  
University Engineer  
Administrative Director/Clinical Center  
Controller  
Director of Contract and Grant Administration  
Director of Data Processing  
Director of Employee Relations  
Director of University Housing Programs  
Registrar  
Director of Performing Arts Facilities and Programs  
  
Director of Development

RESOLVED that the above recommendations be approved.

Motion to approve Delegation of Board Authority Items 4. a. through 4. d. were approved by a vote of 7 to 0 on motion by Trustee Bruff; seconded by Trustee Howe.



D. OTHER ITEMS FOR ACTION, cont.

October 22-23, 1981

Other Items  
for Action,  
cont.Institute for  
Research &  
Advanced Study,  
College of  
Osteopathic  
Medicine5. Institute for Research and Advanced Study, College of Osteopathic Medicine

The Dean of the College of Osteopathic Medicine has recommended the establishment for a three-year trial period of an Institute for Research and Advanced Study in the College.

The purposes are (1) to combine the various research and advanced study components that presently are included within the COM Dean's Office into one unit, (2) to recognize that these components are academic activities and not administrative functions, (3) to provide a focus for interdisciplinary research groups, and (4) to facilitate development of research like that accomplished in other colleges, e.g. Engineering Research Division, Agricultural Experiment Station, Social Science Research Bureau. The proposed Institute would include the following components:

1. Carcinogenesis Laboratory
2. Neurosciences Program
3. Rehabilitation Engineering Services of the International Rehabilitation Center
4. General Research Support
5. General Advanced Study
6. Medical Scientist Training
7. Administration of Research and Advanced Study

The Executive Committee of Academic Council on October 12, 1981, advised that further consultation with academic governance regarding the proposed Institute would not be necessary.

It is recommended that an Institute for Research and Advanced Study be established in the College of Osteopathic Medicine for a period not to exceed three years. Continuation of the Institute beyond this three-year period would be contingent upon an examination of the effectiveness of the unit by the College, the Vice President for Research and Graduate Studies, and the Provost.

RESOLVED that an Institute for Research and Advanced Study be established in the College of Osteopathic Medicine effective November 1, 1981.

Approved by a vote of 7 to 0 on motion by Trustee Fletcher; seconded by Trustee Bruff.

6. Financial CrisisFinancial  
Crisis

President Mackey made the following statement to the Board:

Nineteen-eighty was a year that brought steady deterioration in the economy of the State of Michigan. As the State's revenue position grew worse, Michigan State University felt the brunt of a series of actions by the Legislature and the Executive Office dramatically reducing the level of appropriation support. By November 1980, the University's appropriation for the 1980-81 fiscal year had been cut to a level that was actually below the 1979-80 appropriation. The combination of these reductions and a continuing high level of inflation, added to the problems of a decade of chronic under-funding, brought the University to a state of financial crisis.

Recognizing the urgent financial circumstances facing Michigan State, the Board of Trustees on December 5, 1980, adopted a resolution approving a budget adjustment plan designed to deal with an immediate and short-term cash problem. The action pursuant to this plan included position management, unit cash management, a two and one-half day University-wide layoff, and a tuition surcharge for the winter and spring quarters. At that time, the Board also directed the Administration to proceed with the broad programmatic planning designed to deal with the longer-term budgetary problems confronting the University. The policy position of the Board was that budget planning should be programmatic based on priority judgments, rather than on across-the-board decisions.

Then, in recognition of the need to make significant programmatic reductions, the Board declared on February 6, 1981, that the University was "in a state of financial crisis" that required action on "urgent financial and personnel matters." Subsequently, on April 4, 1981, the Board took, unprecedented major action to reduce, significantly, administrative and operating costs, and to curtail, eliminate and consolidate programs. The Board's action reduced Michigan State University's budget by a total of \$17 million. The Board's decisions, defined in the Modified Coordinated Proposal fundamentally changed Michigan State University and improved the University's ability to deal with serious problems of over-commitment and under-funding. In my opinion, the Board's actions were farsighted and courageous.

continued - - -

Other Items  
for Action,  
cont.

Financial  
Crisis, cont.

D. OTHER ITEMS FOR ACTION, cont.

October 22-23, 1981

6. Financial Crisis, cont.

The recommendations which I made to the Board of Trustees in the coordinated proposals of March 22, 1981, resulted from careful and extended consideration and discussion. The recommendations emerged from an intensive, open, planning process, involving not only the administration and academic units but many other groups and individuals, as well. Difficult as the year was, the planning process, resulting recommendations, and the subsequent implementation achieved the University's necessary objective. There is evidence now, both on this campus and elsewhere, indicating that higher education nation-wide recognizes Michigan State's achievement and leadership in dealing intelligently and courageously with a severe financial crisis.

In order for the Board of Trustees to approve the unprecedented programmatic personnel actions recommended by the Administration, a specific resolution of financial crisis was necessary. The Board based its February 6, 1981, resolution on the particular circumstances facing the University in 1980-81. We have now accomplished what the resolution authorized. We have taken the necessary action to respond to the circumstances of 1980-81, and because of the successful use of incentive plans, we have done so without having to terminate tenured faculty.

The University is now in a better position than it would have been otherwise to cope with the difficulties we currently face, even though the fundamental problems of many years of under-funding have not been solved and may again be exacerbated by our present difficulty.

The two recent Executive Orders from the Governor's Office requiring major reductions of \$8.7 million in MSU's operating budget, have made it abundantly clear that the State of Michigan, higher education in the State, and Michigan State University are still undergoing severe financial stress. As the Board knows, we are currently developing plans to deal with these new reductions and address the circumstances of 1981-82--insofar as we now understand them. I will be making recommendations to the Board in the near future.

The February 6, 1981, resolution of financial crisis was passed to deal with the situation at that time; however, that resolution, in the judgment of Counsel, does not have the same applicability to the present circumstances despite their severity. Should it become necessary to take extraordinary personnel and program actions once again, the Board would need to examine the financial situation of the University and make a new declaration, enabling it to act as required.

Therefore, I recommend that the Board adopt the following resolution.

RESOLVED, while the Board of Trustees clearly acknowledge that Michigan State University is still undergoing severe financial stress, the Board recognizes that on February 6, 1981, it declared a state of financial crisis at Michigan State University, to permit certain necessary actions on "urgent financial and personnel matters," as later authorized in the Modified Coordinated Proposal of April 4, 1981. Those specific actions have now been accomplished.

Therefore, this Board of Trustees withdraws its February 6, 1981, resolution and directs the President to formulate cash and budget plans to meet the reductions announced in the Governor's Executive Orders of September 30, and October 22, 1981. The Board will monitor the financial circumstances of the State and the University to determine what actions may be required. If circumstances once again require extraordinary action, this Board is prepared to study the situation carefully and act in the best interests of Michigan State University.

Approved by a vote of 5 to 2 on motion by Trustee Bruff; seconded by Trustee Lick. Trustees Fletcher and Howe voted No.

E. REPORTS TO THE BOARD

October 22-23, 1981

Reports to  
the Board1. Board Committee ReportsBoard Committee  
Reportsa. Investment CommitteeInvestment  
Committee

Trustee Krolikowski reported that the Investment Committee met and reviewed the three investment consultants who had made presentations at the August and September meetings. The Committee voted to recommend to the Board that Cambridge Associates, of Boston, be appointed as consultants to review the performance of the current manager, to assist the Committee in screening alternate managers to be interviewed by the Committee, and to recommend methods of reporting investment performance which can be readily understood by interested laypersons.

Approved by a vote of 7 to 0 on motion by Trustee Krolikowski; seconded by Trustee Fletcher.

The Committee also received reports of investment performance for the quarter and year ended June 30, a summary of gifts of securities which were sold during the year ended June 30, and letters from the investment manager summarizing recent transactions in the University's investment portfolio.

b. Audit CommitteeAudit  
Committee

Trustee Sawyer reported that the Audit Committee reviewed Ernst & Whinney's management letter for 1980-81 and the administrative staff responses to each of the recommendations.

The Committee voted to recommend to the Board that related party transaction letters be sent by Internal Audit this year and included as part of the external auditor's scope in all future years.

Approved by a vote of 7 to 0 on motion by Trustee Sawyer; seconded by Trustee Fletcher.

2. President's ReportPresident's  
Report

President Mackey reported on materials which the Board received on the Constitution of the Athletic Council. He reported that a revised Constitution has been returned to the Academic Governance system, for consideration. The Athletic Council, initiated this review process sometime ago with the development of a draft proposal. The Council has now reviewed this revised draft and voted unanimously to approve it. Dr. Mackey said the Steering Committee must now determine whether this draft should now be referred for consideration by the Faculty Council or the Academic Council.

President Mackey indicated that he has referred back to the Academic Governance system some general statements of principles and guidelines which he believes should be followed in adopting procedures for selecting principal University officers other than the President. This is generally called Taylor II, a proposal developed about 1973, which has been revised several times. The Executive Committee of Academic Governance will now determine the appropriate response to these statements. Dr. Mackey said that, in both instances, he expects that these two matters will come to the Board under the established Bylaws.

At the request of Dr. Mackey, General Counsel Carr reported that the Sixth Circuit Court of Appeals on October 19 issued an opinion and order in favor of the University in the John Hildebrand case.

At the request of Dr. Mackey, Dr. John Cantlon commented on the PCB-containing transformers that have been reported on in the press. Dr. Cantlon referred to a communication which had been forwarded to Trustee Bruff from Mr. Terry Swick, Local 1585 Safety Representative. The letter referred to some perceived PCB risks reported by some of the employees who expressed concern over possible leaks of PCB from electrical transformers. Dr. Cantlon indicated that the storage area used by the University for its transformers meets the specifications for safety storage and there are no leaks of fluids from the PCB-containing transformers. On October 16, Dr. Cantlon said, two DNR representatives examined the transformers and verified, along with University safety personnel, that they could find no evidence of leaking PCB. On October 19, DNR and Michigan State University personnel made a series of soil samplings around the storage area subjecting that soil to analytical procedures for the detection of PCB. Results from these tests will be forthcoming.

continued - - -

Reports to the  
Board, cont.

President's  
Report, cont.

E. REPORTS TO THE BOARD, cont.

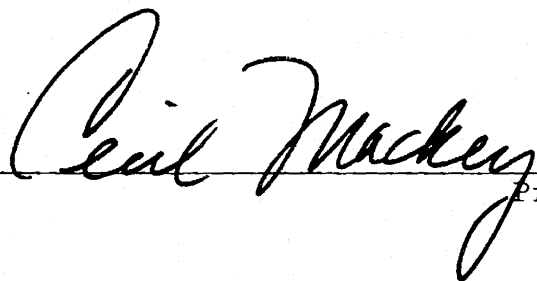
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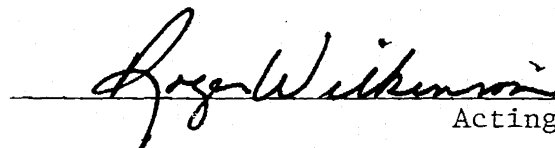
2. President's Report, cont.

Trustee Bruff reported on the October 16 meeting of the MSU Alumni Association Executive Board at which time it received an audit, dated September 1, 1981, from Touche Ross & Co. The report in essence, indicated that the debts exceeded the assets of the Association. In answer to questions by Dr. William Lazer, an Executive Board Member, relative to the report, the auditor in attendance said that the Alumni Association could not continue in existence much longer.

Mr. Bruff said the Board of Trustees authorized the Alumni Association to form as a Corporation under the laws of the State of Michigan. Two Trustees, three University officials, and two faculty members served on that Executive Board. The question the report raises is whether or not the Alumni Association, with its financial status, can continue to perform the functions that we intended. The second issue is the implication to the University and to those who serve on the Executive Board. Mr. Bruff stated that he had requested a review of the report by Mr. Bob Wenner, Director of Internal Audit. Trustee Bruff then read a synopsis of Mr. Wenner's report. Trustee Bruff requested that Mr. Wenner request of the Alumni Association Treasurer the amount that is borrowed against a \$160,000 collateral loan. Mr. Bruff also requested from Mr. Leland Carr, the University Legal Counsel, for an analysis of the legal implications resulting from the Touche Ross & Co. audit.

Adjourned at 3:23 p.m.

  
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President

  
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Acting Secretary