

MINUTES OF THE MEETING
of the
MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES
January 23, 1981

President Mackey called the meeting to order in Room 101, Kellogg Center, at 8:40 a.m., January 23.

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

1. Approval of Proposed Agenda

Trustee Bruff moved approval of the proposed agenda, seconded by Trustee Krolikowski. President Mackey recommended that the Board of Trustees delete action on Item C. 1. Resolution on Urgent Financial and Personnel Matters and that the Board consider this item at a special meeting on February 6, 1981. The reason for this recommended change was that the University Committee on Faculty Affairs, joined by the Tenure Committee and supported by the Faculty Council, requested additional time to review financial materials relating to this resolution and to discuss these materials with the Administration.

Trustee Martin requested that a resolution in recognition of Dr. Frank Hartman on his retirement be added as Item C. 8 on the agenda.

Trustee Sawyer moved approval of the agenda with the above deletion and addition. Seconded by Trustee Bruff. The proposed agenda as amended was approved 8 to 0.

2. Approval of December 5 Minutes

Moved by Trustee Bruff, seconded by Trustee Krolikowski, to approve the minutes of the December 5, 1980, Board meeting. Approved by a vote of 8 to 0.

Recessed at 8:50 a.m.

During the recess there were meetings of the Board Committees on Audit, and Land and Physical Facilities.

The meeting reconvened at 10:15 a.m. Trustee Martin was absent.

3. Presentation on Employee-Paid Life Insurance Program

Assistant Vice President Keith Groty reviewed the history of the program and summarized the recommendations concerning program design, placement with a carrier, and the reduction of the accumulated reserves (copy of memorandum on file in the Secretary's Office).

Trustee Howe introduced an alternative plan and indicated that she would recommend that this plan be substituted for the recommended action item which appeared on the agenda (copy on file in the Secretary's Office). Trustee Howe indicated that she had reviewed her plan with Dr. Groty and that he found the recommended changes acceptable.

Dr. Jeffrey Wortman representing the University Committee on Faculty Affairs, and Ms. Doris McNitt, representing the Administrative-Professional Association, endorsed the general thrust of the proposed plan submitted by Dr. Groty. They found the alternative plan as submitted by Trustee Howe to be acceptable.

Professor Philip Korth, representing several individuals, had several questions concerning the proposed plans, but concluded that the alternative recommendation met their concerns. Mr. Robert Dow, representing an employee pension committee, raised concerns about the retirement aspects of the life insurance program. It was concluded that the recommended changes did not address this aspect of the program and would be reviewed separately.

It was moved by Trustee Bruff, and seconded by Trustee Sawyer, that the Board approve the substitute plan at its afternoon action session. Approved by a vote of 7 to 0.

Presentation on
Employee-Paid
Life Insurance
Program

4. Presentation on Budget ProcessPresentation
on Budget
Process

Professor Robert Boger, Chairperson of the University Committee on Faculty Tenure, expressed an appreciation to the President for recommending the delay on the urgent budget resolution. Professor Boger indicated that the following was important to the faculty during these times: To maintain a sense of humor; to maintain a sense of collegiality; and that to bridge the tenure system to the systematic program review process is critical since he felt that both are necessary to be preserved for a strong university.

Dr. Marvin Grandstaff stressed the importance of tenure and academic freedom and the current financial concerns on faculty and staff morale. He indicated that the Board may wish to recognize the special status of the tenure system.

Professor Collette Moser, representing the AAUP, stated that she felt the University was not in a financial crisis but a crisis of spirit. She encouraged open discussion of all issues and felt that a definition of a program should be established.

Dr. Irving Spitzberg, Jr., General Secretary of the National AAUP, informed the Board of what has happened at other institutions facing financial emergencies. He indicated he felt their record was not good and that institutions had not yet learned how to manage their problems during fiscal emergencies. He felt that many institutions will be facing severe fiscal problems in the 80's and that we are in a fiscal valley. He indicated that it was important that the University accurately determine the severity of the current situation and that the faculty have adequate time for deliberations. He indicated that he did not have specified recommendations relating to Michigan State University since he had just arrived on the campus.

Recess.

The meeting reconvened at 1:15 p.m., January 23, Board Room, Administration Building.

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

5. Public Comments

Public Comments

Professors Frank Blatt and Collette Moser, representing AAUP, commented on the impact on faculty of possible program reorganization due to the University's financial status.

Bruce Studer, ASMSU, commented on the desire of student input on the possible program reorganization due to the University's financial status.

6. Biennial Organization of the BoardBiennial Organi-
zation of the
Board

Trustee Sawyer nominated Trustee Bruff to serve as Chairperson of the Board of Trustees for the next two years. Seconded by Trustee Martin.

Trustee Fletcher moved that nominations be closed and a unanimous ballot be cast for Trustee Bruff as Chairperson. Unanimously approved.

Trustee Bruff
Chairperson,
approved

Trustee Krolikowski was nominated by Trustee Howe to serve as Vice Chairperson. Seconded by Trustee Martin.

Trustee
Krolikowski
Vice Chairperson,
approved

Trustee Fletcher moved that nominations be closed and a unanimous ballot be cast for Trustee Krolikowski as Vice Chairperson. Unanimously approved.

A. PERSONNEL CHANGESPersonnel
ChangesResignations and TerminationsResignations
and
Terminations

1. Robert E. Poppy, County Extension Director, Kankaska County, effective December 31, 1980, to become self-employed.
2. Kenneth W. Cornelisse, County Extension 4-H Youth Agent, Kent County, effective December 31, 1980.
3. Ronald E. Allen, Assistant Professor, Food Science and Human Nutrition; Animal Sciences, effective December 31, 1980, to accept a position at the University of Arizona.
4. Kenneth E. Stevenson, Associate Professor, Food Science and Human Nutrition, effective December 23, 1980, to accept a position with the Food and Drug Administration.
5. Cancellation of the appointment of Rita L. Hummel, Assistant Professor, Horticulture; Institute of Agricultural Technology, effective January 1, 1981.
6. H. Paul Rasmussen, Professor, Horticulture, effective February 19, 1981, to accept a position at Washington State University.

Personnel
Changes, cont.

A. PERSONNEL CHANGES, cont.

January 23, 1981

Resignations
and
Terminations,
cont.

Resignations and Terminations, cont.

7. Joan V. Smith, Associate Professor, Art, effective December 31, 1980.
8. Cancellation of the appointment of Edwin A. Doty, Jr., Assistant Professor, Accounting and Financial Administration, effective August 31, 1980.
9. Cancellation of the appointment of David B. Lasater, Assistant Professor, Accounting and Financial Administration, effective August 31, 1981.
10. Cancellation of the appointment of Rosanne M. Mohr, Assistant Professor, Accounting and Financial Administration, effective August 31, 1980.
11. Wayne Nack, Assistant Professor, Mechanical Engineering, effective December 31, 1980, to accept employment elsewhere.
12. Horace Z. Ming Ma, Associate Professor, Physics, effective August 31, 1980, to accept a position at Bell Laboratories.
13. L. Eudora Pettigrew, Professor and Chairperson, Urban and Metropolitan Studies, effective December 31, 1980.

Sabbatical
Leaves

Leaves--Sabbatical

1. A. Allan Schmid, Professor, Agricultural Economics; Resource Development, with half pay, effective January 1, 1981, through December 31, 1981, to study at Bath University Centre for Fiscal Studies; England; Ireland; Switzerland; Spain; Greece; France; Holland; Germany.
2. Ivan L. Mao, Associate Professor, Dairy Science, with half pay, effective September 1, 1981, through August 31, 1982, to research at the Department of Animal Breeding and Genetics, Swedish University of Agricultural Sciences, Uppsala, Sweden.
3. James A. Flore, Associate Professor, Horticulture, with full pay, effective February 1, 1981, through July 31, 1981, to research and travel in Littlehampton, England; Germany; Holland; France; Italy; Greece.
4. Robert L. Wright, Professor, American Thought and Language; Specialist Consultant to the Dean, Dean's Office, College of Arts and Letters, with full pay, effective June 1, 1981, through August 31, 1981, to work further on English and Scottish Emigrant Ballad and Songs in East Lansing; Swindon and London, England; Glasgow and Aberdeen, Scotland.
5. Robert S. Alexander, Professor, Art, with half pay, effective September 1, 1981, through February 28, 1982, to study in the U. S. and Canada.
6. Conrad L. Donalkowski, Professor, Humanities; Assistant Dean, Dean's Office, College of Arts and Letters, with full pay, effective January 1, 1981, through March 31, 1981, to write in East Lansing; New York; Washington, DC.
7. Edith G. Kraft, Assistant Professor, Music, with full pay, effective January 1, 1981, through March 31, 1981, to study and research in New York City.
8. John M. Hunter, Professor, Economics; Director, Latin American Studies, with full pay, effective January 1, 1981, through June 30, 1981, to study in East Lansing; Mexico; Brazil; Washington.
9. Robert W. Schlater, Professor and Chairperson, Telecommunication, with full pay, effective July 1, 1981, through December 31, 1981, to study in Eastern United States.
10. Bob B. Winborn, Professor, Counseling and Educational Psychology, with half pay, effective September 1, 1981, through August 31, 1982, to study in Lansing.
11. Joseph G. Dzenowagis, Professor, Health, Physical Education and Recreation, with full pay, effective March 22, 1981, through June 13, 1981, to study in East Lansing.
12. Alfred Y. Ching, Associate Professor, Psychiatry, with full pay, effective January 1, 1981, through June 30, 1981, to study at the University of Michigan; Michigan State University; Northville Regional Psychiatric Hospital.
13. Alexander Tulinsky, Professor, Chemistry, with half pay, effective July 1, 1981, through June 30, 1982, to study at the University of Calgary; University of South Carolina.
14. Charles Morrison, Professor, Anthropology; Director, Multidisciplinary Program, with full pay, effective June 13, 1981, through September 12, 1981, to study in London, Cambridge and Oxford, England.
15. Stan A. Kaplowitz, Associate Professor, Sociology, with full pay, effective May 1, 1981, through August 31, 1981, to study in Israel and England.

A. PERSONNEL CHANGES, cont.

January 23, 1981

Personnel
Changes, cont.Leaves--MedicalMedical
Leaves

1. Mary B. Peters, County Extension Director, Benzie County, with full pay, effective October 27, 1980, through December 8, 1980.
2. Sharon K. Demko, Extension Home Economist, Midland County, with full pay, effective September 2, 1980, through November 13, 1980.
3. Geraldine Glass, Associate Professor, College of Nursing, with full pay, effective November 1, 1980, through December 31, 1980.
4. Linda Spence, Assistant Professor, College of Nursing, without pay, effective November 1, 1980, through January 31, 1981.

*5.

Leaves--OtherOther
Leaves

1. Sharon K. Demko, Extension Home Economist, Midland County, without pay, effective December 18, 1980, through January 16, 1981, for child care.
2. Michael H. Abkin, Assistant Professor, Agricultural Economics; Electrical Engineering and Systems Science, without pay, effective January 5, 1981, through January 9, 1981, to study at IIAS in Laxenburg, Austria.
3. Marjorie Goodell, Assistant Professor, American Thought and Language, without pay, May 1, 1981, through August 31, 1981, to study in East Lansing; Ann Arbor Library.
4. Dennis L. Warner, Assistant Professor, Economics, without pay, effective January 1, 1981, through April 30, 1981, to study and research in Laxenburg, Austria.
5. James H. Nelson, Professor, Administration and Higher Education, without pay, effective January 1, 1981, through August 31, 1981, Florianopolis, Santa Catarina, BRAZIL.
6. Jean M. LePere, Professor, Elementary and Special Education, without pay, effective January 1, 1981, through August 31, 1981, for personal reasons.
7. M. Ashraf El-Bayoumi, Professor, Biophysics; Chemistry, without pay, effective January 1, 1981, through April 30, 1981, to study at Alexandria Research Center, Alexandria, Egypt.
8. Albert H. Ellingboe, Professor, Botany and Plant Pathology; Director, Genetics Program, without pay, effective December 16, 1980, through December 15, 1981, to research at International Plant Research Institute, San Carlos, CA.
9. Michael Bratton, Assistant Professor, Polical Science; African Studies, without pay, effective January 1, 1981, through April 30, 1981, to serve as a consultant with the Food Corps/Rockefeller Foundation.
10. Henry C. Smith, Professor, Psychology, without pay, effective May 1, 1981, through August 31, 1981, to study in Vineyard Haven, MA.
11. Martha J. Soltow, Librarian III, Labor and Industrial Relations, without pay, effective December 10, 1980, through December 19, 1980, to travel.
12. Catherine A. Muhlbach, Associate Professor, Secondary Education and Curriculum; Librarian III, Libraries, without pay, effective December 15, 1980, through January 18, 1981.
13. Marguerite Higbee, Specialist/Advisor, Undergraduate University Division, without pay, effective January 1, 1981, through April 30, 1981, to travel.
14. Jane Noble, Specialist/Advisor, Undergraduate University Division, without pay, effective May 1, 1981, through August 31, 1981, to travel in Hawaii; California.
- * 5. Meryl A. Miasek, Librarian II, Libraries, without pay, effective January 15, 1981, through February 14, 1981. (See correction in February minutes.)

Transfers and Changes in AssignmentTransfers and
Changes in
Assignment

1. Approved for August F. Blome a change from an Extension Agricultural and Resource Development Agent, Marquette County, at a salary of \$19,754 per year to a County Extension Director, Cheboygan County, at a salary of \$22,500 per year on an AN basis, effective January 1, 1981.
2. Approved changes in assignment for Gurdon K. Dennis as follows:
 - a. Change from a District Extension Horticulture and Marketing Agent, Wayne, Monroe, Oakland and Macomb Counties, to an Extension Horticultural Agent, Wayne County, effective November 1, 1980.
 - b. Change from an Extension Horticultural Agent, Wayne County, at a salary of \$26,518 per year, to a County Extension Director, Washtenaw County, at a salary of \$29,018 per year on an AN basis, effective January 1, 1981.
3. Approved for Eckhart Dersch, Professor, Resource Development, an additional assignment to the Institute for Water Research, effective October 1, 1980.

August F.
BlomeGurdon K.
DennisEckhart
Dersch

Personnel
Changes, cont.

A. PERSONNEL CHANGES, cont.

January 23, 1981

Transfers and
Changes in
Assignment,
cont.

Transfers and Changes in Assignment, cont.

Paul J.
Ferlazzo

4. Approved for Paul J. Ferlazzo, Professor and Assistant Chairperson, American Thought and Language, a change in salary to \$24,480 per year, and a change from an AN basis to an AY basis, effective September 1, 1981.

Surjit S. Dulai

5. Approved for Surjit S. Dulai, Professor, Humanities, an additional assignment as Chairperson, Humanities, with an increase in salary to \$38,491 per year, and a change from an AY basis to an AN basis, effective January 1, 1981.

Dennis Burk

6. Approved the cancellation of sabbatical leave of absence for Dennis Burk, Associate Professor, Music, with half pay, effective January 1, 1982, through June 30, 1982.

John D. Abel

7. Approved for John D. Abel, Associate Professor, Telecommunication, an additional assignment as Chairperson, Telecommunication, with an increase in salary to \$37,000 per year on an AN basis, effective January 1, 1981.

Robert W.
Schlater

8. Approved for Robert W. Schlater, Professor, Telecommunication, the discontinuation of assignment as Chairperson, Telecommunication, effective December 31, 1980.

Christiana S.
Blume

9. Approved for Christiana S. Blume, Assistant Professor and Director, Medical Technology, an additional assignment as Assistant Dean, Colleges of Osteopathic Medicine and Human Medicine, effective July 1, 1980.

Loudell F.
Snow

10. Approved for Loudell F. Snow, Associate Professor, Anthropology, a change from the Colleges of Osteopathic Medicine and Human Medicine, to the Colleges of Social Sciences and Human Medicine, effective July 1, 1980.

Linda Spence

11. Approved a change in medical leave of absence dates for Linda Spence, Assistant Professor, College of Nursing, from November 1, 1980, through January 31, 1980, to November 1, 1980, through December 31, 1980.

Charles D.
Tweedle

12. Approved for Charles D. Tweedle, Associate Professor, Anatomy, the discontinuation of assignment to Zoology, effective July 1, 1981.

Brigitte
Jordan

13. Approved for Brigitte Jordan, Associate Professor, Anthropology, a change from the College of Osteopathic Medicine to the College of Social Science, effective July 1, 1980.

Harold C.
Miller

14. Approved for Harold C. Miller, Professor, Microbiology and Public Health, a change from an AN basis to an AY basis, effective January 1, 1981.

Richard M.
Smith

15. Approved for Richard M. Smith, Assistant Professor, Geography, a change in salary to \$19,210 per year, and a change from an AN basis to an AY basis, effective January 1, 1981.

Donald R. Come

16. Approved for Donald R. Come, Professor and Chairperson, Social Science, an additional assignment as Assistant Dean, Dean's Office, College of Social Science, effective January 1, 1981.

Joseph T.
Darden

17. Approved for Joseph T. Darden, Professor, Urban and Metropolitan Studies and Geography, an additional assignment as Acting Chairperson, Urban and Metropolitan Studies, with an increase in salary to \$34,218 per year on an AN basis, effective December 15, 1980.

Vance L. Sanger

18. Approved for Vance L. Sanger, Professor, Pathology, an additional assignment as Assistant Chairperson, Pathology, effective July 1, 1978.

Herbert W. Cox

19. Approved a change in sabbatical leave of absence dates for Herbert W. Cox, Professor, Microbiology and Public Health, from January 1, 1981, through March 31, 1981, to full pay, effective January 1, 1982, through March 31, 1982.

Betty P.
Dickinson

20. Approved the cancellation of sabbatical leave of absence for Betty P. Dickinson, Assistant Professor, Undergraduate University Division, with full pay, effective March 30, 1981, through June 13, 1981.

Judith E.
Lanier

21. Approved for Judith E. Lanier, Professor and Acting Dean, College of Education, a change in title to Dean, College of Education, with an increase in salary to \$52,250 per year on an AN basis, effective February 1, 1981.

Floyd D. Barrows

22. Approved for Floyd D. Barrows, Professor, Humanities, the discontinuation of assignment as Acting Chairperson, Humanities, with a change in salary to \$26,978 per year and a change from an AN basis to an AY basis, effective January 1, 1981.

John Ronald
Brake

23. Approved for John Ronald Brake, Professor, Agricultural Economics, a change in resignation date from December 31, 1980, to January 15, 1981.

A. PERSONNEL CHANGES, cont.

January 23, 1981

Personnel
Changes, cont.Promotions

Promotions

1. Change of title from Instructor to Assistant Professor for Mary E. Cookingham, Economics, effective January 1, 1981.
2. Change of title from Instructor to Assistant Professor for Janet E. Kohlhasse, Economics, effective January 1, 1981.

Salary Changes

Salary Changes

1. Increase in salary for David W. Merck, County Extension Agricultural Agent, Barry County, to \$15,000^{per} year on an AN basis, effective October 1, 1980.
2. Increase in salary for Richard G. Pfister, Professor, Agricultural Engineering, to \$40,879 per year on an AN basis, effective October 1, 1980.
3. Increase in salary for Dorothy J. Hopkin, Director, A-P 19, Data Processing, to \$43,750 per year on an AN basis, effective January 1, 1981.

Appointments

Appointments

1. Richard M. Hodupp, County Extension Agricultural Agent, Berrien County, at a salary of \$17,000 per year on an AN basis, effective January 5, 1981. In the Cooperative Extension Service Continuing Employment System.
2. John P. Giesy, Jr., Associate Professor, Fisheries and Wildlife; Program Coordinator, Pesticide Research Center, at a salary of \$38,400 per year on an AN basis, effective February 9, 1981. In the tenure system.
3. Lionel M. Ni, Assistant Professor, Computer Science, in the tenure system, at a salary of \$23,000 per year on an AY basis, effective January 1, 1981.
4. Hiroshi Toki, Assistant Professor, Physics; National Superconducting Cyclotron Laboratory, in the tenure system, at a salary of \$24,000 per year on an AN basis, effective November 1, 1980.
5. Mary D. Zalesney, Assistant Professor, Psychology, in the tenure system, at a salary of \$17,500 per year on an AY basis, effective September 1, 1980.
6. Marcia L. Anderson, Librarian II, Libraries, at a salary of \$17,500 per year on an AN basis, effective February 1, 1981. Subject to Librarian Continuing Employment System.

Motion was made by Trustee Sawyer, seconded by Trustee Lick, to approve the Resignations and Terminations, Leaves, Transfers and Changes in Assignment, Promotions, Salary Changes, and Appointments (with the deletion of No. 2). Unanimously approved.

B. GIFTS AND GRANTSGifts and
Grants

Gifts and Grants totaling \$7,811,855 were approved on motion by Trustee Sawyer, seconded by Trustee Lick. Unanimously approved.

C. OTHER ITEMS FOR ACTIONOther Items
for Action1. Resolution on Urgent Financial and Personnel MattersResolution on
Urgent
Financial and
Personnel
Matters"Urgent Financial and Personnel Matters"

As the 1980s begin, the State of Michigan and its institutions of higher education in general, including Michigan State University, face severe fiscal problems. As these problems impact upon Michigan State University, the ultimate responsibility for resolution of them rests with the MSU Board of Trustees because it has the constitutional obligation under Article 8, Section 5, of the Michigan constitution to assure the institution's financial integrity. In addition to its constitutional authority this duty emanates from Articles 7 and 10 of its Bylaws as amended. Article 7 of the Board's Bylaws states that "nothing in these Bylaws, or regulations issued pursuant thereto, shall prevent the Board of Trustees taking prompt action on urgent financial and personnel matters necessary to the best interests of the University." Article 10 of the Bylaws emphasizes the Board's responsibility for preserving the financial integrity of this University:

...To the end that the financial integrity of the University shall always remain inviolate, the Board of Trustees pledges that it will maintain constant vigil over its funds through regular review and periodic reports, and such adjustments in income and reserves as shall guarantee the probity of its obligations.

The Board has considered the information submitted by the President concerning the nature of the fiscal crisis. In summary, there is a revenue shortfall of approximately \$10 million for 1980-81 and a projected budget deficit of \$27 million for 1981-82.

continued - - -

Other Items
for Action,
cont.

C. OTHER ITEMS FOR ACTION, cont.

January 23, 1981

Resolution on
Urgent
Financial and
Personnel
Matters, cont. -
Action delayed

1. Resolution on Urgent Financial and Personnel Matters, cont.

In view of projections of the State economy, it is also anticipated that appropriations in future years will not be adequate to fund the University at its current program level.

The Board's constitutional obligation to safeguard the fiscal integrity of Michigan State University and dedication to high academic goals and the quality of programs, cannot be jeopardized by allowing a fiscal crisis to evolve into a survival situation for this institution. Timely and prudent action is essential. As expressed in our budget statement of December 5, 1980, if the University attempts to sustain all of its current programs and activities, the result would be a nonselective diminution of overall program quality. Within the context of immediate and long-term financial resources, assurance of maintaining Michigan State University's commitment to high academic quality is possible only by selected continuation and adequate funding of programs and activities essential to the central role and mission of the University.

Consistent with this statement of commitment and its legal obligations, this Board hereby adopts the following resolution:

Following our review and study of the supportive fiscal information provided to us and our concurrence in its assessment with respect to the appropriation for the year 1980-81 and the projected deficit budget for 1981-82, and for succeeding budget years, and based upon revenue projections for future years;

This Board hereby declares that Michigan State University is in a state of financial crisis which requires action on "urgent financial and personnel matters" in the best interests of the quality of this University. Consistent with this philosophy, the President is hereby directed to present to this Board recommendations for the resolution of this crisis commencing with its next meeting.

RESOLVED that the above resolution be approved.

Upon recommendation by President Mackey that action on the above resolution be delayed for further consideration at a special meeting, Trustee Martin moved to delay action. Seconded by Trustee Lick. Approved by a vote of 8 to 0.

1981-82
Budget Requests
a. Operating

2. 1981-82 Budget Requests

a. Operating

The proposed 1981-82 operating budget requests for the University General Fund, the Agricultural Experiment Station and the Cooperative Extension Service have been distributed with the agenda (copies are on file in the Secretary's Office).

RESOLVED that the proposed 1981-82 operating budget requests be approved.

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

b. Capital
Outlay

b. Capital Outlay

The proposed 1981-82 capital outlay budget request has been distributed with the agenda (copy on file in the Secretary's Office).

RESOLVED that the proposed 1981-82 Capital Outlay Budget be approved.

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

Employee-Paid
Life Insurance
Program

3. Employee-Paid Life Insurance Program

Distributed with the agenda is information relating to the plan design, reduction of excess reserves and the bidding process for the Employee-Paid Life Insurance program. It is recommended that the following actions be approved relating to this program:

1. The Administration is directed to redesign the Employee-Paid Life Insurance Plan to provide both fixed and salary indexed benefit options as set forth in the memorandum distributed with the agenda. The new design is to recognize age and sex discrimination legal requirements. Individual employees will be allowed to choose one option, with coverage increases subject to approval of the carriers.

continued - - -

C. OTHER ITEMS FOR ACTION, cont.

January 23, 1981

Other Items
for Action,
cont.3. Employee-Paid Life Insurance Program, cont.Employee-Paid
Insurance
Program, cont.

2. The Administration is directed to establish periodic premium holidays for all Employee-Paid Life Insurance participants so that excess reserves of that program will be dissipated. The premium holidays are to be spread over a period of years consistent with sound program administration.

RESOLVED that the above recommendations be approved.

Trustee Howe moved the adoption of the following substitute motion on the Employee-Paid Life Insurance Program:

1. The Administration is directed to redesign the Employee-Paid Life Insurance Plan to provide both fixed and salary indexed benefit options. The new design is to recognize age and sex discrimination legal requirements. Individual employees will be allowed to choose one option.
2. The Administration is directed to initiate the bidding process for the Employee-Paid Life Insurance Plan, such process to include the Expanded Life program and the Retiree/Over 65 Life program, with recommendation submitted to the Board of Trustees for consideration at the May 1981 Board meeting. Initiation of the bidding process is not to delay implementation of the redesigned Employee-Paid Life Insurance Plan.
3. The Administration is directed to reduce the Employee-Paid Life Insurance Plan Reserve fund by:
 - a. Premium holidays for all current and new program participants for the months of April, May and June 1981.
 - b. Lump sum refund of premiums paid since January 1980 to current program participants.
 - c. Future premium holidays as needed to reduce the reserve to \$325,000 beginning September 1982.

RESOLVED that the above recommendations be approved.

Supported by Trustee Martin. Unanimously approved.

4. Merger of Departments of Animal Sciences and Dairy ScienceMerger of
Departments of
Animal Sciences
and Dairy
Science

The Dean of the College of Agriculture and Natural Resources recommends that the Department of Animal Sciences and the Department of Dairy Science merge; the departmental designation of the combined units to be the Department of Animal Science. This merger is proposed to achieve a more efficient use of available resources.

The proposed merger is a consolidation of two strong departments and would enable the College to continue to provide effective management and administration of the teaching, research, extension, and international programs in the animal sciences.

Discussions have been held with the leadership in the dairy industry, prominent agricultural leaders across the state, members of the Dairy Advisory Council, faculty in the two departments, and graduate and undergraduate students. The overwhelming majority of these individuals accept this as a necessary and sound move in view of the financial conditions facing the University and the state.

The Executive Committee of the Academic Council reviewed this proposal on January 12, 1981, and advised there was no need for further consultation with the academic governance system.

It is recommended that this proposal from the College of Agriculture and Natural Resources be approved.

RESOLVED that the Department of Animal Sciences and the Department of Dairy Science be merged to form the Department of Animal Science, effective February 1, 1981.

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

Other Items
for Action,
cont.

C. OTHER ITEMS FOR ACTION, cont.

January 23, 1981

Affiliation
Agreement

5. Affiliation Agreement

In keeping with previously established policies and procedures, the College of Human Medicine has requested approval of an affiliation agreement between the University and St. Mary's Hospital, Grand Rapids, Michigan, for the development of a teaching program (training and education of family physicians) in health care. This affiliation agreement will facilitate the more effective integration of undergraduate and graduate family practice education in Grand Rapids. This objective will be further enhanced by a recent grant to the CHM Department of Family Practice from the U. S. Bureau of Health Manpower to evaluate different kinds of family practice clerkships and their effect upon career choice in primary care.

The affiliation agreement has been examined by the Office of the Dean, College of Human Medicine, by the Office of the Provost, and by the Office of the General Counsel. The agreement comes to the Board of Trustees with the Administration's recommendation that it be approved.

RESOLVED that the affiliation agreement between
Michigan State University, College of
Human Medicine, and St. Mary's Hospital,
Grand Rapids, Michigan, be approved.

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

Affiliation
Agreement

6. Affiliation Agreement

In keeping with previously established policies and procedures, the College of Osteopathic Medicine and the College of Human Medicine (School of Medical Technology) have requested approval of an affiliation agreement between the University and Bronson Methodist Hospital of Kalamazoo, Michigan.

This agreement is identical to others recently approved by the Board between the School of Medical Technology and selected Michigan hospitals. Unlike agreements which are designed to provide MSU students off-campus clinical training required in their University program of study, these agreements are concerned with placement of MSU graduates. Our School of Medical Technology provides a four-year didactic bachelor's degree program but not a clinical internship experience. MSU graduates wishing such training must apply to hospitals which have an approved internship program.

Affiliation agreements involving the School of Medical Technology and Michigan hospitals have been executed primarily to facilitate the admission of MSU graduates to hospital internship programs. While competitive, they have faced a continuing problem because the number of students from Michigan institutions who qualified for admission to internship programs greatly exceeded the number of positions available. Fortunately, very recent data suggests that this situation, on a State-wide basis, is rapidly changing and may not be a problem in the future. At the same time, admission to Michigan hospitals with strong internship programs can be expected to remain competitive and affiliation agreements should aid our graduates in gaining admission. Moreover, there has been a recent development which is now prompting Michigan hospitals to request that the University enter into affiliation agreements. The body which accredits internship programs, the National Accrediting Agency for Clinical Laboratory Sciences, strongly recommends that hospitals execute affiliation agreements with educational institutions such as ours from which they accept students.

These affiliation agreements have been examined by the Office of the Deans of the Colleges of Osteopathic and Human Medicine, by the Office of the Provost and by the Office of the General Counsel. The agreements come to the Board of Trustees with the Administration's recommendation that they be approved.

RESOLVED that the affiliation agreement between Michigan
State University, College of Human Medicine and
the College of Osteopathic Medicine (School of
Medical Technology) and the Bronson Methodist
Hospital of Kalamazoo be approved.

Approved by a vote of 7 to 0 on motion by Trustee Lick, supported by Trustee Sawyer. Trustee Fletcher abstained.

C. OTHER ITEMS FOR ACTION, cont.

January 23, 1981

Other Items
for Action,
cont.7. Contract Ratification

An agreement on a thirty-four month contract has been achieved with the Michigan State University Supervisor's Association (MSUSA). Effective December 1, 1980, the agreement provides for a 8.5 percent salary adjustment. The University will also provide an employee-paid prescription drug program incorporated into the American Health Insurance program. In the second year, October 1, 1981, the University will provide a 7.5 percent salary adjustment. In the third year, October 1, 1982, the University will provide a 7 percent salary adjustment. Approval of the agreement is recommended.

34-month
contract
with the
MSU Supervi-
sor's Assoc.,
approved

The MSUSA has ratified this agreement.

RESOLVED that the Board of Trustees approve the
above agreement.

Approved by a vote of 8 to 0 on motion by Trustee Bruff, supported by Trustee Lick.

8. Resolution Honoring Dr. Frank Hartman

Trustee Martin moved approval of the following resolution. Seconded by Trustee Krolikowski and approved by a vote of 8 to 0.

Resolution
Honoring
Dr. Frank
Hartman,
approved

Resolution Honoring
Dr. Frank Hartman

At his retirement on January 30, 1981, Dr. Frank Hartman will climax a lifetime of service in education to the people of the State of Michigan.

Dr. Hartman began both his life and his career in education in the Upper Peninsula of Michigan. His various positions in education have included those of high school teacher, principal, school superintendent, member of the State Board of Education, member of the Michigan State University Board of Trustees, and member of the Michigan Department of Education.

Throughout this exceptional career in education, Dr. Hartman was always a learner as well as an eager, thoughtful participant.

Frank Hartman has been a loyal and strong supporter of Michigan State University, and he was always available to extend his help and assistance to members of the University community whenever requested to do so.

In recognition of his years of service to the faculty, staff, and students of Michigan State University while he served as a Trustee from 1965 through 1972, the Board of Trustees hereby expresses its gratitude to Dr. Frank Hartman.

May the years be as fulfilling and rewarding to Frank Hartman as his years of service and dedication in the field of education.

D. REPORTS TO THE BOARDReports to
the Board1. President's ReportPresident's
ReportTitle IX Compliance Review

President Mackey reported that the U.S. Office of Civil Rights is conducting a Title IX compliance review of the University. The review will be of the Intercollegiate Athletic Program (Title IX is the title under which the Women's Intercollegiate Athletics Program is administered).

The Office of Civil Rights has indicated that the decisions made on items to be targeted for compliance reviews be on the basis of outstanding complaints. Dr. Lou Anna Simon has met with Athletic Director Doug Weaver and members of his staff concerning this review. The review will include such areas as equipment, financial aid, practice and competitive schedules, general support in the academic field for student athletes, travel and per diem, and levels of coaching. President Mackey stated that it is the University's intent to cooperate with the efforts of the Office of Civil Rights.

The Trustees will receive a copy of a letter that Mr. Byron Higgins, the University's Associate General Counsel, forwarded to the Regional Office of Civil Rights, Department of Education, indicating the University's concern that some of the issues in the suit in the Federal District Court relate to issues that will be the subject of the compliance investigation. It is the opinion of Mr. Higgins that the University is caught in a conflict between the criteria based on the regulations of the Office of Civil Rights and the rulings by Judge Noel Fox on the constitutional requirements of treatment of various athletic teams. It is possible that the outcome may be an effort to join the federal agency and perhaps two of the national intercollegiate athletic organizations in that suit so that the University will not be caught between competing sets of rules or regulations that cannot be internally resolved.

Reports to
the Board, cont.

D. REPORTS TO THE BOARD, cont.

January 23, 1981

President's
Report, cont.

1. President's Report, cont.

Board Meeting Dates

The following 1981 schedule of meeting dates for the Board of Trustees was approved by a vote of 8 to 0 on motion by Trustee Bruff. Supported by Trustee Lick.

January 22-23
February 26-27
March 26-27
April 23-24
May 21-22
June 25-26
July 23-24
September 24-25
October 22-23
December 3-4

Economic Status

President Mackey stated that we have extensively discussed the Michigan economy and the University's financial status. There have been references in these discussions regarding the national situation. He brought to the attention of the Board changes being considered at the federal level such as a restructuring of financial commitments which will have a significant impact on higher education including Michigan State University. One of the major items is a cutback in student financial aid programs such as the Middle Income Assistance Act and the Basic Opportunity Grant.

President Mackey also advised of possible cutbacks in federal support in areas affecting funding of contracts and grants.

Enrollment Report

At the request of President Mackey, Dr. Winder reported on the 1980-81 enrollment projections.

As of November 1, 1980, the enrollment projections were 7,000 first-time freshmen, 2,200 undergraduate transfer students, and 1,600 new masters and doctoral students. At the undergraduate level, the projections were approximately 26,000 returning undergraduate students, and 8,000 returning graduate and graduate professional students.

The current projections reflect approximately 6,400 first-time freshmen rather than 7,000, and approximately 2,000 undergraduate transfer students rather than 2,200.

The application rates in January indicate that there will be fewer entering students than was previously projected.

Board Committee
Reports

2. Board Committee Reports

a. Audit Committee

Audit Committee

Trustee Sawyer reported that the Committee discussed and voted to recommend to the Board of Trustees approval of the revised procedures for the selection of external auditors (copy on file in the Secretary's Office).

Approved by a vote of 7 to 0 on motion by Trustee Sawyer, supported by Trustee Lick. Trustee Martin was not in the room at the time the vote was taken.

Trustee Sawyer also reported that the Committee received the semiannual report of the Director of Internal Audit.

b. Lands and Physical Facilities Committee

Lands and
Physical
Facilities
Committee

Trustee Lick reported that the Committee met and recommended adoption by the Board of Trustees of the following resolution:

Resolution on the Performing Arts Center
Great Hall and Theatre/Recital Hall

At its April 26-27, 1979, meeting, the Board of Trustees approved a resolution naming the Theatre/Recital Hall of the State Center for the Performing Arts the Catherine Herrick Cobb Theatre in recognition of Mrs. Cobb's interest and support of her alma mater and reflecting her service as a member of the Alumni Association Executive Board and a Founder and Director of the Michigan State University Foundation.

continued - - -

D. REPORTS TO THE BOARD, cont.

January 23, 1981

2. Board Committee Reports, cont.b. Lands and Physical Facilities Committee, cont.

In view of her continued support for her alma mater and the Performing Arts Center in particular, it is recommended that the Great Hall rather than the Theatre/Recital Hall be named the Catherine Herrick Cobb Great Hall.

In recognition of her interest and support of Michigan State University, the arts, and particularly the performing arts, it is recommended that the Theatre/Recital Hall of the State Center for the Performing Arts be named the Margaret Ewert McGoff Theatre/Recital Hall.

RESOLVED that the above resolution be approved.

Approved by a vote of 7 to 0 on motion by Trustee Lick, supported by Trustee Bruff. Trustee Martin was not in the room at the time the vote was taken.

3. Trustees' Expenses

Expenses paid from the Board Members' expense account in November 1980 totaled \$968.24 distributed as follows:

	<u>Bruff</u>	<u>Fletcher</u>	<u>Krolikowski</u>	<u>Lick</u>	<u>Martin</u>	<u>Radcliffe</u>	<u>Sawyer</u>	<u>Stack</u>
Long Distance Telephone Charges	\$282.81	\$ --	\$56.61	\$236.06	--	\$65.60	\$168.15	\$49.74
Travel	--	--	--	--	--	--	26.84	--
Lodging and Subsistence	44.00	--	--	--	--	--	28.00	--
Publications	--	--	--	--	--	15.96	--	--
Postage	--	(22.84)	--	--	--	1.16	--	--
University Guests	--	--	--	--	--	16.15	--	--
Total	\$326.81	\$(22.84)	\$56.61	\$236.06	--	\$98.87	\$222.99	\$49.74

Adjourned.

Cecil Mackey

President

Greg Wilkinson

Acting Secretary

Reports to the Board, cont.

Board Committee Reports, cont.

Lands and Physical Facilities Committee, cont.

Trustees' Expenses