

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS' MEETING

AND

REGENTS' COMMITTEE MEETINGS

June 5-6, 1980

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

June 5-6, 1980

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UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy and Long-Range Planning Committee  
Meeting with UMD American Indian Advisory Board

May 23, 1980

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents and the UMD American Indian Advisory Board was held on Friday, May 23, 1980, at 10:00 a.m. in the Regents Room of the University of Minnesota, Duluth Administration Building.

Regents present: Regent McGuiggan, presiding; Regents Dosland, Goldfine, Krenik, and Peterson.

Staff present: Vice President Wilderson; Secretary Wilson; Provost Heller; Baldave Singh, University Office of Minority and Special Student Affairs (OMSSA).

UMD American Indian Board members and guests present: Joe Aitken, Larry Aitken, Don Bibeau, Don Day, Edna Garte, Bruce Gildseth, Mick Gillespie, Don Gurnoe, Nora Hakala, William Houle, Don Ireland, Sharon Johnson, Paul Junk, Bob Martineau, Ruth Myers, Dennis Nelson, Robert Pozos, Tim Roufs, Gene Savage, Wendy Savage, Paul Schultz, Marlowe Smaby, Mike Swan, and Warner Wirta.

Larry Aitken presented William Houle, Chairman of the Fond du Lac Reservation, who greeted everyone in his native Ojibway language and urged that educators unite in one common goal of providing all people with an education.

Larry Aitken briefly noted the accomplishments of the Board and stated that the wishes of the AIAB would be to expand the Indian programs with funding allotted on an equitable basis.

Subcommittee reports were presented:

College of Letters and Science Subcommittee - Tim Roufs.  
American Indian Studies, a program of the College of Letters and Science, is the oldest Indian program at UMD. Compared to the Twin Cities campus and Bemidji State University, it is understaffed and underfunded. The Twin Cities campus American Indian Studies Program has four tenure track positions, seven non-tenure track positions, one part-time lecturer, one full-time secretary and one part-time secretary with an annual budget of \$200,000 for 160 FTE American Indian students. Bemidji State University has

seven faculty members with one full-time secretary with an annual budget of \$150,000 for 160 FTE American Indian students. UMD's American Indian Studies Program in the College of Letters and Science has one non-tenure track assistant professor and a part-time secretary with an annual budget of \$29,000 for 126 American Indian students. To meet the American Indian Studies' needs, the CLS Subcommittee recommends that the Board of Regents mandate a "line item" budget entry of \$46,500 per year for UMD American Indian Studies. This would fund two FTE, tenure track teaching faculty; a full-time secretary; and increase the SEE budget. The American Indian Studies Program request was indicated as the top priority item by the UMD American Indian Advisory Board.

School of Medicine Subcommittee - Ruth Myers and Robert Pozos.

Ruth Myers noted that promotion and tenure is earned by research and publishing, and asked that consideration be given to placing equal value on community service in granting P and T. Robert Pozos outlined the four areas of need for the American Indian Programs at the UMD School of Medicine: (Total proposed budget: \$172,500)

- 1) Support for the Indian staff administering the American Indian Programs (Native Americans into Medicine and Indians into Research Careers).
- 2) Support for an American Indian physician to join the medical staff.
- 3) Support for establishing a number of slots in the Medical School for educationally disadvantaged students with special emphasis on American Indians.
- 4) Support for expanding undergraduate opportunities in the life sciences for American Indian students at UMD.

School of Social Development Subcommittee - Warner Wirta.

To ensure that the SSD American Indian projects continue to maintain their success, the SSD Subcommittee asks the Board of Regents to support the following:

- 1) Continue to provide 1.5 to 1.7 faculty positions (hard money) to the School of Social Development American Indian Projects.
- 2) The assurance that the SSD American Indian Projects will not be reduced or altered without direct input of the SSD Subcommittee.

It was noted that no additional funds or positions are being requested by the School of Social Development.

Chemical Dependency Program - Eugene Savage. This project has been successful due to the cooperation between UMD and the Minnesota Chippewa Tribe, which sponsors the Indian Counsellor Alcoholism Training Program. The funding (on a year-to-year basis) is provided by the National Institute on Alcohol Abuse and Alcoholism, a department of HEW. It is recommended that the University of Minnesota fund the training project in its entirety and include these programs in the course offerings of UMD.

Student Concerns Subcommittee - Nora Hakala. These recommendations include:

- 1) That UMD receives its fair share of monies from the Legislative Special for Minority and Disadvantaged students.
- 2) That the Board of Regents support UMD's carry-over request for monies left from the Minority, Disadvantaged Proposal from FY 80. (Vice President Wilderson noted that Central Administration approved the carry-over of funds.)
- 3) Strongly urging that the Board of Regents support the expansion and further development of the American Indian Studies Program at UMD. (It was noted that, pending approval by the Board of Regents, Central Administration approved doubling the funding request for Minority and Disadvantaged student retention.)

College of Education Subcommittee - Don Day. The contentions of this subcommittee are to better the education of American Indian students by utilizing existing programs and developing new programs to meet the needs of Indian students, and to increase the enrollment of Indian students in the College of Education. Funding requested for two FTE tenure track assistant professors; SEE; travel to reservation, placement sites; and one FTE teaching assistant would be \$56,500 per year.

Anishinabe Club - Mike Swan, Wendy Savage. This Indian student organization fully supports the expansion of all American Indian Programs at UMD to increase the recruitment and retention of American Indian students. However, the top priority of the American Indian Student Organization (Anishinabe) is additional funding for the American Indian Studies Program in the College of Letters and Science. Wendy Savage, as a member of the Mayor's Higher Education Advisory Council, distributed a resolution from this Council recommending a re-evaluation of the formula for the allocation of funds for the American Indian Studies Program. Bob Martineau expressed the need for enrichment of Indian culture to the American Indians and shared his concern in providing a quality education for fellow Indian students. George Himango emphasized that cooperative efforts of staff and com-

munity members, and student involvement have proved to be successful in the American Indian Programs. Regent Goldfine suggested that City Government take an active financial role in supporting UMD's Indian Programs.

Paul Schultz summarized by applauding the AIAB's dedication in their mission of providing quality education for all. Through the development of Indian programs and staff, students have been encouraged to attend and utilize facilities at UMD. Joe Aitken suggested the Board prepare a one-page memo establishing priorities and budgetary figures to be sent to the Board of Regents.

The Regents complimented Board members on the effective, well-organized, and articulate presentations.

Provost Heller expressed his appreciation to Larry Aitken, Ruth Myers, and the UMD American Indian Advisory Board and to the Regents for their participation.

The meeting adjourned at 12:30 p.m.

Jan Quisling, Provost's Office



UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

June 5, 1980

A meeting of the Physical Plant & Investments Committee of the Board of Regents was held on Thursday, June 5, 1980, at 2:00 p.m. in the Regents Room, 238 Morrill Hall.

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

Staff present: Vice Presidents Johnson, Kegler, and Wilderson; Deputy Vice President Hueg; Secretary Wilson; Associate Vice President Zander; Assistant Vice President Hewitt; Provosts Frederick, Heller, and Sahlstrom.

Student Representatives present: Joe McLaughlin and Scott Moon.

MONTHLY REPORT  
VICE PRESIDENT FOR FINANCE

The committee voted unanimously to recommend approval of the Monthly Report of the Vice President for Finance for May, 1980, noting the write-off of \$94,706.00 for assignment of defaulted National Defense/Direct Student Loans to the U.S. Department of Education.

Also noted were the following new projects:

- 1) Upgrading of Heating Plant at the University of Minnesota Technical College at Waseca. The project is estimated to cost \$45,360 with funding provided from a 1978 legislative appropriation.
- 2) Energy retrofit, Condensation Meters to be installed at the University of Minnesota Technical College at Waseca. A 1978 legislative appropriation allotted \$24,000 for this project.

DEDICATION OF STRIP OF PROPERTY  
UNIVERSITY OF MINNESOTA - DULUTH

The committee voted unanimously to authorize the appropriate Administrative Officers to convey to the City

of Duluth, Minnesota an additional 10 feet of permanent right-of-way easement on the north side of College Street from 19th Avenue East to Fay Avenue allowing the city to construct a sidewalk that can be maintained and used year-round.

EAST BANK BOOKSTORE ADDITION  
WILLIAMSON HALL

Acting Vice President Johnson presented information to the committee on plans to complete a storage area which was deleted from the original building program when the Williamson Hall project was enlarged to include the Admissions and Records Department. He noted that Bookstore operations are inefficient with storage facilities in a remote building. He stated that the total square footage required is estimated not to exceed 7,000, at an estimated cost slightly less than \$400,000. He stated that action is not required by the committee and that funds are to be provided from Bookstores improvement reserves.

CENTENNIAL HALL FOOD SERVICE REMODELING

The committee reviewed for information plans to update and remodel the Centennial Residence Hall Food Service. Acting Vice President Johnson reported to the committee that the area is antiquated and has deteriorated, and the project is necessary to satisfy new codes for safety, health and sanitation, to achieve energy savings, to increase efficiency in the serving of food, and to create a more desirable dining facility for the residents. He further stated that the estimated cost of \$1,700,000 for the project will be funded from reserves for deferred maintenance and building and equipment replacement.

AUTHORIZATION TO SELL PERSONNEL BUILDING

The committee considered a resolution which would authorize the appropriate Administrative Officers to negotiate a sale of property at 2635-2651 University Avenue, St. Paul, for a price of not less than \$250,000. Acting Vice President Johnson reported that at the present time the University may have a potential buyer for the property and would like authority to go ahead with negotiations.

Regent Goldfine stated that he does not feel that the University should sell the property any other way than for cash and requested that the word cash be added to the resolution.

The committee then voted unanimously to recommend approval of the resolution with the added amendment.

## PURCHASE OF 2120 WEST LARPENTEUR

The committee voted unanimously to recommend approval of a resolution which would authorize University officers to negotiate the purchase of property located at 2120 West Larpenteur Avenue, City of Falcon Heights, Ramsey County, for a price not to exceed \$57,000. Acting Vice President Johnson noted that the property is surrounded on three sides by the St. Paul Campus and across Larpenteur Avenue by the University Golf Course.

## SUB-STATION EASEMENT - POLK COUNTY, CROOKSTON, MINNESOTA

The committee voted unanimously to approve the conveyance to Otter Tail Power Company, Fergus Falls, Minnesota perpetual right-of-way and transmission easement for the construction of a sub-station on a 40' x 40' parcel of land on the following described real estate in Polk County, State of Minnesota, to-wit: NW 1/4 of SW 1/4, Section 19, Township 150, Range 46.

## NESTLE PRODUCTS BOYCOTT

The committee considered action on a Senate resolution which requests that the Board of Regents direct the University Food Services to refrain from further purchases of Nestle products, and those of its subsidiaries, until Nestle stops all promotion of infant formula in less-developed countries.

Vice President Wilderson referred the committee to a letter written to Professor Purple from President Magrath which stated that President Magrath had taken the position that the boycott that was recommended by the Senate regarding Nestle products and subsidiaries was not within the traditional setting of an institution of higher learning. He also noted activities of the administration to cooperate with student groups supporting the boycott, namely a brand choice of food products in dormitories, and assistance with seminars and forums.

Student Representative Jim Gelbmann from the University of Minnesota-Morris asked if the students on the coordinate campuses could also be given an opportunity to participate in a food product brand test. Vice President Wilderson said that his request would be taken under consideration.

Regent Goldfine stated that he would not vote in favor of a boycott unless he had an opportunity to hear what the Nestle Corporation had to say regarding the situation.

Regent Moore stated that she feels there are a number of opinions as to what the committee would actually be voting on regarding the boycott. She stated that she feels the committee is not voting on the justness of the issue because that is not the point that the committee is considering. She stated that she feels the point to be voted on is the appropriateness of an institutional response to such an issue. She stated that she will be voting against a boycott because she does not feel that it is the appropriate method for a University response. She further stated that she hoped her decision would not be misinterpreted by the public. Regent Moore also stated that Nestle has many subsidiaries, which she feels the public is not aware of, such as Libby's, L'Oreal, and Stauffer's products and feels that more public exposure should be developed on the issue.

After further discussion, Regent Goldfine moved that the committee recommend to the Board of Regents that the University refrain from participating in a boycott of Nestle and Nestle subsidiary products.

The committee voted unanimously to support Regent Goldfine's motion.

The meeting adjourned at 2:45 p.m.

DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

June 5, 1980

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, June 5, 1980, at 3:25 p.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Unger, presiding; Regents Casey, Goldfine, Latz, Lebedoff, and Schertler.

Staff present: Vice President Wilderson; Secretary Wilson; Provost Imholte, and University Attorney Tierney.

Student Representatives present: Jim Gelbmann and Don Mashak.

RESPONSE TO MORRIS STUDENT CONCERNS

Vice President Wilderson presented a response to the concerns that were expressed by University of Minnesota Morris students at the May 8th meeting of the committee. He noted that presentations had been made by representatives of the Morris Campus Student Association, the Black Student Union, and the National American Student Association. He stated that most of the issues raised were important ones not just to the students, but to the entire UMM community as a whole and that some of the concerns are beyond the immediate control of the UMM administration. A response to each concern expressed was noted.

Vice President Wilderson also presented a progress report on the bus transportation between the Minneapolis and St. Paul campuses which was a concern expressed by the students from the St. Paul campus in February.

USE OF STANDARDIZED TESTS IN ADMISSION DECISIONS

The committee was presented with information regarding the use of standardized tests in admission decisions at the University of Minnesota. Vice President Wilderson stated that because of various bills before Congress and the State Legislature, several Regents had asked for

a briefing on the issues involved in the use of these tests. Specific information was presented by Mr. Leo Abbott, Director of Admissions. It was noted that the general assumption behind the University's use of test data for admissions is that test scores are a useful though incomplete indicator of the probability of success among applicants and that individual differences among applicants require individual review. It was also noted that test scores support a variety of other functions not related directly to the admissions decision such as course placement, advising, counseling and career planning.

A lengthy discussion ensued. It was noted that this item will be discussed at future meetings and that the material presented at this meeting was to give a general background of information on the subject.

#### RENEWED EMPHASIS ON HIGH ABILITY STUDENTS

The committee reviewed information presented on Merit-Based Scholarship Programs and the renewed emphasis on high ability students. Vice President Wilderson reported that during the past year, a University-wide Ad Hoc Committee, chaired by Dr. James Preus, was appointed to look at Merit-Based Scholarship Programs.

Dr. Preus presented the findings and recommendations from the Ad Hoc Committee. He noted that University Honors Programs are not well developed and, except for the College of Liberal Arts Honors Program, are represented only by departmental activities and honors courses in a few colleges. He stated that a more comprehensive and coordinated program is needed.

Dr. Preus presented a proposal outlining the basic elements of a University-wide program. He noted that the proposal emphasizes integration of Twin Cities activities relating to awards and honors programs and that interrelationships with coordinate campuses would be required. The nature of interactions between the central office and offices such as financial and prospective student services on coordinate campuses will have to be developed as the program is implemented.

Dr. Preus further reported that the Ad Hoc Committee recommends the establishment of a University Merit Award and Honors Office (M.A.H.O.) within the Office of Student Affairs. This office would be the primary point of contact between the University and high-ability students and its activities would be divided into four categories: scholarships, recruiting, honors programs and other activities. Discussion ensued regarding the various aspects of the Ad Hoc Committee's report. Regent Lebedoff stated that he

is very concerned with recruiting at the University and feels that much more could be done to attract the high-ability student.

Committee members expressed a desire for future reports on the implementation of the various phases of the Ad Hoc Committee report.

The committee adjourned at 5:00 p.m.

DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

June 5, 1980

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, June 5, 1980, at 3:30 p.m. in Room 300, Morrill Hall.

Regents present: Regent McGuiggan, presiding; Regents Dosland, Krenik, Moore and Peterson.

Staff present: President Magrath; Vice Presidents French, Hasselmo, and Linck; Dean Lilly.

Student Representatives present: Jim Clark and Greg Parenteau.

President Magrath addressed the committee regarding two items that will come before the committee in the near future. The first item is the Outreach Report and extension activity. He indicated that Vice President Linck has been the senior administrator who has worked on the Outreach project and he will continue to be the leader of the project within Academic Affairs. He presented a tentative timetable for discussion of the Outreach Report which included an overview of the report to be presented in September, and possible committee and Board endorsement of some basic outreach policies in November. President Magrath indicated he did not think the Board would be ready to implement every aspect of the report at that time, but it may be able to affirm a policy regarding outreach. Regent McGuiggan stated that the committee will discuss Continuing Education and Summer Session in July and this will provide a good background for discussion of the outreach report.

President Magrath also stated that the committee will be reviewing the institutional planning statement. He asked that committee members think about any necessary changes to be made in the second draft which they received.

KUOM COMMUNITY ADVISORY BOARD APPOINTMENT

Regent McGuiggan submitted for approval the recommendation that Betty Kane be appointed to the KUOM Community Advisory



Board to succeed Viola Hymes, who resigned.

The committee voted unanimously to recommend approval of the appointment.

#### MISSION STATEMENT REVIEW

Vice President Hasselmo reviewed the revised mission statement and outlined the changes made and some of the reasons for these changes. He indicated that since the mission statement was last discussed by the committee, it has been put through a consultation process involving directors, deans and the Senate Committee on Resources and Planning (SCRAP). Comments and suggestions from these groups have been assembled and analyzed by a subcommittee and changes have been made on that basis.

The committee voted unanimously to change Section IV, Paragraph 4 to read as follows:

4. In order to foster excellence and efficiency, the University will continually review its programs. Weak programs will be eliminated or revitalized. A major aim of the review process should be the elimination of needless duplication of programs within the state's entire system of postsecondary education.

Vice President Hasselmo presented a suggestion that Section IV, Paragraph 5 be revised to indicate that the University will cooperate with governmental bodies to facilitate access to the University's faculty, programs, and facilities, stressing cooperation to avoid opening the University up to intervention by government. The committee voted unanimously to have that type of language incorporated into the revised statement.

Regent McGuiggan presented a paragraph which referred to the University's land grant tradition. Vice President Hasselmo will integrate it into the mission statement and present it to the committee in July for action.

Vice President Hasselmo stated that the mission statement had been published in the June 5 Daily with an invitation to submit comments up to June 23. This was done to give the entire University community an opportunity to review the mission statement before it is adopted. All comments received will be reviewed and if any changes are required, the committee will be informed. The mission statement is tentatively scheduled for action in July.

## COLLEGE OF BUSINESS ADMINISTRATION PROGRAM REVIEW

David M. Lilly, Dean, College of Business Administration and faculty members of the College of Business Administration reviewed the program of the College as follows:

In Fall, 1979 CBA had 6,551 total students enrolled and 222 total faculty members, including deans. CBA has the highest student-faculty ratio in the University. The college has been accredited by the American Assembly of Collegiate Schools of Business since 1920 and is the only program in Minnesota to be fully accredited at the Bachelors' and Masters' level. A 10-year review of accreditation was conducted in January, 1980. The committee found the undergraduate curriculum does not fully conform to AACSB requirements and the number of full-time faculty is deficient. However, the committee found the new MBA program, including students, faculty and curriculum, to be first rate and indicated the general direction of movement is encouraging. The committee indicated it will recommend deferring action or accreditation for a year, pending a report on progress in remedying deficiencies. Action by the Accreditation Council is now pending.

A major problem with the College is shortage of space. 7,000 assignable square feet will be available in People's Center when renovation is complete, but more space is needed. New faculty members are coming in and there is no room for them.

Another problem the College faces is that as it expands the faculty at the present rate, the quality must also be improved. Dean Lilly stated that any time you respond to a demand by increasing output substantially, you also have a quality control problem and he indicated this is something they are working on.

The College of Business Administration has a Board of Overseers, which acts as an advisory body to the college administration. Members of the Board meet in small groups quarterly and the entire Board meets annually. Many of the members of the Board are participants in two programs in the CBA where outside people come in and discuss problems in business with the students.

Dean Lilly indicated a commitment to meet the accreditation standards by 1981-82, to make the College responsive to the needs of the state and to generally improve the College. One of the strategies to carry out these commitments is to sell the programs to business at a profit, raise funds in such a way as to require continued attention to business needs and to maintain the current level of corporate support.

Chairman McGuiggan expressed the appreciation of the committee for the excellent report.

OLD BUSINESS

Regent McGuiggan noted that the following program has been favorably reviewed by the Minnesota Higher Education Coordinating Board:

Certificate in Aging Studies, General College,  
Twin Cities.

Regent McGuiggan presented information on the committee's meeting in Duluth with the American Indian Advisory Board and there was a brief discussion.

Regent McGuiggan indicated plans will be made to meet with the American Indian Advisory Board for the Twin Cities Campus so they can present their needs and problems for committee review.

The committee adjourned at 4:45 p.m.

DUANE A. WILSON, Secretary

Year 1979-80

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty and Staff Affairs Committee

June 5, 1980

A meeting of the Faculty and Staff Affairs Committee of the Board of Regents was held on Thursday, June 5, 1980, at 2:00 p.m. in Room 300, Morrill Hall.

Regents present: Regent Schertler, presiding; Regents Casey, Dosland, Latz, McGuigan, and Unger.

Staff present: President Magrath; Vice Presidents French and Linck; Secretary Wilson; Associate Vice President Odegard; Assistant Vice President Robinett; University Attorney Tierney.

Student Representatives present: Whitney Pauly and Alternate Tim Klinkner.

PERSONNEL

Acting Vice President Linck submitted for approval a list of personnel items and informed the committee of a number of special appointments and promotions.

Regent Unger commented that Alex M. Johnson, Jr. has been appointed as Associate Professor in the Law School, effective September 16, 1980. He commended the people responsible for this appointment, since Professor Johnson is to be the first minority member of the faculty of the Law School for some time.

It was pointed out that two appointments to the staff of the Office of Development and Office of the University Foundation were listed - one in the docket materials and one on a separate hand-out. Vice President Linck indicated that these appointments are on two different campuses; Malin B. Dreon at UMD and Catherine R. Day at the Minneapolis Campus.

There was an extensive discussion regarding the role the committee should take in personnel actions. Regent Dosland suggested the committee should establish a structure for the departments and a salary and expense budget. He stated the administrators should then be allowed to hire who they feel is qualified and if any problems arise with such appointments, then the committee should become involved at that point.

Regent Latz suggested that a subcommittee be set up to review all the materials received by the committee with Academic Affairs personnel in order to simplify what kind of information the committee should be given for review and action. He felt the committee should review matters involving unusual circumstances. In all other cases, the administration should make the determination.

It was also suggested that Associate Vice President Odegard present an overview of the Office of Development and the University Foundation to the committee. President Magrath endorsed the suggestion that Mr. Odegard review his office with the committee, or with the entire Board. President Magrath indicated that the fund raising operation over the last three years has averaged \$35 million between the Foundation and internal operations; latest data shows the University ranks sixth nationally and exceeds all other public universities. Regent Schertler stated that the Chronicle of Higher Education recently listed the University of Minnesota as the top public institution in the country in terms of fund raising. President Magrath voiced support for Regent Latz's suggestion that a subcommittee be established to review the materials to be presented to the committee. He indicated that much of the information brought before the committee takes them away from discussing policy issues and looking at broader questions.

After additional discussion, the committee voted unanimously to recommend approval of the personnel items.

#### NONCAMPUS SERVICE REQUESTS

Acting Vice President Linck recommended for approval a list of Noncampus Service Requests by faculty members. He indicated that some of the Regents have asked about the total obligation of individuals listed under Noncampus Service Requests, and from now on the total number of days per month the faculty member is committed will be indicated. Regent Latz requested that a breakdown be given as to compensated and non-compensated time; Vice President Linck indicated that this would be done.

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

#### CIVIL SERVICE CLASS CHANGES

Personnel Services Representative Jean Sugnet and Personnel Services Manager John Erickson presented the following Civil Service Class Changes:

1. New classification #3522, Senior Licensed Practical Nurse, \$941-1162 (C12) (\$995-1216 - July 1), Schedule C, effective June 16, 1980.

2. New classification #3544, Operating Room Licensed Practical Nurse, \$915-1126 (C11) (\$969-1180 - July 1), Schedule C, effective June 16, 1980.
3. New classification #3545, Senior Operating Room Licensed Practical Nurse, \$999-1235 (C14) (\$1053-1289 - July 1), Schedule C, effective June 16, 1980.
4. Pay range change of Class #3234, Dental Prosthetic Technician, from \$1162-1489 (C19) to \$1235-1634 (C21) (\$1289-1688 - July 1), effective July 1, 1980.
5. Pay range change of Class #3236, Dental Ceramic Technician, from \$1162-1489 (C19) to \$1235-1634 (C21) (\$1289-1688 - July 1), effective July 1, 1980.
6. Title and pay range change of Class #3574 from Associate Director, Nursing to Associate Director, Nursing Services, from \$1846-2490 (A19) to \$1916-2589 (A20) (\$1970-2643 - July 1), effective June 16, 1980.

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

#### SINGLE QUARTER LEAVE RECOMMENDATIONS

Acting Vice President Linck recommended for approval five single quarter leaves.

The committee voted unanimously to recommend approval of the recommended single quarter leaves.

#### REQUEST FOR CONTINUING EMPLOYMENT BEYOND 70

John R. Loza, Personnel Service Manager, presented the request of Henry Blackburn, M.D., Professor and Director, Laboratory of Physiological Hygiene, School of Public Health, that the Laboratory of Physiological Hygiene be allowed to re-employ Nedra Foster on a temporary basis for one year in accord with Civil Service Rules.

The committee voted unanimously to recommend approval of the re-employment of Nedra Foster.

#### PROMOTIONS AND TENURE RECOMMENDATIONS

Acting Vice President Linck presented the promotion and tenure recommendations to the committee for approval.

The committee voted unanimously to recommend approval of the promotion and tenure recommendations.

## RATE ARRANGED CONCEPT AND ADMINISTRATION

The agenda item on Rate Arranged Concept and Administration was delayed until the July meeting due to time constraints.

## ACADEMIC PERSONNEL SYSTEM STUDY

Vice President Robinett presented the report of the study of the academic personnel system. She stated that through interviewing and research, the committee members gained insights into strategies to improve the system, but that it may be a lengthy process. She noted plans for speeding up the flow of routine personnel documents, as well as plans to identify and train key individuals to handle problem documents.

The key to the entire plan she noted is retention of the payroll copy in the individual's personnel papers until the appointment process is complete.

Vice President Robinett indicated that it is intended that the specific procedures be in use by early Fall.

Discussion followed on Dr. Robinett's presentation.

Regent Schertler indicated that this meeting was the last time that Vice President Linck would be before the committee in the capacity of Acting Vice President and thanked him for his patience and help in working with the members of the committee.

Vice President Linck thanked Betty Robinett and members of his staff for their support over the last year.

Regent Dosland stated that previously proposals were made for changing the staff of certain offices, including the University Attorney's office and some salary adjustments and also discussions were had regarding the E track personnel system. He stated that the committee developed an understanding of E track through briefings, and questioned whether these matters were going to be decided by the committee, or if they had been laid over permanently. President Magrath indicated that Chairman Moore and Vice Chairman Latz had raised the same question earlier in the week. Vice President Linck stated that his office is in the process of rewriting the E track proposal and will be prepared to bring the item without constraints imposed by collective

bargaining matters to the Board shortly. The President suggested that it be on the agenda for information in July or August and for action in September. He further indicated that Dean Stein, chairman of the committee studying the legal service needs of the University, will have a report prepared shortly and after review by the President's office, will be sent to the Board.

The committee adjourned at 3:00 p.m.

DUANE A. WILSON, Secretary



Year 1979-80

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

June 6, 1980

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, June 6, 1980, at 8:30 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Moore, presiding; Regents Casey, Dosland, Goldfine, Krenik, Latz, Lebedoff, McGuiggan, Peterson, Schertler, and Unger.

Staff present: President Magrath; Vice Presidents French, Hasselmo, Johnson, Kegler, Keller, Linck, and Wilderson; Secretary Wilson; Assistant Vice President Robinett; Provosts Heller, Imholte, and Sahlstrom; University Attorney Tierney.

Student Representative present: Joe McLaughlin.

1980-81 BUDGET

President Magrath presented the 1980-81 budget for approval. He stated that although he recommends approval, he feels the budget is inadequate with regard to faculty salary adjustments of 7 percent and supplies and expenses, but he indicated the University must work within the resources that are currently available.

Vice President Johnson reviewed the budget document for the committee. The document includes the statements of resources and expenditures from all sources.

The total budget being submitted for 1980-81 is \$658 million, as compared to \$608.5 million for the current year. This represents an increase of 8.1 percent.

After a lengthy discussion, the committee voted unanimously to approve the 1980-81 budget.

1981-83 BIENNIAL REQUEST

President Magrath presented a recommendation for system-wide funding for repairs and maintenance. He further

indicated that at the July meeting proposals and recommendations will be presented regarding faculty salaries and supply and expense increases.

A concern was expressed regarding an increase in the Biennial Request from \$500,000 to \$2 million for the item transit agency charges. President Magrath indicated that this increase was due to fiscal problems of the MTC, which dictate the change. Vice President Kegler further responded, stating that the earlier figure anticipated a larger subsidy from the 1980 Legislature, which the MTC did not receive.

Another concern was stated regarding the projected costs for leased property, which almost doubled in order to meet inflation effects. Vice President Johnson indicated that this is an inflationary increase because the leases are up and the new rates are higher. He also indicated that they are trying to reduce the amount of property that the University must lease.

After a general discussion, the committee voted unanimously to approve the 1981-83 Biennial Request with the exception of proposed faculty salary adjustments and the supply and expense requests.

#### RECIPROCITY AGREEMENT WITH WISCONSIN

President Magrath presented the Reciprocity Agreement with Wisconsin for information and noted that the proposed Agreement was for a 10-year period.

Vice President Kegler reviewed the proposed Agreement and he addressed some questions which had been raised previously. One question was regarding the commitment of the University of Minnesota to the Veterinary Medicine School component if for some reason the proposed College of Veterinary Medicine was not established at the University of Wisconsin. The question was raised regarding Wisconsin's progress on its veterinary medicine school and Vice President Kegler indicated that the project is moving forward on schedule.

Vice President Kegler provided the committee with the following figures, based on Fall, 1979 enrollments: 6,900 Minnesota residents attend school in Wisconsin and 3,133 Wisconsin residents come to Minnesota. Of that 3,133, two-thirds attend the University of Minnesota system; 1,890 at the Twin Cities Campus. These figures have remained relatively constant during the entire period of the current Agreement.

One major reservation that was expressed was that the Agreement was for a 10-year period with no opportunity

for change unless agreed to by both parties. President Magrath stated that he would prefer that the agreement be effective for a 4 or 5-year period with a review at that time.

President Magrath indicated that the administration would prepare a paper answering the questions raised at the meeting and the matter will be on the agenda in July for further discussion and possible action.

#### HOSPITAL RENEWAL PROJECT UPDATE

Vice President French reported that the University Hospitals Renewal Project remains on schedule. The current project cost estimate is \$232.5 million.

The Certificate of Need application is being developed for submittal in August, 1980. It is anticipated that the review and approval process will be completed by late 1980.

#### H H H INSTITUTE ADVISORY COMMITTEE MEMBERSHIP

Regent Moore indicated to the committee that the following members of the H H H Institute Advisory Committee have expressed interest in re-appointment for a three-year term:

Eugenie Anderson  
Burton Joseph  
Mary Jo Richardson  
Walter Shorenstein

She further reported that the following individuals have been suggested to replace Vernon Jordan and Yvonne Brathwaite Burke:

Warren M. Robbins, Director of the Museum of African Art, Washington, D.C.  
Frank B. Gibney, Vice President, Encyclopaedia Britannica, Inc., Chicago, Illinois.

The committee voted unanimously to recommend that the nominees be elected to the Advisory Committee for 3-year terms effective July 1, 1980.

President Magrath suggested that with the advent of a permanent director of the Institute, in the next few months the committee should address the relationship of the Advisory Committee to the Board of Regents and to the Institute. Regent Moore suggested that in order to structure these discussions, she and President Magrath should meet

with the Regents who serve on the Advisory Committee to prepare recommendations for the consideration of the Committee of the Whole.

The committee adjourned at 10:00 a.m.

DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

June 6, 1980

A meeting of the Board of Regents of the University of Minnesota was held on Friday, June 6, 1980, at 10:20 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Casey, Dosland, Goldfine, Krenik, Latz, Lebedoff, McGuiggan, Moore, Peterson, Schertler, and Unger. President Magrath presided.

Staff present: Vice Presidents French, Hasselmo, Johnson, Kegler, Keller, Linck, and Wilderson; Secretary Wilson; Assistant Vice President Robinett; Provosts Heller, Imholte, and Sahlstrom; University Attorney Tierney.

RECOGNITION OF DR. JAMES B. SERRIN

Recognition was made of Dr. James B. Serrin, Regents Professor of Mathematics, upon his election to the National Academy of Sciences.

RECOGNITION OF REGENTS PROFESSORS

President Magrath recognized the following individuals who were appointed Regents' Professors in April, 1980:

Dominick Joseph Argento, Regents Professor of Music  
Stanley Dagley, Regents Professor of Biochemistry  
Lawrence Markus, Regents Professor of Mathematics  
Dennis W. Watson, Regents Professor of Microbiology

ANNUAL MEETING

Chairman Moore presented a proposed meeting schedule of the Board of Regents for 1980-81 and after a short discussion the Board of Regents voted unanimously to approve the following meeting schedule for 1980-81:

July 10-11, 1980  
August 7-8, 1980  
September 4-5, 1980  
October 16-17, 1980  
November 13-14, 1980  
December 11-12, 1980

January 8-9, 1981  
February 12-13, 1981  
March 12-13, 1981  
April 9-10, 1981  
May 7-8, 1981  
June 11-12, 1981

It was noted that there is a possibility the August meeting will not be held, but that a final decision will be made at the July meeting. It was also noted that an invitation was presented from Provost Frederick to host the October, 1980 Board of Regents meeting on the University of Minnesota Waseca campus. Regent Schertler emphasized the importance of having the Board plan at least one if not two visits per year to coordinate campuses and other outside locations.

#### APPROVAL OF MINUTES

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

Physical Plant & Investments Committee -  
May 8, 1980  
Student Concerns Committee -  
May 8, 1980  
Educational Policy & Long-Range Planning Committee -  
May 8, 1980  
Faculty and Staff Affairs Committee -  
May 8, 1980  
Committee of the Whole -  
May 9, 1980  
Board of Regents -  
May 9, 1980

#### REPORT OF THE CHAIRMAN

Chairman Moore called attention to a new brochure entitled "Profile of the Twin Cities Campus", which had been prepared by University Relations. She stated that the purpose of this new brochure is to present general information and a pictorial flavor of the University of Minnesota Twin Cities campus and that it will be used as introductory material for visitors to the campus. Regent Moore stated that she thought this brochure was excellently done and complimented those who played any part in its design and content.

#### REPORT OF THE PRESIDENT

President Magrath noted that while honoring special students and groups from the University of Minnesota, Morris at the May meeting, the success of the Women's Basketball Team at

Morris was inadvertently omitted and he wanted to acknowledge the team and congratulate them on their success.

President Magrath also reviewed the progress of three searches that are presently being conducted for the Vice President of Finance, the Deanship of the College of Education at the University of Minnesota, Duluth and the Deanship of the Medical School at the University of Minnesota, Duluth.

He also commented on the interest that the Board has expressed in the Outreach Report. A schedule has been prepared for the review of the Report by the Educational Policy and Long-Range Planning Committee.

#### GIFTS

Associate Vice President Robert Odegard presented the monthly list of gifts to the University of Minnesota. The Board of Regents voted unanimously to approve the gifts. Documentation is filed supplement to the minutes, No. 21,437.

#### CONTRACT AND GRANT AWARDS

Acting Vice President Linck submitted for approval the contract and grant awards for the previous month.

The Board of Regents voted unanimously to approve the contract and grant awards. Documentation is filed supplement to the minutes, No. 21,438.

#### APPLICATIONS FOR CONTRACTS AND GRANTS

Acting Vice President Linck submitted for approval the applications for contracts and grants.

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

#### RECOGNITION OF HORACE T. MORSE-AMOCO AWARD WINNERS

The following faculty members were recognized as 1980 Horace T. Morse-Amoco Foundation Award recipients from the Twin Cities and Duluth campuses for outstanding contributions to undergraduate education:

Professor Richard Ashmun, Vocational and Technical  
Education

Associate Professor Robert Brown, Jr., English

Professor Jerome Gates, Communication and Philosophy

Assistant Professor Eugene Grossman, Psychology,  
Duluth  
Professor Lura Morse, Food Science and Nutrition

RECOGNITION OF INSTITUTE OF TECHNOLOGY  
ALUMNI SOCIETY GEORGE TAYLOR AWARD WINNERS

Recognition was made of three faculty members from the Institute of Technology - Assistant Professor Thomas Johnson, Professor Johannes Nitsche, and Associate Professor Richard Borch - as recipients of the Institute of Technology Alumni Society George Taylor Award.

RECOGNITION OF THE UNIVERSITY OF MINNESOTA - WASECA  
SOILS JUDGING TEAM

Recognition was given to the University of Minnesota Technical College at Waseca Soils Judging Team for the achievement in winning the 1980 National Association of College and Teachers of Agriculture Soils Judging Contest held at the Ohio State University Agricultural Technical Institute in Wooster, Ohio.

REPORT OF THE COMMITTEE OF THE WHOLE

Regent Moore, Chairman of the committee, reported that mail ballots had been distributed to members of the committee during the past month regarding recommendations from the All-University Honors Committee and that the ballots had been returned indicating a unanimous recommendation for approval of the recommendations of the All-University Honors Committee. Documentation is filed supplement to the minutes, No. 21,439.

She further reported that the committee voted unanimously to recommend approval of the following actions:

- a) Approval of the 1980-81 Budget. Documentation is filed supplement to the minutes, No. 21,440.
- b) Approval of the 1981-83 Biennial Request, with the exception of proposed faculty salary adjustments and supply and expense requests. Documentation is filed supplement to the minutes, No. 21,441.
- c) Approval of the appointment of Warren M. Robbins and Frank B. Gibney as members of the Hubert H. Humphrey Institute of Public Affairs Advisory Committee for terms of three years each effective July 1, 1980.



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

Regent Moore further reported that the committee also reviewed for information a proposed Reciprocity Agreement with Wisconsin and received an update on the Hospital Renewal Project.

#### REPORT OF THE PHYSICAL PLANT & INVESTMENTS COMMITTEE

Regent Krenik, 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 May, 1980, noting the write-off of \$94,706 for assignment of defaulted National Defense/Direct Student Loans to the U.S. Department of Education. Also noted were the following new projects:
  - 1) Upgrading of Heating Plant at the University of Minnesota Technical College at Waseca. The project is estimated to cost \$45,360 with funding provided from a 1978 legislative appropriation.
  - 2) Energy retrofit, Condensation Meters to be installed at the University of Minnesota Technical College at Waseca. A 1978 legislative appropriation allotted \$24,000 for this project.

Documentation is filed supplement to the minutes, No. 2],442.

- b) Approval of resolution regarding dedication of 10 foot strip, north side of College Street, Duluth campus, as follows:

RESOLVED, that on the recommendation of the President and the Acting Vice President for Finance, the appropriate Administrative Officers are authorized to convey to the City of Duluth, Minnesota an additional 10 feet of permanent right-of-way easement on the north side of College Street from 19th Avenue East to Fay Avenue allowing the city to construct a sidewalk that can be maintained and used year-round.

- c) Approval of resolution regarding Purchase Agreement for sale of Personnel Building, as follows:

RESOLVED, that on the recommendation of the President and the Acting Vice President for Finance, the appropriate Administrative Officers are authorized to negotiate a sale of property at 2635-2651 University Avenue, St. Paul, for a price of not less than \$250,000, cash.

- d) Approval of a resolution regarding purchase of 2120 West Larpenteur, as follows:

RESOLVED, that on the recommendation of the President and the Acting Vice President for Finance, the appropriate Administrative Officers are authorized to negotiate the purchase of property located at 2120 West Larpenteur Avenue, City of Falcon Heights, Ramsey County, for a price not to exceed \$57,500.

- e) Approval of resolution regarding Sub-Station Easement - Polk County, Crookston, Minnesota, as follows:

RESOLVED, that on the recommendation of the President and the Acting Vice President for Finance, the appropriate Administrative Officers are authorized to convey to Otter Tail Power Company, Fergus Falls, Minnesota perpetual right-of-way and transmission easement on the following described real estate in Polk County, State of Minnesota, to-wit: The south 40 feet of the north 230 feet of the east 40 feet of the west 73 feet. NW 1/4 of SW 1/4, Section 19, Township 150, Range 46.

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

Regent Krenik also reported that the committee voted unanimously to recommend that the University refrain from participating in a boycott of Nestle and Nestle subsidiaries and moved approval of the committee action.

Regent Latz submitted the following substitute motion for the Board's approval:

WHEREAS, the University of Minnesota is concerned for the health and well being of all persons; and

WHEREAS, there is evidence that Nestle, a manufacturer of infant formula, is using inappropriate measures to promote the use of such infant formula in Third World Countries; and

WHEREAS, the University Senate, as a result of a study by the Senate Committee on Social Concerns, has recommended that the University refrain from further purchases of food products from Nestle and its subsidiaries until Nestle stops all promotion of infant formula in Third World Countries.

THEREFORE, BE IT RESOLVED, that the appropriate administrative officers are directed to refrain from further purchases of food products from Nestle and its subsidiaries effective with the adoption of this resolution;

RESOLVED, FURTHER, that the Board of Regents review this action in January, 1981.

Discussion ensued with Regents Schertler and Unger expressing support for the substitute motion. Regent Goldfine stated that he has received an enormous amount of correspondence supporting a boycott, but has received no detailed information from Nestle Corporation and feels that it would be inappropriate to support the substitute resolution without more information.

Further discussion ensued regarding the appropriateness of a university supporting a boycott and taking a stand on social concerns. Regent Unger stated that he feels that the Board is inconsistent in voting for matters dealing with social concerns. He noted that the Board found it appropriate to vote on such matters as divestiture of stocks in corporations doing business in South Africa and the Equal Rights Amendment.

Regent Dosland pointed out that the Regents have a fiduciary responsibility to the University with regard to the divestment issue and that it would therefore be quite appropriate for the University to vote on the divestment issue.

After further discussion, the Board of Regents voted by a majority of 8 to 3 against the substitute motion.

The Board of Regents then voted by a majority of 8 to 3 to support the motion that the University of Minnesota refrain from participating in a boycott of the Nestle Corporation and Nestle subsidiaries. Regents Latz, Schertler, and Unger voted against the motion.

Regent Krenik further reported that the committee also reviewed plans to complete a storage area in Williamson Hall and plans to update and remodel the Centennial Residence Hall Food Service.

#### REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Unger, Chairman of the committee, reported that the committee was presented with responses to the concerns that were expressed by University of Minnesota, Morris students at the May meeting and that a progress report on the bus transportation between the Minneapolis and St. Paul campuses which was a concern of Twin Cities students was also presented.

He further reported that the committee also received the first of three reports regarding the use of standardized tests in admission decisions at the University of Minnesota and reviewed a proposal for Merit-Based Scholarship programs.

#### REPORT OF THE EDUCATIONAL POLICY & LONG-RANGE PLANNING COMMITTEE

Regent McGuiggan, Chairman of the committee, reported that the committee voted unanimously to approve the following actions:

- a) Approval of the appointment of Betty Kane to the KUOM Community Advisory Board.
- b) Approval to change Section IV, Paragraph 4 of the proposed Mission Statement to read as follows:
  - 4) In order to foster excellence and efficiency, the University will continually review its programs. Weak programs will be eliminated or revitalized. A major aim of the review process should be the elimination of needless duplication of programs within the state's entire system of postsecondary education.

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

Regent McGuiggan further reported that the committee received an update from President Magrath regarding the Outreach Report, noting that continued discussion of the Report is scheduled for the September, October, and November meetings. He also noted that the Institutional Planning Statement pre-

pared by President Magrath will be sent to members of the Board of Regents for review.

Regent McGuiggan also reported that the committee received an excellent Program Review of the College of Business Administration.

He also noted that the Certificate in Aging Studies, General College, Twin Cities, was favorably reviewed by the Minnesota Higher Education Coordinating Board and presented information on the committee's meeting in Duluth with the American Indian Advisory Board.

#### REPORT OF THE FACULTY AND 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 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. 21,443.
- d) Approval of Single Quarter Leave Recommendations. Documentation is filed supplement to the minutes, No. 21,444.
- e) Approval of re-employment of Nedra Foster.
- f) Approval of Promotion and Tenure Recommendations. Documentation is filed supplement to the minutes, No. 21,445.

The committee voted unanimously to approve the recommendations of the Faculty and Staff Affairs Committee.

Regent Schertler further reported that the committee also reviewed for information a report of the study of the procedures involved in the academic personnel system and that the

agenda item on the Rate Arranged Concept and Administration was delayed until the July meeting.

The meeting adjourned at 12:25 p.m.

DUANE A. WILSON, Secretary

## ACADEMIC PERSONNEL ACTIONS

## AMENDMENTS OF MINUTES

May 9, 1980, Eldon B Berglund Professor Family Practice and Community Health and Pediatrics 50% time leave without salary March 1 to June 30, 1980 to read 50% time leave without salary March 1-31, 1980 and 34% time leave without salary April 1 to June 30, 1980 on account of disability

October 13, 1978, Richard D Brunning Professor Laboratory Medicine and Pathology sabbatical furlough September 1, 1979 to August 31, 1980 to read September 1, 1979 to April 30, 1980 (study completed)

## BUDGET CORRECTIONS

Douglas Lewis Professor Philosophy from \$24,000 Term BP to the rate of \$25,400 Term BP beginning September 16, 1980

Grover Maxwell Professor Philosophy and Director of Center for Philosophy of Science from \$35,900 Term BP to the rate of \$37,400 Term BP beginning September 16, 1980

Carl J Witkop Jr from Professor School of Dentistry-Oral Pathology and Genetics at \$49,000 Term AP to Professor and Director without change in salary rate or term beginning July 1, 1980

Norman O Dahl Associate Professor and Chairman Philosophy from \$23,650 Term BP and \$3,000 Term BT administrative augmentation to the rate of \$24,000 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1980

## RETIREMENTS

Harold F Ameman as Professor Emeritus Soil Science effective June 30, 1980

Margaret D Doyle as Professor Emeritus Food Science and Nutrition effective June 15, 1980

Ralph W Marsden as Professor Emeritus Geology Duluth effective May 31, 1980

Mary E Ryan as Associate Professor Emeritus Agricultural and Applied Economics effective June 30, 1980

Arthur E Smith as Professor Emeritus Art Duluth effective May 31, 1980

## RESIGNATIONS AND NON-REAPPOINTMENTS

Steven D Douglas Professor Medicine and Microbiology effective June 30, 1980

Robert C Kiste Professor Anthropology on leave without salary effective June 30, 1980

Milton A Trapold Professor Psychology on leave without salary effective April 15, 1980

Joseph P Vavra Professor Soil Science effective April 30, 1980

Peter F Coccia Associate Professor Pediatrics effective June 30, 1980

Charles Jorgensen Associate Professor Medicine effective June 30, 1980

Michael F Miller Assistant Professor Mathematical Sciences Duluth effective May 31, 1980

Alfred G Ericksen Head Swimming Coach Men's Intercollegiate Athletics effective June 15, 1980

#### 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
Docket Appointments										
June only	2	1	1							
July through June	49	9	1		1		1		1	
Non-docket Appointments										
June only	30	8								
July through June	314	137	4	4	6	2	22	3	1	

1. Jerome J Rottier as Professor and Chairman Division of Education Morris August 16, 1980 to June 15, 1984 Term KC (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)
2. Alex M Johnson Jr as Associate Professor Law School September 16, 1980 to June 15, 1983 at the rate of \$27,500 Term BC (this appointment is subject to a special contract calling for a decision on or before June 15, 1982 with respect to continuing this appointment beyond the initial three year term)
3. Joel R Leininger as Associate Professor Veterinary Pathobiology July 1, 1980 to June 30, 1983 at the rate of \$33,000 Term AC (this appointment is subject to a special contract calling for a decision on or before April 15, 1982 with respect to continuing this appointment beyond the initial three year term)
4. Catherine R Day as Development Officer Office of Development and University of Minnesota Foundation for 1980-81 at \$28,000 Term AE



Winston R Maxted continuation of appointment as Visiting Professor Pediatrics and Microbiology July 1 to September 30, 1980 at \$9,252 Term CT (\$37,006 A rate)

Charles H Swanson as Adjunct Professor Chemical Engineering and Materials Science March 16 to June 15, 1980 at the rate of \$4,500 Term BTH25 (\$18,000 B rate)

#### SPECIAL APPOINTMENTS

Ernst R G Eckert Regents Professor Emeritus Mechanical Engineering to continue to serve as Regents Professor July 1, 1980 to June 30, 1981 at \$2,833 per month for 50% time (75 years of age)

Charles H McLaughlin Professor Emeritus Political Science to serve as Professor Continuing Education and Extension April 16-30, 1980 at \$50.00 per hour (71 years of age)

R Dale Miller Professor Emeritus Music Duluth to serve as Professor September 1, 1980 to February 28, 1981 at \$1,695 per month for 50% time (71 years of age)

Burton Paulu Professor Emeritus University Media Resources-TV to continue to serve as Professor Continuing Education and Extension April 16 to May 15, 1980 at \$50.00 per hour (69 years of age)

Grace C Peterson Assistant Professor Emeritus Mathematical Sciences Duluth to serve as Assistant Professor March 1 to May 31, 1980 at \$669 per month for 35% time (66 years of age)

Imengard G Malmo as Lecturer MacPhail Center for the Arts March 1 to June 30, 1980 at \$10.00 per hour (88 years of age)

Selma L Toy as Lecturer MacPhail Center for the Arts June 16, 1980 to June 30, 1981 at \$19.20 per hour (84 years of age)

#### PROMOTIONS AND TRANSFERS

George R Blake Professor Soil Science at \$39,264 Term AP to continue to serve in addition as Director of Water Resources Research Center at the rate of \$4,240 Term AT administrative augmentation for 1980-81

Donald K Harriss from Professor Chemistry Duluth at \$28,750 Term MP to Professor Chemistry Duluth and Coordinator Institutional Research Office of Vice Provost for Academic Administration Duluth at the rate of \$35,150 Term AP beginning July 1, 1980

John E Verrill Professor Secondary Education Duluth at \$33,550 Term MP to continue to serve in addition as Acting Dean College of Education-Administration Duluth at the rate of \$3,500 Term MT administrative augmentation for 1980-81

Larry G Hutchinson from Associate Professor Linguistics at \$23,200 Term BP to Associate Professor and Chairman at the rate of \$23,200 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1980

Donna W Albrecht Assistant Professor St Paul Library at \$21,650 Term AP to continue to serve in addition as Coordinator of the Natural Science Libraries at the rate of \$1,600 Term AT administrative augmentation July 1 to September 30, 1980

Clinton T Johnson Associate Vice President for Finance and Treasurer The Business Office at \$58,000 Term AE to continue to serve as Acting Vice President for Finance and Treasurer Office of the Vice President for Finance at \$17,938 Term CE (\$61,500 A rate) July 1 to October 15, 1980

#### SALARY ADJUSTMENTS

Arthur G Johnson Professor and Head Medical Microbiology and Immunology School of Medicine Duluth from \$42,400 Term AP and \$5,000 Term AT administrative augmentation for 1979-80 to the rate of \$44,815 Term AP and \$5,285 Term AT administrative augmentation beginning July 1, 1980

William H Knobloch Professor Ophthalmology from \$30,500 Term AP to the rate of \$67,475 (\$30,500 Term AP \$36,975 Term AT) May 1 to June 30, 1980 and to the rate of \$73,000 (\$37,000 Term AP \$36,000 Term AT) beginning July 1, 1980

Marilyn L Bach Associate Professor Laboratory Medicine and Pathology and School of Public Health from \$41,000 Term AP to the rate of \$42,000 Term AP beginning July 1, 1979 (this correction is needed because of an error in the contract rate paid under terms of outside funding from Intergovernmental Personnel Act)

Robert E Franz Associate Professor Sociology/Anthropology Duluth and Associate Dean College of Letters and Science-Administration Duluth from \$23,275 Term MP to the rate of \$28,447 Term AP and \$2,400 Term AT administrative augmentation beginning July 1, 1980

Geoffrey M H Waites Visiting Professor Anatomy from \$20,000 Term CT (\$30,000 A rate) November 1, 1979 to June 30, 1980 to \$513 Term CTH10 (\$30,800 A rate) July 1 to August 31, 1980

David Cline Clinical Associate Professor Psychiatry from the rate of \$6,382 Term ATH23 (\$27,748 A rate) January 1 to June 30, 1980 to \$6,582 Term ATH23 (\$28,617 A rate) for 1980-81

James Maddock Associate Professor Family Social Science from \$12,800 Term ATH46 (\$27,700 A rate) to the rate of \$18,617 Term ATH67 (\$27,700 A rate) May 1 to June 30, 1980

Myron Stocking Clinical Associate Professor Psychiatry from \$6,240 Term ATH20 (\$31,200 A rate) for 1979-80 to \$3,520 Term ATH11 (\$32,000 A rate) for 1980-81

## LEAVES OF ABSENCE

Carl B Heggstad Professor Anatomy continuation of leave without salary for 1980-81 because of illness

Kenneth MacCorquodale Professor Psychology leave with salary May 19 to June 15, 1980 because of illness

Kenneth A Osterberg Professor Laboratory Medicine and Pathology continuation of leave without salary for 1980-81 because of illness

Carl J Witkop Jr Professor School of Dentistry-Oral Pathology and Genetics and Director Human and Oral Genetics Program leave with salary May 29 to August 10, 1980 to conduct a research project at Moorfields Eye Hospital in London, England

Anthony N Zahareas Professor Spanish and Portuguese leave without salary March 16 to June 15, 1981 on a NEH grant

Marilyn L Bach Associate Professor Laboratory Medicine and Pathology and School of Public Health leave with salary January 1, 1979 to June 30, 1980 on assignment with National Institutes of Health per provisions of Intergovernmental Personnel Act with time to be spent in Bethesda, Maryland

Richard A King Associate Professor Medicine and School of Dentistry-Oral Pathology and Genetics leave with salary June 22 to August 17, 1980 to conduct a research project at Moorfields Eye Hospital in London, England

Erwin Marquit Associate Professor School of Physics and Astronomy leave without salary September 16 to December 15, 1980 to continue work on the emergence of physical properties and to continue work a book on the nature of physical laws with time to be spent at Moscow State University

Mabelle G McCullough Associate Professor Office of the Vice President for Student Affairs continuation of 60% time leave without salary for 1980-81 because of disability

Amy L Sheldon Associate Professor Linguistics leave without salary September 16, 1980 to March 15, 1981 because of pregnancy

Lois A Goering Assistant Professor and Assistant District Extension Director Agricultural Extension Service continuation of leave without salary July 1-15, 1980 because of pregnancy

Judith A Overmier Assistant Professor and Curator Bio-Medical Library 25% time leave without salary for 1980-81 to pursue PhD degree

## SABBATICAL FURLOUGHS

G Gordon Kingsley Professor General College-Student Affairs and Head Counseling/Student Development General College sabbatical furlough September 16, 1980 to March 15, 1981 to write a history: Counseling in the General College, The Open-Door College of the University of Minnesota, 1932-1980 with time to be spent in the Twin Cities

Robert G McKinnell Professor Genetics and Cell Biology sabbatical furlough for 1981-82 to study temperature-dependent metastasis in the renal adenocarcinoma of Rana pipiens in the Department of Pathology University of Oxford, England

Philip L Friest Associate Professor and Head Accounting Duluth sabbatical furlough for 1980-81 to develop and adapt cases and problems in cost and managerial accounting to computer analysis; update the application of the computer to the accounting curriculum and continue research in hospital cost control with time to be spent in Duluth and the Twin Cities

Kathleen Houlihan Associate Professor Linguistics sabbatical furlough for 1980-81 to work on the design, execution, and pedagogical applications of experimental phonetics research with time to be spent in the Phonetics Laboratory of the Department of Linguistics University of California, Los Angeles

Michael P Maratsos Associate Professor Institute of Child Development sabbatical furlough for 1980-81 for scholarly study at the Center for Advanced Study in the Behavioral Sciences, Stanford University, California

Joseph R Sowokinos Associate Professor Horticultural Science and Landscape Architecture sabbatical furlough January 1 to September 30, 1981 to study the enzymes that regulate starch synthesis in potatoes with time to be spent in the Department of Biochemistry and Biophysics University of California, Davis

CIVIL SERVICE PERSONNEL ACTIONS

RESIGNATION AND NON-REAPPOINTMENT

Paul E Kopietz Associate Director Physical Plant Engineering and Construction effective March 27, 1980

APPOINTMENTS

Roger J Brummer as Hospital Accounting Officer University of Minnesota Hospitals May 16 to June 30, 1980 at the rate of \$26,016 Term AS

Jon A Marks as Senior Scientist Surgery May 1 to June 30, 1980 at the rate of \$24,996 Term AS

PROMOTIONS AND TRANSFERS

Craig H Anderson from Supervising Analyst Programmer Administrative Data Processing Department at \$28,476 Term AS to Manager Applications System and Programming at the rate of \$29,904 Term AS April 21 to June 30, 1980

Joseph R Brashear from Senior Analyst Programmer Health Sciences Computer Service Center at \$25,824 Term AS to Health Science Information Systems Coordinator at the rate of \$27,396 Term AS March 1 to June 30, 1980

Timothy J Delmont from Budget Analyst Management Planning Division-Management Planning and Information Services at \$27,732 Term AS to Assistant Chief Analyst at the rate of \$29,940 Term AS March 1 to June 30, 1980

James Karnegis from Technical Consultant Surgery at \$36,000 Term AS to Clinic Physician without change in salary rate or term April 1 to June 30, 1980

James C O'Gara from Principal Plant Engineer Physical Plant at \$31,068 Term AS to Assistant Supervising Engineer at the rate of \$34,812 Term AS March 16 to June 30, 1980

Melvin L Sauve from Manager Applications Systems and Programming Agricultural Experiment Station at the rate of \$34,812 Term AS February 16 to June 30, 1980 to Manager Applications Systems and Programming St Paul Computer Center without change in salary rate or term for 1980-81

SALARY ADJUSTMENTS

Alfred M Dees Assistant Director University of Minnesota Hospitals from \$31,092 Term AS to the rate of \$32,244 Term AS January 16 to June 30, 1980

Dorothy A Elion Supervising Analyst Programmer Administrative Data Processing Department from \$26,892 Term AS to the rate of \$27,936 Term AS February 16 to June 30, 1980

Don C Howard Administrative Director Laboratory Medicine and Pathology from \$29,880 Term AS to the rate of \$28,386 Term ASH95 (\$29,880 A rate) April 21 to June 30, 1980

John Printz Admissions and Records Officer Office of Admissions and Records Prospective Students from \$21,000 Term AS to the rate of \$21,840 Term AS June 1-30, 1980

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

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	Jerome J. Rottier Professor and Chairman	Division of Education	University of Minnesota, Morris	Applicants	47	1									48	1	49		
				Considered	3											3		3	
				Selected	1														1
				*Administrative	4												4		4
				**Faculty	3P 2N 2I												7	3	10
2	Alex M. Johnson, Jr. Associate Professor	Law School	Law School	Applicants	744	138	9	1	2		15		1		771	139	910		
				Considered	7	3	1									8	3	11	
				Selected			1									1		1	
				*Faculty	22P 3C 4T	1P 2C 3I		1C									30	6	36
3	Joel R. Leininger Associate Professor	Veterinary Pathobiology	Veterinary Medicine	Applicants	22	2									22	2	24		
				Considered	6	2										6	2	8	
				Selected	1														1
				*Faculty	18P 4C 2N 1T	1N							1P				26	1	27
4	Catherine R. Day Development Officer	Office of Development	Finance	Applicants	6	2									6	2	8		
				Considered		2											2		2
				Selected		1													1
				**Academic Staff	4E	1E											4	1	5

\*EEO-6 Category 1, Executive, Administrative, Managerial  
 \*\*EEO-6 Category 2, Faculty: Professor, Assoc. Professor, Instructor, Research Associate, and Research Fellow  
 \*\*\*EEO-6 Category 3, Professional Non-Faculty  
 Data Source: Department Composition (Academic Only), EEO-6 Data Base, October 1979

## NONCAMPUS SERVICE REQUESTS

June 1980

As Acting Vice President for Academic Affairs, and on behalf of the President, I have examined the noncampus service requests and certify that all requests 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.




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A. J. Linck  
Acting Vice President for Academic Affairs

## ADMINISTRATION

## ADMINISTRATION &amp; PLANNING

Frank Oman, Head Diving Coach, Men's & Women's Intercollegiate Athletics  
Professional services for American Association of Universities Senior  
Diving as advisor.

## HEALTH SCIENCES

- James M. Schaefer, Director, Office of Alcohol & Other Drug Abuse Programming  
+ Professional services for Informatics, Inc., Rockville, Maryland to write a  
chapter on Ethnic and Racial Variations in Alcohol Problems for the Fourth  
Special Report to Congress on Alcohol and Health.

## COLLEGE OF AGRICULTURE

- Francis F. Busta, Professor, Food Science and Nutrition  
+ Professional services for Minnesota Mining and Manufacturing Company to  
discuss research and new products related to microbiological analyses of  
foods, biological monitoring systems, and other aspects related to micro-  
biology, food science, sterilization and other pertinent aspects of  
+ research and development; for The Quaker Oats Company, Barrington, Illinois,  
to advise Food Research and Development Group in general area of human food  
technology in all aspects of product development, processing of storage  
stability testing, especially related to microbiology.
- Richard A. Meronuck, Associate Professor, Agricultural Extension Service  
+ Professional services for Energy Conservation Consultants, Inc. to provide  
ground truth data for infrared scans of a limited number of potato, dry  
bean, wheat and irrigated corn fields during the growing season.

- + Compensation in excess of expenses



## COLLEGE OF AGRICULTURE (Continued)

Philip M. Raup, Professor, Agricultural and Applied Economics  
Professional services for National Association of Counties Research Foundation to serve as a member of a National Advisory Committee to the Agricultural Lands Project concerned with the preservation of agricultural land use in urbanizing areas; for National Planning Association, Washington, D. C. to serve as member of committee on Long-Range Land Use Planning.

George R. Spangler, Associate Professor, Entomology, Fisheries, and Wildlife  
Professional services for International Joint Commission, Windsor, Ontario, Canada, to provide expertise in aquatic ecology to the Science Advisory Boards Ecological and Geochemical Expert Committee.

John J. Waelti, Professor, Agricultural & Applied Economics  
Professional services for U. S. Department of Commerce, Washington, D. C. to serve on National Climate Program Advisory Committee.

Harold F. Wilkins, Professor, Horticultural Science & Landscape Architecture  
Professional services for Nurseryman's Exchange, Half Moon Bay, California as cultural/production advisor.

## COLLEGE OF FORESTRY

Arthur S. Reed, Instructor, Forest Resources  
+ Professional services for Land Consultants Diversified for procurement of custom format aerial photography and forest resource appraisal and management advice.

## COLLEGE OF BIOLOGICAL SCIENCES

Eville Gorham, Professor, Ecology & Behavioral Biology  
Professional services for National Academy of Sciences & Engineering, to serve on the Environmental Impacts Panel of the Diesel Impacts Study Committee.

## COLLEGE OF BUSINESS ADMINISTRATION

R. Glen Berryman, Professor, Accounting  
+ Professional services for Institute of Internal Auditors, Altamonte Springs, Florida, to advise and review with respect to the professional certification examination for internal auditors.

Gordon B. Davis, Professor, Management Sciences  
+ Professional services for Limperg Institute, The Netherlands, to prepare research monograph on auditing advanced EDP Systems.

## CONTINUING EDUCATION & EXTENSION

John D. Rukavina, Instructor, FIRE Center  
Professional services for Fire Instructors Association of Minnesota, as member of Board of Directors.

## COLLEGE OF EDUCATION

William R. Charlesworth, Professor, Institute of Child Development  
Professional services for American Psychological Association Committee  
for the Protection of Human Subjects, Washington, D. C. to serve as a  
committee member to deal with matters involving the use and protection  
of human subjects in research.

Willard W. Hartup, Professor and Director, Institute of Child Development  
Professional services for International Society for the Study of  
+ Behavioral Development as President; for National Institute of Child  
Health and Human Development, Bethesda, Maryland, as ad hoc consultant.

Thomas J. Hummel, Professor, Psychoeducational Studies  
+ Professional services for Educational Technology Associates, Inc. for  
instructional design and computer model.

Daniel P. Keating, Associate Professor, Institute of Child Development  
+ Professional services for the National Institute of Child Health Development  
for preparation of a five year research plan. Services involve securing  
consultation from approximately twenty-five researchers in various  
institutions and preparing a 100-page document based on those consultations.

## COLLEGE OF LIBERAL ARTS

John M. Bryson, Assistant Professor, Hubert H. Humphrey Institute of  
Public Affairs  
+ Professional services for College of Education, University of Florida,  
Gainesville, Florida, to develop training materials and to conduct one  
or more training seminars.

Stephen E. Fienberg, Professor, Applied Statistics, School of Statistics  
+ Professional services for U. S. Commission on Civil Rights, Washington,  
D. C. as consultant on a project to assess aspects of unemployment and  
underemployment of minorities and women.

Walter W. Heller, Regents' Professor of Economics, Economics  
+ Professional services for CompCare (Comprehensive Care Corporation),  
Newport Beach, California, for membership, Board of Directors.

Barbara Knudson, Professor, Criminal Justice Studies  
+ Professional services for World University-Miami, Miami, Florida, as  
consultant.

Stanley Wasserman, Assistant Professor, Applied Statistics  
+ Professional services for Veteran's Administration Medical Center as  
statistical consultant.

## UNIVERSITY LIBRARIES

- Harold C. Young, Associate Professor, Wilson Library  
Professional services for ACRL Planning Committee, Chicago, Illinois,  
+ as member; for Gale Research Company, Detroit, Michigan, as consultant  
on Directory for Special Libraries and Information Services, 6th Edition.

## INSTITUTE OF TECHNOLOGY

- Edwin T. Layton, Professor, History of Science and Technology, Mechanical  
Engineering  
+ Professional services for City of Baltimore (Baltimore Industrial Museum),  
Baltimore, Maryland as consultant for exhibit on industrial development  
of Baltimore.

- Dale Mulfinger, Assistant Professor, School of Architecture and Landscape  
Architecture  
+ Professional services for Brown, Daltas Associates, Cambridge, Massachusetts  
as architect.

## SCHOOL OF DENTISTRY

- Catherine Furry, Instructor, Dental Auxiliaries  
+ Professional services for Doyle Pharmaceutical Company as instructional  
design consultant.

- Kenneth T. Meyer, Assistant Professor, Removable Prosthodontics  
+ Professional services for private practice limited to prosthodontics.

- Heddie O. Sedano, Professor, Oral Pathology and Genetics  
+ Professional services for Normandale Community College as teacher.

- Daniel W. Shaw, Assistant Professor, Pediatric Dentistry  
+ Professional services for private practice in pediatric dentistry.

Robert A. Vickers, Professor, Oral Pathology  
Professional services for American Dental Association Advisory Committee  
for Advanced Education as a consultant; for American Dental Association  
Council on Dental Education Hospital Dental Services Accreditation as  
consultant; for American Dental Association Advisory Committee, Commission  
on Accreditation as Chairman; for American Board of Oral Pathology, on  
Board of Directors.

- Daniel E. Waite, Professor and Chairman, Oral and Maxillofacial Surgery  
+ Professional services for Veterans Administration Hospital as consultant  
for seminars; for Canadian Dental Association, Ottawa, Ontario, Canada, as  
specialty consultant for surveys of oral surgery program.

## MEDICAL SCHOOL

Martin Dworkin, Professor, Microbiology  
Professional services for American Society for Microbiology, Washington,  
D. C. as Chairman, Divisional Council of General Microbiology.

MEDICAL SCHOOL (Continued)

Neal L. Gault, Jr., Dean, Medical School Administration  
Professional services for Minnesota Academy of Medicine as member of Executive Council.

Alan R. Shons, Associate Professor, Surgery  
+ Professional services for St. Louis Park Medical Center as consultant regarding complex plastic surgery cases.

Jonathan Wirtschafter, Professor, Ophthalmology  
Professional services for Educational Study Association (ophthalmology) as instructor.

SCHOOL OF NURSING

Kathleen Dineen, Assistant Professor, School of Nursing  
Professional services for American College of Nurse-Midwives, Washington, D. C. as member of Board of Review, Division of Accreditation.

Sandra Edwardson, Assistant Professor, School of Nursing  
+ Professional services for Children's Health Center to conduct seminars.

SCHOOL OF PHARMACY

Steven M. Pepin, Assistant Professor, Professional Practice Unit  
+ Professional services for Clinical Pharmacy Services and Systems as pharmaceutical consultant.

SCHOOL OF PUBLIC HEALTH

Brenda G. Johnson, Instructor, Dental Public Health  
Professional services for Department of Health, Education and Welfare, Head Start Department, Region V, Chicago, Illinois as consultant; for Federation Dentaire International, London, as consultant to the Commission on Public Dental Health Services.

UNIVERSITY OF MINNESOTA, DULUTH

Robert J. Falk, Associate Professor, Psychology  
+ Professional services for Income Maintenance - St. Louis County Social  
+ Services for attitudes training; for Minneapolis Electric Steel Castings Company for supervising employee appraisal.

A. Dean Hendrickson, Professor, Professional Education  
+ Professional services for Tower-Soudan School District, Tower, Minnesota, to consult on math curriculum and implementation of CQE project.

UNIVERSITY OF MINNESOTA, MORRIS

Leona E. Classen, Assistant Professor, Education  
+ Professional services for Chokio-Alberta School District #771, Chokio, Minnesota as consultant to the Superintendent in curriculum and organization in the Elementary School.