

MINUTES OF THE INFORMAL MEETING
of the
BOARD OF TRUSTEES
July 27, 1972

Present: President Wharton, Trustees Carrigan, Hartman, Huff, Martin, Merriman, Stevens, and Thompson; Provost Cantlon, Executive Vice President and Secretary Breslin; Vice Presidents Muelder, Perrin, Scott, and Wilkinson; Messrs. Carr and Spaniolo.

Absent: Trustee White.

President Wharton called the informal meeting of the Board of Trustees to order and briefly outlined the presentations to be made. He indicated that the first items would relate to the report of the Women's Steering Committee with a presentation from the Committee, a minority report, and a statement from a group of long-term women employees. The second portion of the meeting would be concerned with problems facing the MSU School of Criminal Justice.

Women's Steering Committee Report discussed

Prior to the presentations on the women's issues, President Wharton announced that the administration's response to the report of the Women's Steering Committee would be discussed at the formal meeting of the Board, Friday, July 28. He stated that at this informal meeting Mary Kay Scullion would make a presentation on behalf of the Women's Steering Committee; Joann R. Collins would present the minority report; and Elaine H. Frank would give a statement from a group of long-term women employees.

Miss Scullion pointed out that the Women's Steering Committee had grave concerns over the minority report. She added that the report came from a letter to President Wharton from three members of the Committee. She stated that this was not truly a minority report in the usual sense and that the three members had made no effort to have their point of view discussed in Committee meetings. She added that the three members had not regularly attended meetings or actively participated in the discussions leading to the Committee's final report.

Miss Scullion indicated that the Committee had not set priorities in the report concerning what actions the University should take to help women since the Committee felt all of the items in the report are, in fact, priority. She briefly discussed several items in the report and stated that the Committee had attempted to fit the needs of women into existing University structures but found that the problems which confront women on the MSU campus are such that no single department or component could satisfactorily handle them. She gave strong support to the idea of a women's center. She presented a visual diagram of how the center would relate to the administration, faculty, undergraduate and graduate students, non-academic employees, and the community. The center would be engaged in advocacy action programs, research and program development.

Miss Scullion summed up her presentation by stating that the report of the Women's Steering Committee should not be shelved but that every effort should be made to implement its recommendations. She added that if the University is not able to respond to the needs of women, the women of the University will be forced to seek "extra-legal" means of developing solutions to their problems.

Joann R. Collins made a presentation on behalf of the three black women on the Steering Committee. She indicated that the three members were entirely in agreement with the other members of the Committee that immediate attention must be given by the University to correct certain inequities as they pertain to women. She added that the three members firmly believe that such action can be attained by using the existing structure of Equal Opportunities Programs (EOP) and not through the establishment of a women's center. The minority report restated their recommendations of June 1, 1972 to President Wharton calling for the utilization and expansion of existing resources within the University. They concluded that in light of the fact that MSU is not now in complete compliance as an equal opportunity employer, corrective measures and endeavors concerned with women on campus carried out through EOP will provide for the attainment of affirmative action program goals for women within the total University framework.

Elaine H. Frank made a presentation on behalf of over 60 long-term women employees of the University from the clerical-technical and administrative-professional ranks. She added that the signatures had been obtained within little more than 24 hours of the informal meeting of the Board. Mrs. Frank read a statement from the group indicating that while the Women's Steering Committee put much effort into their report, they nevertheless were volunteers with "predetermined points of view" which did not necessarily reflect the interests and aspirations of MSU women employees.

Mrs. Frank indicated that the group was in support of a number of issues in which the status of women not only can but must be improved. She added that much has been done by the University in this area and that much more needs to be done. The concerns of the group were that many of the demands of the Steering Committee were unrealistic and potentially harmful to those they presume to benefit. Of particular interest to the group were any efforts to set quotas in the hiring of women employees. The group's statement supported the administration's announced actions in response to the report of the Women's Steering Committee. They concluded that whatever actions are taken must be the result of realistic appraisals of need, budget availability, competence and other equally imperative considerations.

Recommendations
of Resource
Analysis Study
of School of
Criminal
Justice

The second portion of the Informal meeting of the Board of Trustees was concerned with the recommendations of the Resource Analysis Study of the MSU School of Criminal Justice completed fall term of 1971. Provost Cantlon presented a brief review of prior resource analysis studies and the major concerns and charges to the committee in conducting the study of the School of Criminal Justice. Concerns included job market and student demand in the area of law enforcement, role and mission of the School, costs of programs, load of service courses, and relationship to programs in other departments and colleges which serve portions of the criminal justice system.

Assistant Provost Robert H. Davis made a brief presentation regarding the methods and purposes of a resource analysis study. He indicated that the technique had been used successfully in studying departments and colleges within the University.

Dr. Clarence L. Winder, Dean of the College of Social Science, discussed the relationship of schools within the college structure. He also commented on productivity and resources within the School of Criminal Justice in relation to the College. He mentioned the proposed but-yet-to-be-funded Center for Crime and Delinquency as an example of current efforts and a future need for interdisciplinary work in this important area of society. Programs in law enforcement are seen as closely related to programs in social work, sociology, psychology, and other areas of the College of Social Science.

Professor A. F. Brandstatter, Director of the School of Criminal Justice, reviewed the problems which currently face the School and those which can be expected in the future. He commented on the recommendations of the Resource Analysis Study calling for a holding of enrollments in law enforcement and service courses within the School. He indicated that while the School's faculty was not generally very happy with the recommendations, the School would make every effort to carry out the findings of the report as "good soldiers."

Discussion between members of the Board and Professor Brandstatter centered around the role of the School in the statewide and national picture of law enforcement education. Mention was made of greatly increasing law enforcement offerings by community colleges and other four-year institutions in the state and the effect this has and will continue to have on the MSU program.

The general feeling of the Trustees was that serious thought ought to be given before holding enrollment sizes in the School of Criminal Justice. Provost Cantlon indicated that the Resource Analysis Study was not setting pre-established enrollment numbers for the School but was only trying to react to current financial strains facing the School, the College of Social Science, and the University as a whole.

President Wharton expressed the appreciation of the Board of Trustees for the presentations. The meeting was adjourned at 10:00 p.m.

MINUTES OF THE MEETING
of the
FINANCE COMMITTEE
July 28, 1972

President Wharton called the Finance Committee meeting to order at 7:35 a.m.

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

Absent: Trustee White.

1. The Investment Committee met and approved the following recommendations as submitted by Scudder, Stevens & Clark.

Trustees Huff, Stevens, and Thompson concurred in the acceptance of these investment recommendations.

Leone Wheaton Tudor Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
	Cash available		\$ 4,200		
	Recommend purchasing:				
100	American Cyanamid	\$ 37	3,700	\$ 125	3.4%

Forest Akers Golf Course Fund

	Maturing				
2,000	Ford Motor Credit Notes Maturing June 30, 1972	100	2,000		
	Recommend purchasing:				
2,000	Ford Motor Credit Notes Maturing September 29, 1972	100	2,000		

Investment
Recommendations

1. Investment Recommendations, continued

Investment
RecommendationsLee J. & Grace Ashley Scholarship Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
	Maturing				
3,000	Ford Motor Credit Notes Maturing June 30, 1972	\$ 100	\$ 3,000		
	Recommend purchasing:				
3,000	Ford Motor Credit Notes Maturing September 29, 1972	100	3,000		

Albert Case Fund

	Maturing				
10,000	Ford Motor Credit Notes Maturing June 30, 1972	100	10,000		
	Recommend purchasing:				
10,000	Ford Motor Credit Notes Maturing September 29, 1972	100	10,000		

Consolidated Investment Fund

	Maturing				
20,000	Ford Motor Credit Notes Maturing June 30, 1972	100	20,000		
	Recommend purchasing:				
20,000	Ford Motor Credit Notes Maturing September 29, 1972	100	20,000		

John A. Hannah Professorship Fund

	Maturing				
122,000	Ford Motor Credit Notes Maturing June 30, 1972	100	122,000		
	Recommend purchasing:				
122,000	Ford Motor Credit Notes Maturing September 29, 1972	100	122,000		

Jenison Fund

	Maturing				
55,000	Ford Motor Credit Notes Maturing June 30, 1972	100	55,000		
	Recommend purchasing:				
55,000	Ford Motor Credit Notes Maturing September 29, 1972	100	55,000		

H. William & Elizabeth A. Klare Fund

	Maturing				
58,000	Ford Motor Credit Notes Maturing June 30, 1972	100	58,000		
	Recommend purchasing:				
58,000	Ford Motor Credit Notes Maturing September 29, 1972	100	58,000		

Rackham Trust Reserve Investment Fund

	Maturing				
5,000	Ford Motor Credit Notes Maturing June 30, 1972	100	5,000		
	Recommend purchasing:				
5,000	Ford Motor Credit Notes Maturing September 29, 1972	100	5,000		

Rackham Trust Fund

	Maturing				
37,000	Ford Motor Credit Notes Maturing June 30, 1972	100	37,000		
	Recommend purchasing:				
37,000	Ford Motor Credit Notes Maturing September 29, 1972	100	37,000		

Investment
Recommendations

1. Investment Recommendations, continued

Retirement Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
	Maturing				
500,000	Ford Motor Credit Notes Maturing June 30, 1972	\$ 100	\$ 500,000		
	Recommend purchasing:				
500,000	Ford Motor Credit Notes Maturing September 29, 1972	100	500,000		

White Motor Company Fund

	Maturing				
1,000	Ford Motor Credit Notes Maturing June 30, 1972	100	1,000		
	Recommend purchasing:				
1,000	Ford Motor Credit Notes Maturing September 29, 1972	100	1,000		

Ivan Wright Life Income Fund

	Maturing				
5,000	Ford Motor Credit Notes Maturing June 30, 1972	100	5,000		
	Recommend purchasing:				
5,000	Ford Motor Credit Notes Maturing September 29, 1972	100	5,000		

Trustees Martin, Carrigan and Thompson concurred in the acceptance of the following recommendations:

Fred T. Russ Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
	Recommend selling:				
280	Textron \$1.40 cm. cv. pfd.	\$ 30	\$ 8,400	\$ 392	4.7%
	Recommend purchasing:				
150	American Express	54	8,100	72	.9%

Spartan Fund

	Recommend selling:				
200	Textron \$1.40 cm. cv. pfd.	30	6,000	280	4.7%
	Recommend purchasing:				
110	American Express	54	5,940	53	.9%

G. J. Bouyoucos Graduate Fellowship Fund

	Recommend selling:				
200 shs.	Textron, Inc. \$1.40 Convertible Preferred	30	6,000	280	4.7%
	Recommend purchasing:				
110 shs.	American Express Co.	54	5,940	53	.9%

Albert Case Fund

	Recommend selling:				
200 shs.	Textron, Inc. \$1.40 Convertible Preferred	30	6,000	280	4.7%
	Recommend purchasing:				
110 shs.	American Express Co.	54	5,940	53	.9%

A. V. Case Memorial Scholarship Fund

	Recommend selling:				
300 shs.	Textron, Inc. \$1.40 Convertible Preferred	30	9,000	420	4.7%
	Recommend purchasing:				
160 shs.	American Express Co.	54	8,640	77	.9%

1. Investment Recommendations, continued

Investment Recommendations

Consolidated Investment Fund

<u>Amount</u>	<u>Security</u>	<u>Approx. Price</u>	<u>Principal</u>	<u>Income</u>	<u>Yield</u>
	Contribution		\$ 3,600		
	Recommend selling:				
750 shs.	Textron, Inc. \$1.40 Convertible Preferred	\$ 30	22,500	\$1,050	4.7%
	Recommend purchasing:				
480 shs.	American Express Co.	54	25,920	230	.9%

Jack B. Fields Memorial Fund

	Recommend selling:				
50 shs.	Textron, Inc. \$1.40 Convertible Preferred	30	1,500	70	4.7%
	Recommend purchasing:				
25 shs.	American Express Co.	54	1,350	12	.9%

John A. Hannah Professorship Fund

	Contribution		30,000		
	Recommend selling:				
1,200 shs.	Textron, Inc. \$1.40 Convertible Preferred	30	36,000	1,680	4.7%
	Recommend purchasing:				
1,220 shs.	American Express Co.	54	65,880	585	.9%

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

	Recommend selling:				
800	Textron \$1.40 cm. cv. pfd.	30	24,000	1,120	4.7%
	Recommend purchasing:				
440	American Express Co.	54	23,760	211	.9%

Retirement Fund

	Contribution		80,000		
	Recommend selling:				
5,000	Textron \$1.40 cm. cv. pfd.	30	150,000	7,000	4.7%
	Recommend purchasing:				
4,250	American Express Co.	54	229,500	2,040	.9%

White Motor Company Fund

	Contribution		89,250		
	Recommend purchasing:				
\$9,000	Ford Motor Credit - 90 days	100	9,000	360	
\$25,000	American Tel & Tel. Co. 4.750% Debentures due 1998	74	18,500	1,187	4.750%
650 shs.	Franklin Life Ins. Co.	23	14,950	338	2.3%
300 shs.	American Express Co.	54	16,200	144	.9%
400 shs.	American Cyanamid Co.	35	14,000	500	3.6%
250 shs.	Standard Oil Co. of Calif.	61	15,250	725	4.8%

Ivan & Jean Wright Beneficiary Fund

	Recommend selling:				
200	Textron \$1.40 cm. cv. pfd.	30	6,000	280	4.7%
	Recommend purchasing:				
110	American Express Co.	54	5,940	53	.9%

RESOLVED that the investment recommendations submitted by Scudder, Stevens & Clark, and approved by the Investment Committees be approved.

Unanimously approved. Motion by Trustee Hartman, seconded by Trustee Carrigan.

Report of sale
of 68 sh Dow
Chem. Co.
stock

2. The 68 shares of Dow Chemical Co. stock submitted with a gift and grant form on June 28, 1972 were sold on June 29, 1972 for a net amount of \$6,035.15. This stock was a gift from William and Hannah Baker for the MSU Development Fund.

RESOLVED that the report of the sale of the Dow Chemical Co. stock be accepted.

Unanimously approved. Motion by Trustee Hartman, seconded by Trustee Merriman.

Agreements
with A-P
Association
approved

3. Executive Vice President Breslin presented for approval the following agreements reached between the University and the Administrative-Professional Association for fiscal year 1972-73. It was recommended that these benefits also be passed on to the clerical-technical and non-union supervisory employees.
- A. For the 1972-73 fiscal year a salary increase of 4% will be distributed to each A-P classified employee effective July 1, 1972.
- B. Effective January 1, 1973, the University will provide long-term disability insurance as per the program presented and accepted.
- C. Effective January 1, 1973, the A-P employees not now on the TIAA-CREF retirement program will be covered by the 6%-3% plan as per the program presented and accepted.
- D. Starting July 1, 1972, each A-P employee will be entitled to two personal leave days per year non-accumulative.
- E. Effective July 1, 1972 the vacation schedule for A-P employees will be:

<u>Length of Service</u>	<u>Vacation Allowances Per Year</u>
6 months to 1 year	6 working days
1 year to 5 years	12 working days
5 years to 10 years	17 working days
10 or more years	22 working days

RESOLVED that the agreements between the University and Administrative-Professional Association be approved and that these benefits also accrue to the clerical-technical and non-union supervisory employees.

Unanimously carried. Motion by Trustee Carrigan, seconded by Trustee Hartman.

2-yr contract
with Fraternal
Order of
Police
approved

4. Executive Vice President Breslin recommended approval of the contract which has been negotiated between the University and the Fraternal Order of Police, Capitol City Lodge 141. In addition to the terms of the contract (copy of which is filed in the Secretary's Office), the University has agreed to give each member of the bargaining unit who has completed 18 months of service 5 days of compensatory time to be scheduled by management during the 4 "down" periods (time periods between terms) of each year.

RESOLVED that the contract between the University and Fraternal Order of Police, Capitol City Lodge 141, be approved as recommended.

Unanimously approved. Motion by Trustee Stevens, seconded by Trustee Carrigan.

Report by V.P.
Wilkinson on
Manly Miles
Annex

5. Vice President Wilkinson reported that representatives of the American Hotel & Motel Association who earlier had indicated they would be renting 10,000 square feet of floor space under a 10-year lease in the Manly Miles Annex, were now talking in terms of 6,000 square feet and a 5-year lease. He stated that in view of this reduced rental commitment outside financing would be difficult to obtain and suggested that financing be arranged through an internal loan until such time as a rental record has been established and a favorable interest rate can be obtained for an outside loan. He also indicated efforts would be made to identify other potential leasees. It is anticipated that bids and an internal financing plan will be submitted to the Trustees at the September Board meeting.

There was general agreement on the part of the Trustees that the administration should proceed with plans for construction of the building under the plans outlined by Vice President Wilkinson.

Resolution re
grant applica-
tion for
broadcasting
facilities

6. It was recommended that the following resolution be approved:

WHEREAS, the U.S. Commissioner of Education is authorized under the Communications Act of 1934, as amended, to grant funds for non commercial educational broadcast facilities; and

WHEREAS, the Board of Trustees of Michigan State University, hereinafter called the Applicant, is cognizant of the conditions under which such grant funds are made available and approved for payment to an applicant, and

6. Grant Application for Broadcasting Facilities, continued

Resolution, continued

WHEREAS, it is the sense of the Board of Trustees of Michigan State University that it is desirable to apply for a grant under the aforementioned Act for the project described as follows: color conversion of existing monochrome television facilities and replacement of FM transmitter, transmission line and related equipment and acquisition of Sub-Channel Authorization equipment, now therefore be it

RESOLVED, that applications for the project described above are authorized and directed to be filed with the United States Department of Health, Education, and Welfare and the Federal Communications Commission, and be it further

RESOLVED, that the Board of Trustees of Michigan State University designated Roger E. Wilkinson, Vice President for Business and Finance, to file the application and act as a representative of the applicant in connection with said application.

(This is standard procedure in submitting applications of this nature.)

Unanimously approved. Motion by Trustee Thompson, seconded by Trustee Huff.

7. Reports by President Wharton

A. Water Quality Project

President Wharton informed the Trustees that he expects a favorable decision on the Water Quality Project momentarily.

B. Law School

Dr. Wharton informed the Trustees that Governor Milliken had repeated his commitment to the establishment of a College of Law at MSU but at the present time there is a division of opinion among the Governor's staff as to whether the section in the Appropriation Bill dealing with this issue should be approved. The President has urged the Governor to include in his 1973-74 budget recommendation adequate funding for the first year of the Law School.

C. Fall Term 1972 Honorary Degrees

President Wharton mentioned that Gunnar Myrdal, who had been selected to receive an honorary degree at the December 1972 commencement, would be out of the country and unable to accept this award. Dame Kathleen Lonsdale, an alternate, has recently passed away. President Wharton therefore suggested it might be appropriate to award the degree to Henry L. Caulkins who was ill and unable to accept the award he was scheduled to receive at the June 1972 commencement.

8. Attorney Carr asked for a ruling from the Trustees regarding the employment of attorneys from outside of the Lansing area to represent participants in suits before the Anti-Discrimination Judicial Board.

It was the consensus of the Trustees that Attorney Carr should enlarge the list of attorneys to include people from outside of the Lansing area provided they are not paid at a rate different from the local attorneys.

9. Attorney Carr reported that Executive Vice President Breslin's denial of the Gay Liberation Movement's request to display a banner promoting "Gay Pride Week" had resulted in a complaint to the Anti-Discrimination Judicial Board. In its ruling the Judicial Board requested clarification by the Trustees whether the anti-discrimination policy contemplated recognition of homosexual complaints.

Several of the Trustees expressed the opinion that such complaints were not the responsibility of the Anti-Discrimination Judicial Board unless they involved actual job discrimination. Provost Cantlon reminded the Trustees that the grievance procedures which are being evolved will allow the University to phase out the Anti-Discrimination Judicial Board.

10. Provost Cantlon requested the Trustees not to distribute the faculty salary list until after they have been checked for errors. The complete and revised lists should be available the middle of September.

11. Copies of the 1972-73 budget had been distributed to the Trustees and Vice President Wilkinson answered questions from individual Trustees on specific items. Trustee Carrigan expressed disapproval of the special salary adjustments for the University College Student Affairs group, and it was agreed that this category would be reviewed with Dean Carlin and salary changes, if recommended, would be presented to the Trustees in September. (Action on the budget was taken in the open Board meeting following this Finance Committee meeting.)

Adjourned.

Reports by Pres. Wharton:

Water Quality Project

Law School

Fall Term 1972 Honorary Degrees

Employment of attorneys in Anti-Discrimination Judicial Board suits

Homosexual complaints not in jurisdiction of Anti-Discrimination Judicial Board unless actual job discrimination involved

Faculty salary lists not to be distributed until complete and correct

1972-73 budget discussed; special salary adjustments for Univ. College Student Affairs group to be reviewed