

UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS

MINUTES  
BOARD OF REGENTS' MEETING  
AND  
REGENTS' COMMITTEE MEETINGS

September 10-11, 1981

Office of the Board of Regents  
220 Morrill Hall



UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Minutes of the Board of Regents' Meeting  
and Regents' Committee Meetings

September 10-11, 1981

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UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

September 10, 1981

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, September 10, 1981, at 3:10 p.m. in Room 300, Morrill Hall.

Regents present: Regent Unger, presiding; Regents Casey, Drake, Goldfine, Roe, and Schertler.

Staff present: President Magrath; Vice President Wilderson; Secretary Wilson; Associate Vice President Zander; Provosts Frederick, Heller, and Sahlstrom.

Student Representatives present: William Byrne and Brian Majerus.

INTERNATIONAL STUDY AND TRAVEL ASSOCIATION (ISTA)

The committee considered for action a resolution which would authorize the administration to execute, on a biennial basis, a Memorandum of Agreement with the International Study and Travel Association (ISTA) to operate a limited travel agency to sell tickets for international travel and necessary domestic connecting flights. The resolution further provides that the ticketing services be provided consistent with International Air Transport Association licensing guidelines, but that advertisement of the ISTA services and programs be directed toward students, staff, and faculty of the University community and limited to University media.

President Magrath spoke briefly to the committee in favor of the proposed resolution, noting that he feels that the continued operation of the travel agency will be a definite asset for the promotion of international education.

Regent Goldfine stated that he had reviewed this matter thoroughly and stated that while he sympathizes with the private travel agencies, he feels that they do not offer the same counseling and advising service that ISTA does, nor does he feel that they could devote the

time necessary to provide the same service. He stated that he feels that the sale of tickets is a separate issue and that this matter should be reviewed. He then moved a substitute resolution for consideration, which would authorize the continuation of the agreement with ISTA for one year, and provide that the President of the University appoint a new committee consisting of members of the ISTC, faculty members, members of the travel industry, and several additional members who would not be connected with either ISTC or the travel agencies to try and seek a compromise solution with reference to the actual sale of tickets. The motion did not receive a second.

Regent Schertler then moved approval of the administration's proposed resolution. The motion was seconded.

Regent Goldfine moved to amend the resolution to change the length of the Agreement from two years to one year. The motion was seconded.

Regent Drake stated that he agrees that ISTA is doing an excellent job of counseling and advising, but that he would like to see alternative methods explored with regard to the issuance of tickets. He stated that he doesn't feel it is necessary that the Association actively write the tickets if alternative methods of providing funds for the ISTC budget can be found.

After a lengthy discussion, the committee voted by a majority of 5 to 1 to defeat the amendment to change the length of the contract from two years to one.

The committee then voted by a majority of 4 to 2 to approve the following resolution:

RESOLVED, that the appropriate administrative officers are authorized to execute on a biennial basis, in accordance with the Policy on Business Enterprises approved by the Board of Regents on October 17, 1981, a Memorandum of Agreement with the International Study and Travel Association which shall allow ISTA to operate a limited travel agency to sell tickets for international travel and necessary domestic connecting flights.

BE IT FURTHER RESOLVED, that ISTA Travel Agency ticketing services will be provided in a manner consistent with International Air

Transport Association licensing guidelines, but that advertisement of the ISTA Travel Agency services and programs will be directed towards students, staff and faculty of the University community and limited to University media.

#### VICE PRESIDENT'S REPORT

Vice President Wilderson provided further information to the committee regarding two items previously discussed by the committee: 1) special efforts to attract high ability students to the University, and 2) transferability of credits between the University campuses.

Marion Freeman, Director of Scholarship Programs, addressed the committee regarding the results of efforts to recruit high ability students. She reported that the high ability students are recruited by means of letters, personal contacts by representatives of the University and by alumni. The various means of recruitment include letters from the President to high ability students, presentations made at high schools and in communities, representation at college fairs, and an alumni recruiting network which was started in 1980-81.

Dr. Freeman also reported that 60 students were recognized this year at a banquet for the Presidential Scholars Program and that 40 freshmen students for 1981-82 are Elmer L. Andersen National Merit Award students and eight are Morton S. Katz Outstanding Minority students.

Vice President Wilderson presented a report on the transfer of coursework from coordinate campuses to the Twin Cities campus. The report attempts to analyze the problems involved with credits that are lost during the transfer process. He stated that problems with transferring from one program to another are often complex and that the report recommends that advising services be monitored to insure that potential transfer students receive accurate information about the transfer process and implications transferring may have for students' educational plans. Vice President Wilderson reported that his office will be developing a list of courses which colleges and programs have identified as "transferable" and that discussions will be initiated with program heads, Deans and Provosts regarding any courses about which there may be questions concerning "transferability". He also stated that procedures will be set up to review and update the list on a

periodic basis and that the list will be available to students and advisers.

Student Representative Brian Majerus requested further information on the transfer between Twin Cities campus colleges and also requested a breakdown of upper versus lower division credits that were listed in the Vice President's report.

#### STUDENT SERVICES FEES DISCUSSION

Chairman Unger stated that due to the late hour, he felt that the discussion on student services fees should be delayed until the October meeting.

The meeting adjourned at 4:40 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

September 10, 1981

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, September 10, 1981, at 3:10 p.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent McGuiggan, presiding; Regents Dosland, Krenik, Lebedoff, and Long.

Staff present: Vice Presidents Hasselmo and Keller; Assistant Vice President Robb; University Attorney Tierney.

Student Representatives present: Randy Gerdes and Eric Kaler.

Student Representative Randy Gerdes introduced Eric Kaler, who will be the new Student Representative to the committee. He replaces Orhan Arkan, who recently took a job in Washington, D.C.

Regent McGuiggan noted that the Concentration in Law Enforcement for the Associate in Arts Degree, College of Letters and Science, Duluth and the Master of Music Degree, Twin Cities, were favorably reviewed by the Minnesota Higher Education Coordinating Board at its August 31, 1981 meeting.

AMENDMENT OF CLA CONSTITUTION

Vice President Keller presented minor amendments to the College of Liberal Arts Constitution to the committee for action.

The committee voted unanimously to recommend approval of the amendments.

B.S. DEGREE IN URBAN FORESTRY,  
COLLEGE OF FORESTRY, TWIN CITIES

Dean Richard A. Skok, College of Forestry, Twin Cities, presented information on a proposed B.S. degree in Urban Forestry. Currently, there is an urban forestry option,

which would terminate if the proposal is approved. He stated that Michigan State presently offers the only urban forestry curriculum in the nation. For the last 10 years there has been increased interest in the urban forestry issue and a task force, which was appointed three years ago by the Department of Forest Resources, developed the proposed curriculum.

The curriculum contains courses already in existence, with the exception of two offerings. Dean Skok noted that there is an agreement with the Department for reallocation to cover the two new courses without additional funding.

Regent McGuiggan stated that this item will be presented in October for action.

CHANGE OF NAME: DEPARTMENT OF EDUCATIONAL  
ADMINISTRATION TO THE DEPARTMENT OF EDUCATIONAL ADMINISTRATION  
AND HIGHER EDUCATION, COLLEGE OF EDUCATION, TWIN CITIES

Vice President Keller noted that the name of the Department of Educational Administration was changed to the Department of Educational Administration and Higher Education to reflect the merger of the higher education graduate program in the College of Education with existing programs in the Department of Educational Administration. He also noted that the merger and name change have been approved by all necessary groups.

This matter was presented for information only and no action is required by the Board of Regents.

NEW MINORS IN THE COLLEGE OF LIBERAL ARTS,  
TWIN CITIES

Vice President Keller presented the following new Minors in the College of Liberal Arts: Middle Eastern and Islamic Studies; History of Medicine; Sociology - Social Organization; and Dance. He stated that all of these programs are in curricular areas in which Majors are offered.

This item will be presented for action in October.

REPORT OF THE COMMITTEE ON COMPUTATION,  
COMMUNICATION AND INFORMATION (CCI)

Vice President Hasselmo introduced Professor Carl Adams, Chairman of the Committee on Computation, Communication and Information (CCI), and noted the committee includes administrative staff from a number of areas within the University

involved in computation, communication and information systems.

Professor Adams presented an interim report of the CCI Committee. The report provides a description of current computation, communication and information systems, an analysis of issues the University is facing presently and will face in the future, and suggestions for steps that should be taken.

Professor Adams stated that the report is the first progress report of the committee. He said that now that the issues have been determined, the committee is trying to develop a clear understanding of the alternatives. A second report will address these alternatives. A final report will be presented at a later date containing recommendations of the committee.

Student Representative Eric Kaler stated he is glad to see the University plan ahead in these areas, stating it will help in retaining quality faculty members and in attracting students if modern facilities are available. Mr. Kaler asked if the committee has a time schedule for the changes to occur. Professor Adams stated the committee has observed that there are changes occurring constantly, i.e., acquiring new equipment and different communications systems. However, he said the committee was not asked to develop a time schedule for changes, but to determine the issues and mechanisms that the University should put in place to deal with the issues.

Professor Adams indicated that the second progress report of the committee will be presented at the October meeting and asked Regents for suggestions and comments in the interim.

Vice President Hasselmo stated that the committee will receive reports on major planning issues in the future, as well as reports on general planning activities. He said there may be a report on the first round of planning throughout the University in October, with the report on the second round of planning in early 1982.

The meeting adjourned at 4:20 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

September 10, 1981

A meeting of the Faculty & Staff Affairs Committee of the Board of Regents was held on Thursday, September 10, 1981, at 1:45 p.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Schertler, presiding; Regents Casey, Dosland, Long, McGuiggan, and Unger.

Staff present: Vice Presidents French, Hasselmo, and Keller; Associate Vice Presidents Odegard and Preston; Assistant Vice Presidents Pillinger, Robinett, and Thomas; Provosts Heller, Imholte, and Sahlstrom.

Student Representatives present: Luis Caire and Ron Nelson.

PERSONNEL

Vice President Keller presented the personnel items for August and September, including a supplement, to the committee for approval. He noted the death of Professor Grover Maxwell, who was the Director of the Minnesota Center for Philosophy of Science.

The committee voted unanimously to recommend approval of the personnel items for August and September, 1981.

Regent McGuiggan expressed his concern over the continuing practice of hiring retired individuals to fill part-time positions within the University, rather than making an attempt to hire younger persons to fill the positions.

NONCAMPUS SERVICE REQUESTS

Vice President Keller presented the Noncampus Service Requests for August and September to the committee for approval.

The committee voted unanimously to recommend approval of the Noncampus Service Requests.

## CIVIL SERVICE CLASS CHANGES

Assistant Vice President Thomas presented the following Civil Service Class Changes to the committee for approval:

1. New classification No. 7413, Landscape Gardener, \$1244-1578 (A03), effective February 1, 1981.
2. Pay range change of Class No. 1526, Personnel Information Systems Specialist, from \$1636-2091 (A11) to \$1578-2018 (A10), effective September 16, 1981.
3. Pay range change of Class No. 3104, Payroll Services Manager, Hospital, from \$1693-2246 (A12) to \$1754-2326 (A14), effective September 21, 1981.
4. Abolishment of Class No. 3128, Admissions Manager, Hospital, effective September 16, 1981.

The committee voted unanimously to recommend approval of the Civil Service Class Changes.

## APPOINTMENTS TO THE CIVIL SERVICE COMMITTEE

Vice President Hasselmo introduced Mr. Jerome Larson, Chairman of the Civil Service Committee, who presented three nominees for the committee, namely: Nancy Carriar, Librarian, UMD; Lesley Kleveter, Accounts Supervisor, Printing/Duplicating, Twin Cities; and Ardis Thompson, Senior Secretary, Development Office, UMC.

The committee, by resolution, voted unanimously to recommend approval of the appointments.

Regent Schertler extended an invitation to the three new members of the committee to bring their concerns to the Regents at any time.

## UNIVERSITY-AFSCME CONTRACT

Assistant Vice President Thomas presented a resolution to the committee for approval relating to the recently negotiated contract between the University of Minnesota and AFSCME, the provisions of which commence on July 1, 1981, or later, and extend through June 30, 1983.

Regent Schertler asked if the contract the Regents are being asked to approve is free of conflicts on both sides. Assistant Vice President Thomas stated that there had been a number of conflicts, but the contract has been ratified by the members of the union and upon approval by the Regents, the contract will be signed and put into effect.

The committee voted unanimously to recommend approval of the resolution authorizing the Director of Personnel to sign the contract on behalf of the Board of Regents.

#### UNISEX FACULTY RETIREMENT TABLES

Vice President Hasselmo and Harold Bernard, Director of the Employee Benefits Department, presented a proposed policy for unisex retirement tables.

Vice President Hasselmo presented background information on the issue, stating that under the present University faculty retirement plan, the retirement benefits paid out have been based on actuarial information resulting in lower periodic benefits to females on the assumption that females tend to live longer than males. He noted that this issue has been discussed for some time and as a result of the discussions, on April 17, 1980 the University Senate approved a resolution recommending the adoption of a unisex approach to retirement benefits. Vice President Hasselmo also noted that the issue, including the status of national litigation on this issue, has been debated by the Central Officers Group. Rather than waiting for a final determination at the national level, the Central Officers Group decided to propose one equitable solution to the problem to the Board of Regents.

Mr. Bernard addressed the committee and explained the technical history of the issue, including defined contributions as opposed to defined benefits. He presented the following proposed policy:

Periodic retirement benefits paid pursuant to the faculty retirement plan shall be equalized for similarly situated males and females. To the extent that benefits in addition to those which are available from the annuity contracts shall be required, such amounts shall be paid through the University supplement.

The equalization shall be accomplished in the following manner:

### For Individuals Not Yet Retired

1. All contributions to the faculty retirement plan after the effective date shall be applied to purchase annuities under sex-neutral (unisex) rates.

2. Total benefits (annuities plus retirement) from contributions to the faculty retirement plan which are made prior to the effective date shall be determined by using male mortality rates for all University employees and female mortality rates for all joint annuitants under the joint and survivor option.

### For Individuals Already Retired

The amount of the total periodic benefit (annuity plus retirement) being paid shall be recalculated using male mortality rates for all University employees and female mortality rates for all joint annuitants under the joint and survivor option. In those instances where the application of such mortality rates provides for increased benefits, such increased benefits shall be paid through the University supplement on a prospective basis.

### Effective Date

The effective date of this policy shall be July 1, 1982.

There was an extensive discussion by the committee, including the fact that in-house and outside legal counsel have recommended that nothing be done at this time. Mr. Bernard stated the reason for this recommendation is that at the present time it is unclear exactly what will be required or permitted by the courts and it is possible that the present proposal may do more than is required or it may not do as much as the courts will require. He stated that President Magrath and the Vice Presidents feel that the proposed policy is the appropriate course of action for the University to take at this time.

After further discussion, it was noted that this matter will be presented for action in October.

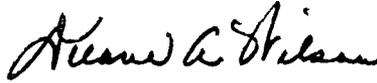
REVIEW OF POLICY ON PROBATIONARY APPOINTMENTS

Due to time constraints, the discussion of this matter was held over until the October meeting.

NEW BUSINESS

Regent McGuiggan expressed his thanks to Vivian Barfield, former Director of Women's Intercollegiate Athletics, for the years of service she gave to the University. He stated that Dr. Barfield accomplished more with less than any other member of the Athletic Department. Regent Schertler agreed with Regent McGuiggan's comments, stating she feels he is speaking for all Regents in expressing his appreciation to Dr. Barfield.

The meeting adjourned at 3:00 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

September 10, 1981

A meeting of the Physical Plant and Investments Committee of the Board of Regents was held on Thursday, September 10, 1981, at 1:30 p.m. in Room 300, Morrill Hall.

Regents present: Regent Lebedoff, presiding; Regents Drake, Goldfine, Krenik, Moore, and Roe.

Staff present: President Magrath; Vice President Bohlen; Secretary Wilson; Associate Vice President Johnson.

Student Representatives present: Christine Brown and Sheryl Wesely.

VICE PRESIDENT'S MONTHLY REPORT

The committee voted unanimously to recommend approval of the Monthly Report of the Vice President for Finance for August, 1981. Noted in the report were the write-off of uncollectible accounts for Boynton Health Service of \$3,365.30, Parking Services of \$435.60, University Media Resources of \$21.73, and University Press of \$541.83.

PROPOSED SALE OF OUTLOT A IN  
UNIVERSITY ADDITION TO ROSEMOUNT

The committee voted unanimously to recommend approval of the following resolution regarding the sale of Outlot A in the University Addition to the City of Rosemount, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the appropriate administrative officers are authorized to execute the necessary documents for the sale of Outlot A, University Addition to Rosemount, Minnesota, consisting of six (6) acres of undeveloped land, to the Dakota County Housing and Redevelopment Authority for the sum of \$55,000.

## HOSPITAL RENEWAL PROJECT FINANCING

The committee voted unanimously to recommend approval of the following resolution to provide additional funds for the Hospital Renewal Project and to increase the authorized amount of capital notes from \$10 million to \$20 million:

RESOLVED, that on the recommendation of the Vice President for Finance and Operations and the President, the appropriate University officers are authorized to arrange for additional short-term financing not to exceed \$10 million for the planning of the Hospital Renewal Project, which may include the use of capital notes for all or part of said financing.

RESOLVED, FURTHER, that paragraph numbered 1 of the resolution of the Board of Regents adopted August 9, 1979 entitled "Resolution Authorizing Sale of Short and Intermediate Term Notes" is amended to read as follows:

1. The issuance and sale from time to time of notes ("Capital Notes") of the University to provide funds for capital improvements of the University Hospitals within the following limitations are hereby authorized and approved:

a. The maximum aggregate principal amount of Capital Notes to be outstanding at any time shall be \$20 million.

b. The maximum maturity of any Capital Note shall be three years from the date of its issuance.

c. Each issue of Capital Notes shall be authorized in writing by the Vice President for Finance and Operations or the Treasurer of the University.

## LOAN FOR THE MINNESOTA CROP IMPROVEMENT ASSOCIATION

The committee reviewed for information a resolution which would authorize the appropriate University administrative officers to negotiate a loan, not to exceed \$350,000, to assist in financing new construction and remodeling of a University building on the St. Paul campus used by the Minnesota Crop Improvement Association.

Vice President Bohlen reported that the relationship between the Minnesota Crop Improvement Association and

the University is of long standing and that this assistance would be an appropriate action on the part of the University in recognizing the importance of the Minnesota Crop Improvement Association in carrying out the further development of new crop varieties.

Regent Lebedoff stated that he had some concerns regarding this action and asked that the University Attorney investigate the legal aspects of the transaction.

#### FUNDING THE 1981 GRID ICES LEGISLATIVE REQUEST

The committee reviewed the following resolution for information regarding funding for the Grid ICES project:

WHEREAS, the 1981 Legislature did not appropriate funds for the University request of \$4.7 million for the Grid ICES project; and

WHEREAS, the Chairmen of the Senate Finance Committee and the House Appropriations Committee have recommended in a letter dated July 1, 1981, that the University borrow money to proceed with the next phase of the project to avoid the increased cost that would result from a delay of one year; and

WHEREAS, the University expects to re-submit the 1981 request of \$4.7 million and an additional request of \$3 million to the 1982 Legislature to finish the Grid ICES project.

RESOLVED, that on the recommendation of the Vice President for Finance and Operations and the President, the appropriate administrative officers are authorized to negotiate a loan (bank financing or capital notes) not to exceed \$4,731,000 to finance the 1981 Grid ICES legislative request in accordance with the letter on file from the Chairmen of the House Appropriations Committee and the Senate Finance Committee.

Vice President Bohlen stated that the approval of this resolution would enable the University to proceed with the orderly process of accepting the final bids for the operating phase of the Grid ICES program.

Regent Lebedoff stated that he realizes that one Legislature cannot commit another Legislature to any action and that he is concerned about borrowing the money without more assurance of the appropriation by the Legislature.

#### ALUMNI CENTER AND MUSEUM

Vice President Bohlen addressed the committee regarding a proposal by the Minnesota Alumni Association to identify a site for and construct an Alumni Center and Museum. He stated that representatives of the Alumni Association, the administration, and the Board of Regents had met during the past month and discussed in detail the proposal of the Alumni Association, which would include the construction of an Alumni Visitor Center and adjoining teaching museum on the campus, with plans to give the building to the University with a long-term occupancy agreement. He reported that after a thorough study, the Association recommends the bridgehead site on the East Bank on the south side of Washington Avenue as the most desirable site for the Center. Vice President Bohlen also reported that the Association plans to conduct a fund raising feasibility study and if a favorable report results from that study, a fund raising campaign with interested alumni and other friends of the University will be conducted.

Vice President Bohlen presented for information a proposed resolution which would approve the Association's plans for a feasibility study and possible fund raising campaign, which would include reserving the bridgehead site for this project.

Regent Moore stated that she is in support of the project, but that she is hesitant to reserve the bridgehead site for an undesignated amount of time and would request that the proposed resolution state that the site will be reserved for two years, rather than indefinitely.

Vice President Bohlen stated that the proposed resolution would be changed to reflect the two-year period.

The meeting adjourned at 2:45 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

September 11, 1981

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, September 11, 1981, at 8:40 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Moore, presiding; Regents Casey, Dosland, Drake, Goldfine, Krenik, Lebedoff, Long, McGuigan, Roe, Schertler, and Unger.

Staff present: President Magrath; Vice Presidents Bohlen, French, Hasselmo, Kegler, Keller, and Wilderson; Deputy Vice President Hueg; Secretary Wilson; Associate Vice Presidents Johnson, Linck, Odegard, and Preston; Assistant Vice Presidents Perlmutter, Pillinger, Robb, and Robinett; Provosts Frederick, Heller, Imholte, and Sahlstrom.

Student Representative present: William Byrne.

RECOGNITION OF MARCIA BEVARD

Regent Moore presented a certificate to Marcia Bevard, a student at the University of Minnesota, Duluth, for her many athletic achievements.

Provost Heller addressed the committee and commented on Ms. Bevard's achievements and Ms. Bevard addressed the committee, expressing her thanks for the honor.

SUMMARY OF EXPENDITURES

Regent Moore presented a Summary of Expenditures for the Board of Regents' Office and the Office of the President for the period July 1, 1980 to June 30, 1981.

The committee voted unanimously to recommend approval of the Summary of Expenditures.

PERSONNEL

President Magrath presented his request for a leave of absence following the June, 1982 meeting until the

September, 1982 meeting, with time to be spent reading and reflecting. President Magrath asked that Vice President Keller be appointed to act in his place during his absence if his request is approved.

The committee voted unanimously to recommend approval of the President's request.

Chairman Moore stated that she has asked President Magrath to organize his thoughts in a format that the Regents can discuss and she and several other Regents commented that they feel the University will benefit as a result of the President's leave of absence.

#### ELECTION OF UNIVERSITY OF MINNESOTA FOUNDATION TRUSTEES

President Magrath stated that the Nominating Committee has recommended the following appointments to the University of Minnesota Foundation Board of Trustees: That Wenda Moore serve an additional three-year term; that Steve Keating serve a second three-year term; and that Regent Erwin L. Goldfine and Geri Joseph be appointed as Trustees for three-year terms.

This item was presented for information and will be presented for action at the October meeting.

#### APPOINTMENT TO THE HORMEL INSTITUTE BOARD OF DIRECTORS

President Magrath presented the following resolution to the committee for approval:

RESOLVED, that on the recommendation of the President, the appointment of Kenneth G. Mann, Ph.D. of Rochester, Minnesota, to the Hormel Institute Board of Directors is hereby approved.

The committee voted unanimously to recommend approval of the appointment of Kenneth G. Mann, Ph.D. to the Hormel Institute Board of Directors.

#### CONTRACT BETWEEN THE UNIVERSITY OF MINNESOTA AND TEAMSTER'S LOCAL 320 COVERING EMPLOYEES IN UNIT ONE LAW ENFORCEMENT

President Magrath presented the following resolution to the committee for approval:

RESOLVED, that on the recommendation of the President, the Director of Personnel is authorized, on behalf of the Board of Regents, to approve the recently negotiated contract between the University of Minnesota and Teamster's Local 320.

He stated that the contract between the University and Teamster's Local 320 is a fair contract which has been ratified and only requires approval by the Regents.

The committee voted unanimously to recommend approval of the resolution.

#### REGENTS' SALARY RESOLUTION - STATUS REPORT

President Magrath presented a status report on the administration's activities as a result of the resolution passed by the Regents in July. The resolution directed the administration to examine the salary situation and options for addressing the crisis, including the possibility of internal reallocation of resources.

President Magrath stated that there have been no salary increases yet. He said that the Budget Executive, senior administrative officers, Deans, Senate Consultative Committee members, and members of the Senate Finance Committee have been discussing the issue and the objective is to do as much as possible without destroying programs. Due to the urgency of the situation, the administration feels the problem must be addressed immediately through a limited retrenchment in the current fiscal year that will supplement the state appropriation in order to meet the University's obligations to the Civil Service staff and which will provide a faculty salary increase for 1981-82 that will be as close as possible to the amount eventually awarded in other systems of higher education.

President Magrath indicated that he has accepted a recommendation from the Budget Executive calling for a \$4 million internal retrenchment to address this salary situation and commented on the assumptions the recommendation is based on.

Regent Schertler stated for the record that there were extensive discussions regarding across-the-board retrenchment in the past, but now that all programs have been cut to the core, there must be selective programmatic retrenchment. She said that she feels this is the only way that continued budget cuts at the University

can be handled without cutting into all programs and making the University a mediocre institution.

Following a lengthy discussion, President Magrath indicated that he will send letters to the Deans and the units regarding the \$4 million retrenchment, directing them to hold certain types of spending and to make sure the money is not spent as the fiscal year ends. He stated that a report will be sent to the Regents and Student Representatives upon completion of the \$4 million retrenchment.

#### UNIVERSITY INVESTMENT PROGRAM

Chairman Moore indicated that Vice President Bohen's Discussion Paper on the University's investment program, which was very thorough, was mailed previously to members of the Board of Regents and would be the basis for this discussion.

Vice President Bohen commented that the period from 1973 to the present time has been extremely volatile and it is in that context that the Regents should assess the past and plan for the future.

Vice President Bohen then reviewed his Discussion Paper, highlighting items of particular interest and importance. He stated that he tried to indicate in the paper that while things may possibly get worse in the short run, his conviction is that there is the opportunity and the challenge to do better in the future.

Vice President Bohen stated that in reviewing the University's investment program he has come to several conclusions, including the conclusion that there has been a failure on the part of the Regents and the administration to articulate clear goals for the investment managers against which they can be measured. He also stated that in the past the outside investment managers have not been held accountable for acceptable results. To resolve this situation, Vice President Bohen presented the following resolution to the committee:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the Vice President for Finance and Operations is authorized to consolidate the management of the University's endowment portfolio under no more

than five of the most effective outside professional investment managers, based upon the investment performance results reported to the Board in September, 1981.

An extensive discussion followed Vice President Bohlen's review of his Discussion Paper, and the committee voted unanimously to recommend approval of the proposed resolution.

The meeting adjourned at 10:20 a.m.

A handwritten signature in cursive script, appearing to read "Duane A. Wilson".

DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

September 11, 1981

A meeting of the Board of Regents of the University of Minnesota was held on Friday, September 11, 1981, at 10:40 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Casey, Dosland, Drake, Goldfine, Krenik, Lebedoff, Long, McGuiggan, Moore, Roe, Schertler, and Unger. President Magrath presided.

Staff present: Vice Presidents Bohlen, French, Hasselmo, Kegler, Keller and Wilderson; Secretary Wilson; Associate Vice Presidents Johnson, Linck, Odegard, and Preston; Assistant Vice Presidents Perlmutter, Pillinger, Robb, and Robinett; Provosts Frederick, Heller, Imholte, and Sahlstrom.

APPROVAL OF MINUTES

The Board of Regents voted unanimously to approve the minutes of the following meetings:

Student Concerns Committee - July 9, 1981  
Educational Policy & Long-Range Planning Committee -  
July 9, 1981  
Faculty & Staff Affairs Committee - July 9, 1981  
Physical Plant & Investments Committee - July 9, 1981  
Committee of the Whole - July 10, 1981  
Board of Regents - July 10, 1981

REPORT OF THE CHAIRMAN

Chairman Moore reported that the three newly-elected Regents will be visiting the coordinate campuses on the following dates: Duluth, October 12; Crookston, October 13; Morris, October 23; and Waseca, October 30. She further reported that she has conferred with Vice Chairman Krenik and that they have reviewed a plan by which the Regents can visit the coordinate campuses for one day. She stated that the purpose of these trips would be just to visit the campus and not to conduct a meeting of the Board of Regents. Regent Moore asked that the Board members consider the plan which is proposed and that further discussion would be on the agenda for the October meeting.

Chairman Moore further reported that Regent Lebedoff has been named Chair of the Physical Plant & Investments Committee, and that Regent Goldfine has been nominated to serve on the University of Minnesota Foundation Board of Trustees.

## REPORT OF THE PRESIDENT

President Magrath reported that he has appointed a search committee to seek a Vice President for Health Sciences. He stated that the committee is chaired by Dean Lee Stauffer, School of Public Health, and that the committee will recommend a slate of qualified candidates to him for his consideration.

### GIFTS

Associate Vice President Robert Odegard presented the monthly list of gifts to the University of Minnesota for the preceding month. The Board of Regents voted unanimously to approve the gifts. Documentation is filed supplement to the minutes, No. 21,515.

### CONTRACT AND GRANT AWARDS

Vice President Keller submitted for approval the contract and grant awards to the University of Minnesota for the preceding two months. The Board of Regents voted unanimously to approve the contract and grant awards. Documentation is filed supplement to the minutes, No. 21,516.

### APPLICATIONS FOR CONTRACTS AND GRANTS

Vice President Keller submitted for approval the applications for contracts and grants.

The Board of Regents voted unanimously to approve the applications for contracts and grants.

### REPORT OF THE COMMITTEE OF THE WHOLE

Regent Moore, Chairman of the committee, reported that the committee voted unanimously to recommend approval of the following actions:

- a) Approval of the Summary of Expenditures for the Board of Regents' Office and the Office of the President for the period July 1, 1980 to June 30, 1981.
- b) Approval of a leave of absence for President Magrath following the June, 1982 meeting until the September, 1982 meeting.
- c) Approval of resolution re Hormal Institute Board of Directors, as follows:

RESOLVED, that on the recommendation of the President, the appointment of Kenneth G. Mann, Ph.D. of Rochester, Minnesota, to the Hormel Institute Board of Directors is hereby approved.

- d) Approval of resolution re Contract between the University of Minnesota and Teamster's Local 320 covering employees in Unit One Law Enforcement (University Police Department), as follows:

RESOLVED, that on the recommendation of the President, the Director of Personnel is authorized, on behalf of the Board of Regents, to approve the recently negotiated contract between the University of Minnesota and Teamster's Local 320.

- e) Approval of resolution re University investments, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the Vice President for Finance and Operations is authorized to consolidate the management of the University's endowment portfolio under no more than five of the most effective outside professional investment managers, based upon the investment performance results reported to the Board in September, 1981.

The Board of Regents voted unanimously to approve the recommendations of the Committee of the Whole.

Chairman Moore further reported that the committee recognized Marcia Bevard, a student at the University of Minnesota, Duluth, for her many athletic achievements; reviewed the names of individuals recommended to serve on the University of Minnesota Foundation Board of Trustees; and received a status report on the administration's activities as a result of the Regents' resolution passed in July regarding salaries.

#### REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Unger, Chairman of the committee, reported that the committee voted by a majority to recommend approval of the following resolution re International Study and Travel Association:

RESOLVED, that the appropriate administrative officers are authorized to execute on a biennial basis, in accordance with the Policy on Business Enterprises approved by the Board of Regents on October 17, 1980, a Memorandum of Agreement with the International Study and Travel Association which shall allow ISTA to operate a limited travel agency to sell tickets for international travel and necessary domestic connecting flights.

BE IT FURTHER RESOLVED, that ISTA ticketing services will be provided in a manner consistent with International Air Transport Association licensing guidelines, but that advertisement of ISTA services and programs will be directed towards students, staff and faculty of the University community and limited to University media.

Regent Dosland questioned whether this item would appear before the Regents again if this resolution were approved.

President Magrath stated that under the Business Enterprises Policy it would be presented for approval again in two years. He also stated that the quarterly reports of ISTA would be presented to the Student Concerns Committee for review.

Regent Dosland stated that the wording of the resolution presently does not mandate that the Board of Regents review the continuation of the ISTA travel agency. He stated that he would like to see the wording changed to indicate that this resolution would be in effect "for the ensuing two years", rather than authorizing the administration to review it "on a biennial basis", which would not guarantee the Board of Regents review.

Regent Roe moved that the resolution be amended so that the words "for the ensuing two years" be inserted in lieu of "on a biennial basis" in line 2 of the resolution. The amendment was adopted by consensus of the Board of Regents and President Magrath ruled that the amended resolution was now under consideration.

Several Regents expressed their views, pro and con, on the proposed resolution. After a lengthy discussion, the Board of Regents voted to approve the amended resolution by a majority of 6 to 5, with Regents Casey, Dosland, Drake, Krenik, and Long voting against the resolution. Re-

gent Lebedoff abstained, citing a possible conflict of interest.

Regent Unger further reported that the committee also reviewed for information the Vice President's Report, which included information regarding the special efforts being put forth to attract high ability students to the University and the transferability of credits between the University campuses. He reported that the discussion on student services fees was delayed until October due to time constraints.

REPORT OF THE EDUCATIONAL POLICY  
AND LONG-RANGE PLANNING COMMITTEE

Regent McGuiggan, Chairman of the committee, reported that the committee voted unanimously to recommend approval of the following action:

- a) Approval of amendments to the College of Liberal Arts Constitution, as follows:

ARTICLE II. The Faculty

SECTION 1. Membership

The faculty of the College shall consist of the President of the University; the Dean, and Associate Deans of the College; professors, associate professors, and assistant professors and full-time (100 per cent) lecturers, instructors, research associates and research fellows in all departments, schools, and other units of the University that are administratively within the schools, and other units of the University that are administratively within the College or that offer majors leading to bachelor's degrees through the College.

ARTICLE IV. Departments and Schools

SECTION 1. Organizational Units

Each department, school, or other unit that is administratively within the College of Liberal Arts or that offers a major leading to a bachelor's degree through the College shall propose its assignment to the division of the College, whether Humanities and Fine Arts, Natural Sciences, or Social

Sciences, in which it wishes to be included. Proposals for changes in the department or school structure of the College shall, after consultation with groups directly concerned, be referred by the Dean to the Council for Policy and Planning. Recommendations of the Council shall be submitted in writing to the Dean for forwarding to the CLA Assembly in advance of the meetings that are to consider them. Approval or disapproval by a majority of a quorum of the CLA Assembly shall constitute the recommendation of the Assembly. The referral forwarded to the President of the University shall include the report of the Assembly action and the Dean's own recommendation.

#### SECTION 5. Consultation on Budget and Rank

Recommendations on matters of general concern regarding department budgets shall be made to the Dean, via the appropriate Associate Dean, by the chair of the unit after consultation with members of the unit. Directors of professional schools shall, after similar consultation, report to the Dean. Recommendations by chairs and directors concerning the rank, tenure, and salary of individual faculty members of departments and schools shall be made to the appropriate Associate Dean for transmission to the Dean, after consultation with those senior in rank to the individuals under consideration or in the cases of professors, with those of professional rank. The results of such consultations shall be recorded in the recommendations made to the Dean via the Associate Dean.

### ARTICLE V. The CLA Assembly

#### SECTION 2. Membership

(6) b. Students. There shall be eight undergraduate student members elected by the CLA Student Intermediary Board. There shall be three graduate student members, elected by an appropriate graduate student organization or, if in the judgment of the CLA Assembly no such organization exists, appointed by the

Dean. Student members shall serve for one year, but may be re-elected for additional terms.

(6) c. Administration. The Associate Dean of the College shall be ex-officio voting members. They may not, however, be elected under Section (6) f, g and h below.

#### ARTICLE VI. Council for Policy & Planning

##### SECTION 1. Membership

e. The Dean and Associate Deans of the College.

f. Directors of Student Academic Support Services, Honors, and Cross-Disciplinary Studies.

#### ARTICLE VII. Council for Curriculum, Instruction, and Advising

##### SECTION 1. Membership

c. Associate Deans of the College.

d. Directors of Student Academic Support Services, Honors, and Cross-Disciplinary Studies.

##### SECTION 5. Curriculum Committees

a. The Humanities and Fine Arts Curriculum Committee shall consist of six faculty members, selected as provided in Article V, Section (6) h; one undergraduate student elected by the Student Intermediary Board; and one graduate student elected by an appropriate graduate student organization. The Chair shall be an elected faculty member designated by the appropriate Dean.

b. The Natural Sciences Curriculum Committee shall consist of four faculty members, selected as provided in Article V, Section (6) h; one undergraduate student elected by the Student Intermediary Board; and one graduate student elected by an appropriate graduate student organization. The chair shall be an elected member designated by the appropriate Associate Dean.

c. The Social Sciences Curriculum Committee shall consist of six faculty members, selected as provided in Article V, Section (6) h; one undergraduate student elected by the Student Intermediary Board; and one graduate student elected by an appropriate graduate student organization. The chair shall be an elected faculty member designated by the appropriate Associate Dean.

e. Departments and other units may make minor modifications in existing courses and requirements for the major, provided such changes are approved by the appropriate Associate Dean. If the Associate Dean believes, however, that a proposed change requires committee consideration, it shall be referred to the Curriculum Committee.

f. Each Curriculum Committee shall report to the Council for Curriculum, Instruction, and Advising and to the appropriate Associate Dean.

#### ARTICLE IX. Standing Committees

##### SECTION 7. Student Services Committee

a. A Student Services Committee and its chair shall be appointed by the Dean in consultation with the Director of Student Academic Support Services. It shall consist of six faculty members with two-year terms, four undergraduate student members with one-year terms, two Civil Service members with two-year terms, the appropriate Associate Deans, the Director of Student Academic Support Services, and not more than five additional faculty or staff members with two-year terms.

The Board of Regents voted unanimously to approve the recommendation of the Educational Policy and Long-Range Planning Committee.

Regent McGuiggan further reported that the committee reviewed for information the B.S. Degree in Urban Forestry, College of Forestry, Twin Cities; a name change for the Department of Educational Administration to the Department of Educational Administration and Higher Education in the College of Education on the Twin Cities campus; and new

minors in the College of Liberal Arts on the Twin Cities campus. He further reported that the committee received an interim report of the Committee on Computation, Communication and Information (CCI) and he also noted that the Minnesota Higher Education Coordinating Board favorably reviewed the Concentration in Law Enforcement for the Associate in Arts Degree, College of Letters and Science, Duluth and the Master of Music Degree, Twin Cities campus.

#### REPORT OF THE FACULTY & STAFF AFFAIRS COMMITTEE

Regent Schertler, Chairman of the committee, reported that the committee voted unanimously to recommend approval of the following actions:

- a) Approval of the Personnel Items as presented to the committee and attached as Appendix I hereto.
- b) Approval of the Noncampus Service Requests as presented to the committee and attached as Appendix II hereto.
- c) Approval of the Civil Service Class Changes as presented to the committee. Documentation is filed supplement to the minutes, No. 21,517.
- d) Approval of resolution re Appointments to Civil Service Committee, as follows:

RESOLVED, that on the recommendation of the President, Nancy Carriar, Librarian, University of Minnesota, Duluth (to 1984); Lesley Kleveter, Accounts Supervisor, Printing/Duplicating (to 1984); and Ardis Thompson, Senior Secretary, Development Office, University of Minnesota, Crookston (to 1983, appointed to fill a vacancy created by resignation), are hereby appointed to the Civil Service Committee for the terms indicated.

- e) Approval of resolution re University-AFSCME Contract, as follows:

RESOLVED, that on the recommendation of the President, the Director of Personnel is authorized, on behalf of the Board of Regents to approve the recently negotiated contract between the University of Minnesota and AFSCME.

The Board of Regents voted unanimously to approve the recommendations of the Faculty & Staff Affairs Committee.

Regent Schertler also reported that the committee reviewed a proposed policy for unisex retirement tables noting that action will be requested at the October meeting. She further reported that a review of the policy on probationary appointments was delayed due to time constraints and that there was an expression of thanks to Vivian Barfield, former Director of Womens' Intercollegiate Athletics, for her years of service at the University of Minnesota.

REPORT OF THE PHYSICAL PLANT  
& INVESTMENTS COMMITTEE

Regent Lebedoff, Chairman of the committee, reported that the committee voted unanimously to recommend approval of the following actions:

- a) Approval of the Monthly Report of the Vice President for Finance for August 1981. Noted in the report were the write-off of uncollectible accounts for Boynton Health Service of \$3,365.30, Parking Services of \$435.60, University Media Resources of \$21.73, and University Press of \$541.83.

Documentation is filed supplement to the minutes, No. 21,518.

- b) Approval of resolution re Sale of Outlot A in University Addition to Rosemount, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the appropriate administrative officers are authorized to execute the necessary documents for the sale of Outlot A, University Addition to Rosemount, Minnesota, consisting of six (6) acres of undeveloped land, to the Dakota County Housing and Redevelopment Authority for the sum of \$55,000.

- c) Approval of resolution re Hospital Renewal Project Financing, as follows:

RESOLVED, that on the recommendation of the Vice President for Finance and Operations and the President, the appropriate University officers are authorized to arrange for additional short-term financing not to exceed \$10 million for the planning of the Hospital Renewal Project, which may include the use of capital notes for all or part of said financing.

RESOLVED, FURTHER, that paragraph numbered 1 of the resolution of the Board of Regents adopted August 9, 1979 entitled "Resolution Authorizing Sale of Short and Intermediate Term Notes" is amended to read as follows:

1. The issuance and sale from time to time of notes ("Capital Notes") of the University to provide funds for capital improvements of the University Hospitals within the following limitations are hereby authorized and approved:

a. The maximum aggregate principal amount of Capital Notes to be outstanding at any time shall be \$20 million.

b. The maximum maturity of any Capital Note shall be three years from the date of its issuance.

c. Each issue of Capital Notes shall be authorized in writing by the Vice President for Finance and Operations or the Treasurer of the University.

The Board of Regents voted unanimously to approve the recommendations of the Physical Plant & Investments Committee.

Regent Lebedoff further reported that the committee reviewed for information a resolution which would authorize the negotiation of a loan to assist in financing new construction and remodeling of a University building used by the Minnesota Crop Improvement Association and a resolution authorizing the negotiation of a loan to finance the next stage of the Grid-ICES project. He noted that both of the resolutions will be considered for action in October.

Regent Lebedoff also reported that the committee reviewed a proposed resolution to approve a plan presented by the Minnesota Alumni Association for a feasibility study and possible fund raising campaign to identify a site for and construct an Alumni Center Museum. He stated that this resolution will also be considered for approval at the October meeting.

#### NEW BUSINESS

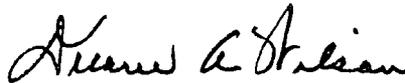
President Magrath requested approval of the following actions:

- a) Approval that a letter of remembrance and appreciation be sent to the widow of Roy Wilkins.

- b) Approval of a citation of appreciation to be presented to Ms. C. J. Liu, the University's faculty liaison with the People's Republic of China.

Regent Moore moved approval of President Magrath's requests and the Board of Regents approved the motion unanimously.

The meeting adjourned at 12:00 noon.



DUANE A. WILSON, Secretary

ACADEMIC PERSONNEL ACTIONS

August 1981

RETIREMENTS

Orville Gunderson as Professor and Area Extension Agent Soils Emeritus Agricultural Extension Service effective July 31, 1981

John A Kundla as Associate Professor Emeritus School of Physical Education Recreation and School Health Education effective August 31, 1981

G Robert Mowerson as Associate Professor Emeritus Intercollegiate Athletics for Men effective June 15, 1981

RESIGNATIONS

Willis E Anthony Professor Agricultural and Applied Economics and Extension Economist Marketing Agricultural Extension Service effective June 30, 1981

Michael D Burke Professor Laboratory Medicine and Pathology effective July 15, 1981

Susanne G Fisher Professor and Extension Specialist 4-H Youth Development Agricultural Extension Service effective July 10, 1981

LaVern A Freeh Professor and Assistant Dean Institute of Agriculture Forestry and Home Economics-Administration and Head Office of Special Programs on leave without salary effective June 30, 1981

Peter A French Professor of Philosophy Division of Humanities Morris effective June 15, 1981

Roger L De Roos Associate Professor Office of the Vice President for Student Affairs and Public Health Engineer Boynton Health Service effective June 30, 1981 (on leave without salary 7/1/79 to June 30, 1981)

James L Hawkins Associate Professor Family Social Science effective June 15, 1981

Dale Huffington Associate Professor Continuing Education in the Arts and Director Theatre Arts effective June 5, 1981 (on leave without salary August 25, 1980 to July 31, 1981)

James E Long Adjunct Associate Professor School of Public Health effective June 15, 1981

Hoyt N Wheeler Associate Professor Industrial Relations Center effective June 15, 1981

Judith A Plawecki Assistant Dean and Associate Professor School of Nursing effective July 31, 1981

Paul Armer Associate Director and Adjunct Professor Charles Babbage Institute effective June 30, 1981

Vivian M Barfield Departmental Director Women's Intercollegiate Athletics-Administration effective August 31, 1981

#### DEATH

Grover Maxwell Professor Philosophy died June 14, 1981 (one month death allowance to be paid)

#### APPOINTMENTS

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Am.I.</u>	
	M	F	M	F	M	F	M	F	M	F
Faculty										
Regular	22	18				1		4		
Non-Regular	50	13		1	1			4		
Academic Staff	39	38	1				3	1		
August Total	111	69	1	1	1	1	11	1		

#### Note:

- \*1. Larry K Bright as Dean College of Education-Administration and Professor Professional Education Duluth August 1, 1981 to June 30, 1985 at the rate of \$39,800 Term AC and \$2,700 Term AT administrative augmentation (this appointment is subject to a special contract calling for a decision on or before April 15, 1984 with respect to continuing this appointment beyond the initial four-year term.
- \*2. John J McConnell as Professor of Finance and Chairman of Finance and Insurance Department School of Management beginning September 16, 1981 at the rate of \$58,500 Term BP and \$6,500 Term BT administrative augmentation
- \*3. William Messing as Professor School of Mathematics beginning September 16, 1981 at the rate of \$29,500 Term BP
- \*4. Subbiah Ramalingam as Professor Mechanical Engineering beginning September 16, 1981 at the rate of \$44,000 Term BP
- \*5. John H Aldrich as Associate Professor Political Science beginning September 16, 1981 at the rate of \$32,500 Term BP
- \*6. Daniel A Farber as Associate Professor Law School beginning August 16, 1981 at the rate of \$38,000 Term LP
- \*7. Essie K Miller as Associate Professor Chemistry beginning September 16, 1981 at the rate of \$27,000 Term BP

\*Biographical information will be found at the end of the academic personnel section

\*John W Firor as Senior Fellow Hubert H Humphrey Institute of Public Affairs-Administration without salary March 18, 1981 to June 15, 1981

Rosalyn A Rubin continuation of appointment as Research Associate and Associate Professor Psychoeducational Studies for 1981-82 at \$27,054  
Term BT

#### SPECIAL APPOINTMENTS

Requests for special appointments this month involve eleven emeritus professors, one emeritus associate professor, one emeritus research fellow, one research associate over retirement age, and two lecturers over retirement age. The departments or colleges by whom they are to be employed and the type of appointment are summarized below:

<u>College/Department</u>	<u>Percent Time</u>	<u>Hourly Rate</u>	<u>Dates</u>
Agricultural Extension Service		X	7/1/81 - 7/31/81
Continuing Education and Extension Duluth Center		X	6/21/81 - 7/3/81
Independent Study	X		6/15/81 - 7/31/81
MacPhail Center		X	7/1/81 - 6/30/82
		X	7/1/81 - 6/30/82
College of Forestry Administration		X	7/1/81 - 6/30/82
	X		7/1/81 - 6/30/82
Graduate School Space Science Center		X	7/1/81 - 6/30/82
College of Liberal Arts Music		X	{6/15/81 - 7/17/81} {9/16/81 - 6/15/82}
Political Science	X		9/16/81 - 12/15/81
School of Public Health	X		7/1/81 - 6/30/82
Institute of Technology Administration	X		7/1/81 - 6/30/82
Electrical Engineering	X		6/16/81 - 8/15/81
Medical School Physiology	X		7/1/81 - 12/31/81
University of Minnesota, Duluth Music	X		9/1/81 - 2/28/82
University of Minnesota, Technical College, Waseca Agricultural Industries and Services Division	X		8/1/81 - 9/15/81

\*Biographical information will be found at the end of the academic personnel section

### CHANGES IN STATUS

There are twenty-eight requests for changes in status this month, which involve the following categories:

Addition of administrative title	18
Change in administrative title	4
Change in departmental/collegiate affiliation	3
Change in faculty rank	1
Deletion of administrative title	2

#### Note:

8. Richard D Christenson from Associate Professor and Acting Chairman Division of Education Crookston at \$23,080 Term MP and \$2,700 Term MT administrative augmentation for 1980-81 to Associate Professor and Chairman at the rate of \$28,280 Term AP and \$1,800 Term AT administrative augmentation beginning July 1, 1981

### SALARY ADJUSTMENTS

There are thirty-two requests for salary adjustments this month, which involve the following categories:

Professor and Head	1
Professor	11
Professor and Assistant to the Director	1
Clinical Professor	1
Executive Director and Professor	1
Associate Professor	11
Associate Professor and Associate Dean	1
Associate Professor and Assistant Director	1
Clinical Associate Professor	2
Director and Associate Professor	1
Assistant Professor	1

### LEAVES OF ABSENCE

Eldon Berglund Professor Family Practice and Community Health and Pediatrics continuation of 34% time leave without salary for 1981-82 because of disability

Frederick G Bergsrud Professor Agricultural Engineering and Extension Agricultural Engineer Agricultural Extension Service continuation of leave without salary July 1 to September 30, 1981 to work on Land Classification/Soil Survey Project with time to be spent in Syria

David K Berninghausen Professor Library School 67% time leave without salary September 16, 1981 to March 15, 1982 to continue writing in the field of Intellectual Freedom with time to be spent in Minneapolis

Anna-Mary Carpenter Professor Anatomy continuation of leave without salary July 1 to December 31, 1981 to set up and teach courses at Indiana University School of Medicine

Robert J Collins Professor Electrical Engineering leave without salary September 16, 1981 to March 15, 1982 to fill position of Acting Director of Electronics for the Office of Naval Research in Washington, D C

Joanne B Eicher Professor and Head Textiles and Clothing leave without salary August 16-21, 1981 to provide time for Graduate School Summer Session commitment

Floyd K Garetz Professor Psychiatry leave with salary May 6 to July 5, 1981 because of illness

Carl B Heggstad Professor Anatomy continuation of leave without salary for 1981-82 because of illness

F Gerald Kline Professor and Director School of Journalism and Mass Communication leave with salary September 27 to October 16, 1981 to lecture in Uppsala, Gothenberg, Lund, Aarhus and Hamburg

Richard R Martin Professor Communication Disorders continuation of 54% time leave without salary for 1981-82 because of disability

Robert E Moore Professor English Language and Literature leave without salary September 16 to December 15, 1981 for study of connections between literature and art with time to be spent in Minneapolis

John S Myers Professor School of Architecture and Landscape Architecture continuation of leave without salary for 1981-82 because of disability

Kenneth Osterberg Professor Laboratory Medicine and Pathology continuation of leave without salary for 1981-82 because of illness

Irwin Rubenstein Professor Genetics and Cell Biology leave without salary September 16 to December 31, 1981 to do consulting for Molecular Genetics, Incorporated

John R Sheppard Professor and Assistant Director of the Dight Institute Genetics and Cell Biology leave with salary October 5 to December 18, 1981 to initiate a research program concerning the biological control of cytoskeletal organization with time to be spent at Max Planck Institute for Cell Biology, Heidelberg, West Germany

Alan R Anderson Associate Professor Psychoeducational Studies continuation of 25% time leave without salary for 1981-82 to develop systematic modes of observing counseling sessions by which empirical data can be generated

Virginia A Harris Associate Professor School of Journalism and Mass Communication 81% time leave with salary for 1981-82 on account of disability

Iftikhar Ahmad Khan Associate Professor Division of Humanities Morris continuation of leave without salary for 1981-82 to do research and teach at King Abdul Aziz University, Medina Munawwara, Saudi Arabia

David J Mayo Associate Professor Philosophy Duluth leave without salary March 1 to May 31, 1981 for personal reasons

John J McNally Associate Professor English Language and Literature leave without salary for 1981-82 because of disability

Mark R Rosenzweig Associate Professor Economics leave without salary February 1 to June 15, 1982 to serve as Visiting Professor of Economics at Princeton University

Robert A Wescott Clinical Associate Professor Large Animal Clinical Sciences continuation of leave without salary for 1981-82 because of illness

Mark P Bjork Assistant Professor MacPhail Center for the Arts 35% time leave without salary for 1981-82 to pursue promotion of suzuki music education

Monica Bossemaier Assistant Professor School of Nursing leave without salary September 23 to October 9, 1981 for personal reasons

Margaret Carolan Assistant Professor School of Nursing leave without salary August 1 to September 15, 1981 because of pregnancy

Cheng Khee Chee Assistant Professor Library and Learning Resources Service and Art Duluth 33% time leave without salary July 13-24, 1981 to teach Watercolor Summer Workshop in Continuing Education and Extension and 100% time leave without salary August 3-31, 1981 for personal reasons

Walter H Jopke Assistant Professor Office of the Vice President for Student Affairs and Senior Sanitarian School of Public Health Boynton Health Service leave without salary August 12-25, 1981 for additional vacation

Herbert G Scherer Assistant Professor Walter Library-Art Library continuation of 50% time leave without salary July 1 to September 8, 1981 to conclude work on major exhibition and book on art deco

Ralph O Wollan Assistant Professor School of Public Health and Health Physicist Boynton Health Service leave without salary July 13-24, 1981 for additional vacation

Vivian M Barfield Departmental Director Women's Intercollegiate Athletics-Administration leave with salary September 1, 1981 to June 30, 1982

Richard W Newman Jr Director Library Systems leave with salary May 27 to July 29, 1981 for medical reasons and leave without salary July 30 to August 31, 1981 for personal reasons

Harold C Young Departmental Director and Associate Professor Wilson Library leave without salary September 1, 1981 to June 30, 1982 to serve as Associate Director for the Salzburg Seminar in American Studies at Schloss Leopoldstein in Austria

Curtis D Norenberg Program Director Office of Special Programs and Professor Agricultural Extension Service leave with salary July 27-31, 1981 and August 24-28, 1981 for annual military training

Richard B Heydinger Jr Assistant to the Vice President Office of the Vice President for Academic Affairs continuation of 30% time leave with salary on fellowship from the Kellogg Foundation with time to be spent in the Twin Cities

#### SABBATICAL FURLOUGHES

Charles E Campbell Professor School of Physics and Astronomy sabbatical furlough October 5, 1981 to June 15, 1982 to do research on the theory of quantum fluids at the Institut fur Theoretische Physik, Universitat zu Koln

Paul R Hasbargen Professor Agricultural and Applied Economics and Extension Economist Farm Management Agricultural Extension Service sabbatical furlough September 1, 1981 to June 30, 1982 to study the long run outlook for agriculture and develop strategies for coping with the major forces of increased energy cost, inflation, etc. and for improving marketing management decisions with time to be spent at University of California-Davis

Stephen S Wang Professor East Asian Languages sabbatical furlough December 16, 1981 to December 15, 1982 to conduct research on language use in contemporary China with time to be spent in Beijing in affiliation with Beijing University

Richard W Burkey Associate Professor of Physics Division of Science and Mathematics Morris sabbatical furlough March 16, 1982 to March 15, 1983 to analyze and write a report on data involving the correlation between changes in the atmosphere's electrical parameters from their fair weather values and the formation of storm cells with time to be spent in Boulder, Colorado at The National Center for Atmospheric Research

George H Shaw Associate Professor Geology and Geophysics sabbatical furlough for 1981-82 to accept a Congressional Science Fellowship in Washington, D C

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

AUGUST 1981

Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total						
					M	F	M	F	M	F	M	F	M	F	M	F					
1	Dean and Professor	Professional Education	College of Education, University of Minnesota, Duluth	Applicants	23	4							1		24	4	28				
				Considered	3	1									1		4	1	5		
				Selected	1												1		1		
				**Administrative	4P													5		5	
				IC	1C																
2	Professor and Chairman	Finance and Insurance	School of Management	Applicants	7										7		7				
				Considered	5											5		5			
				Selected	1												1		1		
				**Faculty	39P													79		84	
					25N																
3	Professor	School of Mathematics	Institute of Technology	Applicants	36	5									36	5	41				
				Considered	4											4		4			
				Selected	1												1		1		
				**Faculty	54P													79		82	
					9N																
4	Professor	Mechanical Engineering	Institute of Technology	Applicants	13										14		14				
				Considered	3											4		4			
				Selected													1		1		
				**Faculty	19P													37		37	
					6N																
5	Associate Professor	Political Science	College of Liberal Arts	Applicants	22	2									22	2	24				
				Considered	2	1										2	1	3			
				Selected	1												1		1		
				**Faculty	21P													26		28	
					3N																

Data Source: Department Composition (Academic Only), EEO-6 Data Base, April 1981

\*EEO-6 Category 1, Executive, Administrative, Managerial

\*\*EEO-6 Category 2, Faculty: Professor and Chairman, Professor and Head, Professor and Director, Associate Professor, Assistant Professor, Instructor, Research Associate and Research Fellow

\*\*\*EEO-6 Category 3, Professional Non-Faculty

(P-208A)

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

AUGUST 1981

Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total				
					M	F	M	F	M	F	M	F	M	F	M	F			
6	Associate Professor	Law School	Law School	Applicants	584	115							1		585	115	700		
				Considered	6	4									1		7	4	11
				Selected	1												1		1
				**Faculty	25P 1C 5T	1P 1C 3T	1C											32	5
7	Associate Professor	Chemistry	Institute of Technology	Applicants		33										39	39		
				Considered		33											39	39	
				Selected		1											1	1	1
				**Faculty		33P 9N 2C	1P 1N											44	2
8	Associate Professor and Chairman	General Education Division	University of Minnesota Technical College, Crookston	Applicants		26										26	28		
				Considered		3											3	3	
				Selected		1											1	1	1
				**Faculty		8P 4N 1T	1P 2N 1T											13	4

Data Source: Department Composition (Academic Only), EEO-6 Data Base, April 1981  
 \*EEO-6 Category 1, Executive, Administrative, Managerial  
 \*\*EEO-6 Category 2, Faculty: Professor, Professor and Chairman, Professor and Head, Professor and Director, Associate Professor, Assistant Professor, Instructor, Research Associate and Research Fellow  
 \*\*\*EEO-6 Category 3, Professional Non-Faculty

## BIOGRAPHICAL INFORMATION

Larry K. Bright. Dean, College of Education, and Professor of Professional Education, Duluth

Larry K. Bright comes to the University from Bradley University in Peoria, Illinois, where he has been Dean of the College of Education since 1977. From 1972 to 1977 he was a faculty member and a department chairperson at North Dakota State University. Both his undergraduate and graduate degrees are from Montana State University, Bozeman (Ed.D. 1971).

John J. McConnell. Professor of Finance and Chairman, Department of Finance and Insurance, School of Management

John J. McConnell received his MBA from the University of Pittsburgh and his Ph.D. (1974) from Purdue University. He comes to the University from Purdue University where he was Assistant Professor (1976-79) and Associate Professor (1979-present). One colleague says the following about his research: "John's professional publication list is one of the finest in the profession."

William Messing. Professor, School of Mathematics

William Messing, who was a Visiting Professor in the School of Mathematics during Fall Quarter of 1979, received his B.A. from Brooklyn College, and his Ph.D. from Princeton University (1971). He has been at the University of California, Irvine as Associate Professor since 1975. Prior to that he was a faculty member at M.I.T. and at Penn State University.

Subbiah Ramalingam. Professor, Mechanical Engineering, Institute of Technology

Subbiah Ramalingam, who was born in Madras State in India, has been a Professor at the Georgia Institute of Technology since 1977 and before that (1968-77) at the State University of New York at Buffalo. His MSME and Ph.D. (1967) degrees are from the University of Illinois. One colleague refers to him as "a superstar in metal cutting"; another describes him as "an avid researcher and an inspiring teacher."

John H. Aldrich. Associate Professor, Political Science, College of Liberal Arts

John H. Aldrich has been an Assistant Professor (1974-78) and Associate Professor (1978-81) at Michigan State University. His M.A. and Ph.D. (1975) were earned at the University of Rochester. A colleague says of his work: "Few scholars can produce theoretical efforts which not only are relevant to but in fact can provide guidance for empirical research. Aldrich is one of the few." Another states that he "brings a high degree of econometric sophistication to interesting, theoretically motivated questions about voters and candidates."

Daniel A. Farber. Associate Professor, Law School

Daniel A. Farber's B.A., M.A., and J.D. (1975) are from the University of Illinois where he has been an Assistant Professor since 1978. His field is environmental law, and he has served as a clerk for the U.S. Supreme Court.

Essie Kariv Miller. Associate Professor, Chemistry, Institute of Technology

Essie Kariv Miller received her M.Sc. from Hebrew University and her Ph.D. (1967) from the Weizmann Institute of Science in Israel. She was a Senior Lecturer at Tel Aviv University (1973-76) and an Assistant Professor at Macalester College (1977-78). A colleague speaks of her work in stereoselective synthesis by means of electrochemistry as "a major contribution in this field."

John W. Firor. Senior Fellow, Hubert H. Humphrey Institute of Public Affairs

John W. Firor will be on leave from the National Center for Atmospheric Research in Boulder, Colorado, where he is Director of the Advanced Study Program, while holding his position here as Senior Fellow in the HHH Institute. His undergraduate degree (B.S.) was earned at the Georgia Institute of Technology, his M.S. and Ph.D. (1954) at the University of Chicago. He will be with the Global Environmental Policy Project of the HHH Institute and consulting with other faculties at the University on matters relating to atmospheric science and policy.

ACADEMIC PERSONNEL ACTIONS

September 1981

RETIREMENTS

William Hoffman as Professor Emeritus School of Social Work and Director Continuing Education in Social Work effective August 31, 1981

Roy A Schuessler as Professor Emeritus School of Music effective June 15, 1981

Elmer L Thomas as Professor Emeritus Food Science and Nutrition effective July 31, 1981

RESIGNATIONS

James R Burleigh Professor Plant Pathology effective August 31, 1981

William B Burton Professor and Chairman School of Physics and Astronomy effective August 21, 1981

Ronald T Schuler Associate Professor Agricultural Engineering effective September 15, 1981

Norman J Wilsman Associate Professor Veterinary Biology effective August 31, 1981

APPOINTMENTS

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Am.I.</u>	
	M	F	M	F	M	F	M	F	M	F
Faculty										
Regular	8	1		1						1
Non-Regular	36	15								
Academic Staff	21	18	1				1	1		
September Total	65	34	1	1			1	1		1

Note:

- \*1. Theodore V Galambos as Professor Civil and Mineral Engineering beginning September 16, 1981 at the rate of \$45,000 Term BP
- \*2. Paul C Royce as Dean School of Medicine Administration Duluth and Professor Clinical Sciences Duluth beginning December 1, 1981 at the rate of \$52,000 Term AP and \$8,000 Term AT administrative augmentation

\*Biographical information will be found at the end of the academic personnel section

- \*3. Andrew H Van de Ven as Professor School of Management beginning September 16, 1981 at the rate of \$55,000 Term BP
- \*4. Arthur L Norberg as Director Babbage Institute and Associate Professor Computer Science at the rate of \$46,000 Term AP beginning September 1, 1981
- \*Bruce E Clubb as Professor Law School for 1981-82 at \$64,000 Term LT
- \*James L Hetland Jr as Adjunct Professor Law School August 16 to December 31, 1981 at \$4,800 Term CAH29 (\$33,300 L rate)
- \*5. Frank B Cerra as Associate Professor Surgery August 1, 1981 to June 30, 1982 at the rate of \$80,000 Term AT

#### SPECIAL APPOINTMENTS

Requests for special appointments this month involve one emeritus regents' professor, six emeritus professors, two emeritus associate professors, one emeritus assistant professor, and one clinical assistant professor over retirement age. The departments or colleges by whom they are to be employed and the types of appointment are summarized below:

<u>College/Department</u>	<u>Percent Time</u>	<u>Hourly Rate</u>	<u>Dates</u>
Continuing Education and Extension			
Independent Study		X	7/1/81-6/30/82
		X	7/1/81-6/30/82
		X	7/1/81-6/30/82
College of Education			
Curriculum and Instruction	X		7/16/81-10/31/81
Law School			
	X		8/16/81-5/15/82
College of Liberal Arts			
Administration	X		8/1/81-7/31/82
Music		X	7/18/81-8/21/81
		X	9/16/81-6/15/82
Institute of Technology			
St Anthony Falls			
Hydraulic Laboratory		X	7/1/81-1/31/82
School of Physics and			
Astronomy		X	7/1/81-7/31/81
University of Minnesota,			
Duluth			
Dental Hygiene Program	X		9/1/81-2/28/82

## CHANGES IN STATUS

There are seven requests for changes in status this month, which involve the following categories:

Addition of administrative title	4
Change in faculty rank	2
Deletion of administrative title	1

### Note:

James S Terwilliger Professor Social Psychological and Philosophical Foundations of Education at \$29,100 Term BP to serve in addition as Interim Chairman at \$1,800 Term BT administrative augmentation for 1981-82

- Joyce M Kramer from Assistant Professor School of Social Development Duluth at \$21,000 Term MT for 1980-81 to Associate Professor at the rate of \$23,000 Term MC September 1, 1981 to May 31, 1984 (this appointment is subject to a special contract calling for a decision on or before April 15, 1983 with respect to continuing this appointment beyond the initial three year term)
- Jack S Mandel from Associate Professor and Assistant Director Epidemiology School of Public Health at \$36,000 Term AT to Associate Professor and Assistant Director Epidemiology School of Public Health at the rate of \$45,000 Term AP beginning September 16, 1981

## SALARY ADJUSTMENTS

There are nine requests for salary adjustments this month, which involve the following categories:

Professor	4
Clinical Professor	1
Associate Professor	2
Visiting Associate Professor	1
Instructor	1

## LEAVES OF ABSENCE

Frank D Hirschbach Professor German leave without salary December 16, 1981 to March 15, 1982 to do research on book on contemporary Germany with time to be spent in Minneapolis

Ronald T Lambert Professor of Education Curriculum and Instruction leave with salary September 16 to October 2, 1981 to participate in a Sino-American Cultural and Technical Exchange Program visiting colleges, schools, and child care centers in the People's Republic of China

Louise B Messer Professor Pediatric Dentistry School of Dentistry 55% time leave with salary September 16, 1981 to June 30, 1982 to assume a senior scientific fellowship awarded by the National Institutes of Health under the National Research Service award program of the Public Health Service with time to be spent in Minneapolis

Fred L Morrison Professor Law School leave with salary for 1981-82 to work in the area of local government law, constitutional law and constitutional law-related areas, and foreign and international law at the law firm of Popham, Haik, Schnobrich, Kaufman and Doty, Ltd. in Minneapolis (salary will be reimbursed by the law firm)

Russell G Thornton Professor Sociology continuation of leave with salary August 19 to September 15, 1981 and October 1 to December 15, 1981 to visit Indian reservations in northern Minnesota, northern Michigan, Canada and New York; attend the ASA meetings in Toronto, Canada and meet with Kingsley Davis on a research proposal on American Indian population history; visit the Weidner Library at Harvard; and state historical libraries in New England and the Newberry Library in Chicago all in accordance with research grant for study of the American Indian Family and Fertility

Andrew H Van de Ven Professor School of Management 50% time leave with salary and 50% time leave without salary for 1981-82 to do research on organizational behavior

Thomas D Bacig Associate Professor English Duluth 50% time leave without salary September 1 to November 30, 1981 to conduct negotiations on behalf of University Education Association with time to be spent in Duluth

Diane P Hedin Associate Professor Center for Youth Development and Research leave with salary November 1, 1981 to January 31, 1982 to participate in an exchange program with the University of Haifa, Israel

Niles H Jefferson Associate Professor General College 40% time leave with salary and 60% time leave without salary for 1981-82 because of disability

Charles E Sigmund Associate Professor General College 40% time leave with salary and 60% time leave without salary because of disability

Walter H Jopke Assistant Professor School of Public Health and Senior Sanitarian Boynton Health Service leave without salary August 12-25, 1981 for additional vacation

Stephen P Nachtsheim Research Associate University Computer Center and Associate Director Information Services leave without salary December 1, 1981 to December 31, 1982 to serve as Senior Consultant for Engineering computing at INTEL; work in graphics, CAD/CAM, networks, large computer management

#### SABBATICAL FURLOUGH

John W Newstrom Professor and Head Business Administration Duluth sabbatical furlough for 1982-83 to prepare the seventh edition of Human Behavior at Work: Organizational Behavior with time to be spent in Duluth and Tempe, Arizona

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

September 1981

Item No.	Position	Department	College	Pool	Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total		
						M	F	M	F	M	F	M	F	M	F	M	F	
1	Professor	Civil and Mineral Engineering	Institute of Technology	Applicants		13										13		
				Considered		4											4	
				Selected		1											1	
				**Faculty		24P 2N 3T		1P							1P 1T			32
2	Dean and Professor	Administration; Clinical Sciences Medicine, and Physiology University of Minnesota, Duluth	School of	Applicants		24	1									24	1	
				Considered		6											6	
				Selected		1											1	
				*Administrative		5P 1C											6	
3	Professor	Management	School of Management	Applicants		23	3									23	3	
				Considered		3	1										3	1
				Selected		1											1	
				**Faculty		40P 25N 2C 9T	5N							1P 2N 1T			80	5
4	Director and Associate Professor	Charles Babbage Institute; Computer Science	Institute of Technology	Applicants		11	1									11	1	
				Considered		3											3	
				Selected		1											1	
				**Faculty		7P 5N								2P 1N			15	
5	Associate Professor	Surgery	Medical School	Applicants		5										5		
				Considered		5											5	
				Selected		1											1	
				**Faculty		13P 19T		2T						2T			36	

Data Source: Department Composition (Academic Only), EEO-6 Data Base, April 1981  
 \*EEO-6 Category 1, Executive, Administrative, Managerial  
 \*\*EEO-6 Category 2, Faculty: Instructor, Research Associate and Research Fellow  
 \*\*\*EEO-6 Category 3, Professional Non-Faculty



## BIOGRAPHICAL INFORMATION

Theodore V. Galambos. Professor of Civil and Mineral Engineering

Dr. Theodore Galambos received his Ph.D. from Lehigh University in 1959 and was a faculty member there until 1965 when he moved to Washington University in St. Louis, Missouri. His reputation as an outstanding researcher in structural engineering is reflected by his membership in the National Academy of Engineering.

Paul C. Royce. Dean, School of Medicine, and Professor of Clinical Sciences, Duluth

Dr. Paul C. Royce received his M.D. degree from the University of Minnesota in 1952 and his Ph.D. from Case Western Reserve in 1959. He comes to the University of Minnesota, Duluth, from Robert Pacer Hospital in Pennsylvania where he has been Director of Medical Education since 1970. One of his colleagues speaks of the breadth of his activities thus: "In spite of the fact that he has been an active administrator, clinician, and teacher he has still found time to involve himself in some research activities."

Andrew H. Van de Ven. Professor, School of Management

Professor Andrew H. Van de Ven comes to the University of Minnesota from The Wharton School of the University of Pennsylvania where he has been a professor since 1975. He is described as "unquestionably now considered one of the premiere figures in organizational studies in the United States."

Arthur L. Norberg. Director, Babbage Institute, and Associate Professor of Computer Science

Dr. Arthur L. Norberg earned a B.S. and an M.S. degree in Physics and a Ph.D. in the History of Science from the University of Wisconsin, Madison (1974). He comes to the University from the University of California at Berkeley where he has been Research Historian at the Bancroft Library since 1973.

Bruce E. Clubb. Professor of Law

Professor Bruce E. Clubb has been invited to join the faculty of the Law School as Distinguished Lawyer in Residence during the 1981-82 academic year. He has been a partner in the law firm of Baker and McKenzie in Washington, D.C. since 1971. He is a 1958 graduate of the University of Minnesota Law School.

James L. Hetland, Jr. Adjunct Professor of Law

James L. Hetland is Senior Vice President of the First National Bank of Minneapolis and serves as their General Counsel. He received his law degree from the University of Minnesota and was a faculty member in the Law School from 1956 to 1973. He is very active in State and Municipal legal groups and has served in many capacities through appointment by the Minnesota Supreme Court.

Frank B. Cerra. Associate Professor of Surgery, Medical School

Dr. Frank B. Cerra joins the Medical School faculty as head of the Intensive Care Unit at the University Hospitals and at the St. Paul Ramsey Medical Center. He comes to the University from Buffalo General Hospital in Buffalo, New York and the State University of New York at Buffalo. Dr. Cerra has an M.D. degree from Northwestern University (1969).

## NONCAMPUS SERVICE REQUESTS

August 1981

The data provided below reflect the requests for approval of consulting and outside service agreements which have been received following the July Board of Regents' meeting. As Vice President for Academic Affairs, and on behalf of the President, I have examined these requests and certify that all conform to the Board of Regents' policies on Consulting and Outside Work and Outside Affiliations and the appropriate administrative policies relating to noncampus service, professional and consulting activity. All are recommended for approval.



Kenneth H. Keller  
Vice President for Academic Affairs

<u>Unit</u>	<u>*Academic Personnel in Unit</u>	<u>Number of Persons Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
<u>Administration</u>					
Men's Intercollegiate Athletics	29	2	3	2	---
<u>College of Agriculture</u>					
Agricultural and Applied Economics	44	1	1	1&1/2	---
Plant Pathology	27	1	1	1	---
<u>Colleges of Agriculture and Home Economics</u>					
Food Science and Nutrition	33	1	2	---	3&1/6
<u>College of Biological Sciences</u>					
Bell Museum of Natural History	13	1	1	4	---
Genetics and Cell Biology	23	1	1	1&1/4	---
<u>University Libraries</u>					
Walter Library	18	1	1	---	1&1/6
<u>Medical School</u>					
Family Practice and Community Health	47	1	1	3/4	---
Psychiatry	53	1	1	2	---

\*Numbers indicate full-time faculty and professional and administrative staff as of April 29, 1981.

<u>Unit</u>	<u>Academic Personnel in Unit</u>	<u>Number of Persons Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
<u>School of Public Health</u>	113	1	1	1&2/3	---
<u>College of Veterinary Medicine</u>					
Large Animal Clinical Sciences	28	2	2	2	---
Small Animal Clinical Sciences	14	1	1	1&1/2	---
<u>University of Minnesota Technical College, Waseca</u>					
Agricultural Production	7	1	1	---	1

ACADEMIC PERSONNEL ACTIONS  
SUPPLEMENTARY DOCKET

September 1981

CHANGES IN STATUS

Leslie V Martens from Professor Health Ecology School of Dentistry at \$46,000 Term AP to Professor and Chairman at the rate of \$48,000 Term AP and \$1,500 Term AT administrative augmentation beginning September 16, 1981

NONCAMPUS SERVICE REQUESTS

Edward M. Foster, Associate Dean and Professor, School of Management Professional services for State of Minnesota to chair Governor's Task Force on the State Finance Department (+1) (3)

FACULTY SINGLE QUARTER LEAVE

Ellen Ordway, Associate Professor of Biology, Division of Science and Mathematics, Morris, Fall Quarter 1981

NONCAMPUS SERVICE REQUESTS

September 1981

The data provided below reflect the requests for approval of consulting and outside service agreements which have been received following the docket prepared for the Board of Regents' information in August. As Vice President for Academic Affairs, and on behalf of the President, I have examined these requests and certify that all conform to the Board of Regents' policies on Consulting and Outside Work and Outside Affiliations and the appropriate administrative policies relating to noncampus service, professional and consulting activity. All are recommended for approval.



Kenneth H. Keller  
Vice President for Academic Affairs

<u>Unit</u>	<u>*Academic Personnel in Unit</u>	<u>Number of Persons Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
Administration					
Office of the Vice President					
Health Sciences					
Special Health Sciences Programs	14	1	1	4	----
College of Agriculture					
Agricultural Journalism	12	1	1	2&1/2	----
College of Home Economics					
Design	16	1	1	2&1/2	1&1/2
Graduate School	13	1	1	1&2/3	----
College of Liberal Arts					
Psychology	29	1	1	3	----
University Libraries					
Central Administrative Services	17	1	1	4	----
School of Management	82	1	1	----	1
Medical School					
Family Practice and Community Health	47	1	1	2	----

\*Numbers indicate full-time faculty and academic professional and administrative staff as of April 29, 1981.

<u>Unit</u>	<u>Academic Personnel in Unit</u>	<u>Number of Persons Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
School of Public Health	113	2	2	2&3/5	----
University of Minnesota, Duluth School of Business and Economics Business Administration	12	1	2	2	----

Note:

Andrew J. Hein, Assistant Dean, Graduate School

- + Professional services for American Association of Collegiate Registrars and Admissions Officers, Agency for International Development as a foreign credential analyst (1&2/3)

+ compensation in excess of expenses