

UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS  
MINUTES  
BOARD OF REGENTS' MEETING  
AND  
REGENTS' COMMITTEE MEETINGS

July 10-11, 1980

48

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

July 10-11, 1980

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Year 1980-81

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

July 10, 1980

A meeting of the Physical Plant and Investments Committee of the Board of Regents was held on Thursday, July 10, 1980, at 3:20 p.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Krenik, presiding; Regents Goldfine, Lebedoff, Moore, Sherburne, and Peterson, members of the committee, and Regent Latz.

Staff present: President Magrath; Vice Presidents Johnson and Wilderson; Secretary Wilson; Assistant Vice President Pillinger; Provosts Frederick, Imholte, and Sahlstrom.

Student Representatives present: Colleen Kelley and Scott Moon.

Prior to the regular agenda, Rick Hoye, a student, spoke to the committee regarding his 36-day fast. Mr. Hoye began his fast in protest of the Board of Regents' decision not to boycott the Nestle Corporation because of its promotion of infant formula in Third World Countries.

VICE PRESIDENT'S MONTHLY REPORT

The committee voted unanimously to recommend approval of the Monthly Report of the Vice President for Finance for June, 1980.

BUSINESS ENTERPRISES POLICY

The committee reviewed for information a proposed amended Business Enterprises Policy. After a short discussion, it was noted that this item would be before the committee at its next meeting for action.

Student Representative Jim Clark stated that the student representatives would like to have a chance to talk to the various student services that would be affected if the present policy is changed.

## INTERNATIONAL STUDY TRAVEL ASSOCIATION (ISTA) PROPOSAL

The committee reviewed a request by the International Study Travel Association, a student organization, to be granted authority to operate a travel agency under provisions of the Regents' Policy on Business Enterprises. The committee had two proposals for consideration: 1) A proposal which would allow the ISTA to operate a travel agency with authority to sell tickets for international travel and necessary domestic connecting flights; and 2) an alternate proposal which would authorize the ISTA to contract with an existing travel agent for necessary services.

The following individuals appeared before the committee to support the concept of ISTA being granted authority to act as a contract for travel agency services:

Carl E. Nelson, Jr.  
Coordinator of Student Activities

Jeff Heegaard  
President, International Study Travel Association

Jon Booth  
Director, International Study Travel Center

Philip Porter  
Director, Office of International Programs, and  
Professor, Geography

Chip Peterson  
Coordinator, Foreign Studies Office

The following individuals also appeared before the committee to speak in opposition to the concept:

Kevin Mossier  
The Travel Company

Paul Kretschmann  
American Society of Travel Agents (ASTA)

R. J. FitzGerald  
Attorney for ASTA  
Lindquist and Vennum

Extended discussion then ensued with several questions and information requested to be provided for the committee before the item is to be voted on. Questions were raised

regarding the University's tax exempt status and Regent Latz requested a legal opinion on how vulnerable the University would be with regard to its tax exempt status if ISTA was authorized to apply for and did become an authorized travel agent. Questions were raised on what kinds of liability of a legal and financial sort the University might incur if ISTA were to become an authorized travel agent offering limited service and if the limited travel agency effort is worth it in financial terms.

President Magrath responded that all of the questions raised would be answered before the item is on the agenda for action.

Colleen Kelley, Student Representative, stated that this item is very important to the students, noting that "international education is something that touches every area of the University."

#### PURCHASE OF PROPERTY AT 500 HARVARD STREET S.E. FRANKFORTER APARTMENTS

The committee reviewed a resolution authorizing the purchase of property at 500 Harvard Street S.E., City of Minneapolis, for the price of \$233,750. It was noted that the Chairman of the House Appropriations Committee and the Chairman of the Senate Finance Committee have been informed of this action and have no objections.

#### UMD STUDENT HOUSING PROPOSALS

The committee considered a resolution authorizing the appropriate administrative officers to negotiate a lease of University land adjacent to the Duluth campus for a period not to exceed 50 years, for the development of apartments suitable for student housing, provided that such apartments be leased back to the University for an initial period of five years with an additional five-year option, and further provided that viable financial and construction arrangements can be made. It was noted that the Board of Regents passed a resolution on May 13, 1977, encouraging the development of housing adjacent to the campus which would be committed to student housing for five years with an option for an additional five years.

It was also reported that in order to insure that this housing would be available for occupancy in the Fall of 1981,

authorization to proceed is needed as soon as possible. Regent Sherburne stated that since this was a request that had been made by the Board of Regents and because the time element is quite critical, he moved that the committee adopt the resolution. The motion was seconded.

Regent Moore expressed some concern about changing the item from an information item to an action item at this meeting, noting that Regents not on this committee had expressed concern to her that information items were changed to action items at committee meetings.

After further discussion, the committee voted unanimously to recommend approval of the resolution.

Regent Moore suggested that in view of the procedural change, the same individuals who presented the information should be available at the Board of Regents meeting to review it again for the entire Board.

#### OIL AND GAS LEASES

The committee reviewed a report on the University's administration of oil and gas leases on mineral properties bequeathed to it at various times, and located in Colorado, Montana, North Dakota, and Texas.

Vice President Johnson noted that the Board of Regents approved several oil and gas leases prior to 1974, however, none of which resulted in any producing wells. He stated that there is renewed interest in oil exploration now and several leases are being negotiated.

Regent Moore suggested that a policy be proposed and brought before the committee for approval regarding the handling of such leases.

#### PROPERTY TRANSFER TO CITY OF CROSBY

The committee reviewed a proposed resolution authorizing the execution of a deed conveying property donated to the University by the Yawkey estate to the City of Crosby. Vice President Johnson reported that the Board of Regents accepted the gift of the Yawkey Mine property in 1963 and 1967. The donors reserved their interests in the taconite in and under the property. The Mining Directory lists the Yawkey Mine under exhausted mines. He stated that the Iron Range Resources and Rehabilitation Office has offered to reclaim the land for recreational uses by sloping pit walls, establishing vegetation and planting fish.



Regent Goldfine stated that he had no objection to executing a deed for the property transfer, but that he did feel that in the future the University should not accept property such as this without full rights on the property. He stated that he felt the University had been cheated by not having any rights to the taconite on the property.

The item will be up for action at the next meeting.

The meeting adjourned at 5:45 p.m.

A handwritten signature in cursive script that reads "Duane A. Wilson".

DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

Special Meeting

July 10, 1980

A special meeting of the Faculty and Staff Affairs Committee of the Board of Regents was held on Thursday, July 10, 1980, at 10:15 a.m. in the Regents Room, 238 Morrill Hall.

Regents present: Regent Schertler, presiding; Regents Casey, Dosland, Latz, and McGuiggan, members of the committee, and Regents Goldfine and Moore.

Staff present: Vice Presidents Keller, Linck, and Robinett; Secretary Wilson; University Attorney Tierney.

Regent Schertler indicated that at the June meeting of the Faculty and Staff Affairs Committee it was suggested that a subcommittee be appointed to review the agenda and recommend methods to streamline it and facilitate information. However, after conferring with the Chairman, it was concluded that the entire committee might well act instead of a subcommittee.

Vice President Keller informed the committee that almost all of the items that appear on the agenda come before the Regents under the provisions of Section 2 of the Tenure Code, which states:

"No appointment of the University or special agreement or understanding involving conditions of employment made by a dean or any administrative officer is effective until approved by the Board of Regents."

The committee made the following suggestions concerning specific portions of the present docket:

Amendments of Minutes

Summarize items with no policy implications. Provide details only on items that are exceptions to existing policies, or those with budget implications.

### Budget Corrections

Summarize budget corrections that are necessary due to personnel changes.

### Retirements and Resignations

Follow the present format for Associate Professor level and above and for all exceptions to policy, such as releasing an individual from a contract. Present a narrative summary for all other items.

Regent Latz suggested that whenever a certain percentage (he suggested 10 percent) of individuals in an academic unit resign, the committee should be notified so the cause can be determined. Regent Dosland stated the committee should be informed when more minorities and women are resigning, rather than just showing numbers. Vice President Keller indicated that the same format will be used that is presently used for Appointments.

A quarterly summary of retirements and resignations will be prepared for all academic units. It was suggested that the number of years of service be listed in parenthesis for each individual so the committee can assess which individuals resign because of denial of tenure.

### Appointments

Follow the present format for appointments at the Associate Professor level and above and for major administrative appointments. The chart breakdown will be used, separating academic and non-academic staff.

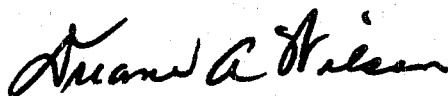
Regent Latz suggested a periodic report be made as to what the percentage of women and minorities is in the academic units. Vice President Keller stated this would be done by department on an annual basis. Regent Moore suggested that a report be made on departments without a sufficient number of women or minorities and Regent Latz suggested that after the initial detailed breakdown of each department, an annual report should be prepared on each academic unit. A similar breakdown was requested for non-academic management people. It was also suggested that once a year a report should be prepared, giving a breakdown of tenure and non-tenure faculty in each academic unit.

Special Appointments

Only the number of special appointments will be listed, unless there are exceptions to policy or appointments with budget implications.

The docket materials for the September meeting will be prepared using the present format, as well as according to the suggestions presented at the meeting.

The meeting adjourned at 11:45 a.m.

A handwritten signature in cursive script, reading "Duane A. Wilson".

DUANE A. WILSON, Secretary

Year 1980-81

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

July 10, 1980

A meeting of the Faculty and Staff Affairs Committee of the Board of Regents was held on Thursday, July 10, 1980, at 3:20 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice Presidents French, Hasselmo, and Keller; Assistant Vice Presidents Robinett and Thomas; Harold Bernard, Director of Employee Benefits.

Student Representatives present: Alternate Orhan Arkan and Whitney Pauly.

PERSONNEL

Vice President Keller submitted for approval a list of personnel items and provided information in response to questions of the committee.

Vice President Keller noted the retirement of Regents Professor Alfred Nier.

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

NONCAMPUS SERVICE REQUESTS

Vice President Keller recommended for approval a list of Noncampus Service Requests by faculty members. He indicated that this month a new system was initiated whereby the total number of days per month of consulting commitments, including the present request, and an indication of compensation in excess of expenses, is listed after each noncampus service request.

There was a short discussion regarding faculty members actively involved in running for public office and it was indicated that current Regents policy covered these situations.

Regent Casey asked what percentage of faculty members are involved in noncampus service requests. Vice President Keller estimated that 20 percent of the faculty is involved, but a lower percentage are compensated in excess of expenses.

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:

1. New classification #3133, Director, Hospital Quality Assurance Services, \$2065-2791 (A22), Schedule A, effective March 10, 1980.
2. New classification #4490, Infection Control Practitioner, \$1369-1777 (A08), Schedule A, effective June 16, 1980.
3. New classification #4492, Senior Infection Control Practitioner, \$1587-2043 (A11), Schedule A, effective July 11, 1980.
4. New classification #6345, Associate Director, Food Services, \$2043-2741 (A21), Schedule A, effective July 16, 1980.
5. Class abolishment of Class #8223, Audio-Visual Resources Advisor, effective July 16, 1980.
6. Pay range change of Class #3523, General Staff Nurse, from \$1239-1587 (A04) to \$1326-1705 (A06), effective July 11, 1980.
7. Pay range change of Class #3528, Principal General Staff Nurse, from \$1423-1830 (A08) to \$1529-1970 (A10), effective July 11, 1980.
8. Pay range change of Class #3534, Nurse Supervisor, from \$1587-2043 (A11) to \$1705-2278 (A14), effective July 11, 1980.
9. Pay range change of Class #3535, Kidney Dialysis Clinician, from \$1423-1830 (A08) to \$1705-2278 (A14), effective July 11, 1980.

10. Pay range change of Class #3540, Senior General Staff Nurse, from \$1326-1705 (A06) to \$1423-1830 (A08), effective July 11, 1980.
11. Pay range change of Class #3549, Staff Development Coordinator, from \$1587-2043 (A11) to \$1830-2453 (A17), effective July 11, 1980.
12. Pay range change of Class #3550, Nursing Staff Development Instructor, from \$1423-1830 (A08) to \$1644-2198 (A12), effective July 11, 1980.
13. Pay range change of Class #3556, Assistant Director, Nursing Services, from \$1768-2365 (A16) to \$1900-2544 (A19), effective July 11, 1980.
14. Pay range change of Class #3558, Operating Rooms Director, from \$1970-2643 (A20) to \$2119-2845 (A22), effective July 11, 1980.
15. Pay range change of Class #3574, Associate Director, Nursing Services, from \$1970-2643 (A20) to \$2119-2845 (A22), effective July 11, 1980.
16. Pay range change of Class #3872, Director, Respiratory Therapy, from \$1830-2453 (A17) to \$1970-2643 (A20), effective July 16, 1980.

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

#### PROMOTION AND TENURE RECOMMENDATIONS

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

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

#### POLICY ON OUTSIDE CONSULTING AND SERVICE AGREEMENTS- DEPARTMENTS OF INTERCOLLEGIATE ATHLETICS

Vice President Hasselmo presented for information a Policy on Outside Consulting, Outside Service Activities, and Other Employment by Staff Members Holding Appointments in the Departments of Intercollegiate Athletics. He indicated that the proposed Policy applies specifically to the

needs of people in the Departments of Intercollegiate Athletics. It was further indicated that the Policy was developed with representation of the Departments and has had internal review.

Regent McGuiggan asked if all athletic department staff concur in acceptance of the proposed Policy. Mr. Gary Engstrand, Assistant to the Vice President for Administration and Planning, stated that the Policy was circulated among the members of the Assembly Committee on Intercollegiate Athletics and no reservations were expressed at the time they considered the Policy and adopted it on March 25, 1980. It was suggested that the proposed Policy be circulated among athletic department staff and if any concerns are raised that the committee be informed before taking action.

After a brief discussion, it was noted that the matter would be on the agenda for action in September.

#### EARLY RETIREMENT POLICY - REVIEW AND EXTENSION

Vice President Hasselmo presented the Early Retirement Policy for extension to June 30, 1983. He stated this is done annually to allow faculty members lead-time to plan for early retirement.

Regent Dosland asked Harold Bernard, Director, Employee Benefits, why this is done annually and why there isn't a permanent Early Retirement Policy. Mr. Bernard stated that in 1972 he proposed a permanent Policy and at that time the Board of Regents did not adopt it. He stated that next year he may propose that the Early Retirement Policy be a permanent part of the Faculty Retirement Plan. He stated that he feels the early retirement provision should be a part of the overall retirement plan.

Vice President French stated that at the time the Early Retirement Policy was created, the administration felt the University was in dire financial straits and the Policy was developed to encourage early retirement and recover some salary money. The problem at that time was the administration could not know specifically how much would be saved because it did not know how many people would take advantage of the policy. Therefore, the plan was formulated on an interim basis, requiring annual review and approval.

It was noted that the Senate Committee on Faculty Affairs is reviewing the current retirement policy and the



Regents' committee will be kept informed of the Senate Committee's progress. The Committee's deadline is the end of winter quarter.

Vice President Hasselmo informed the committee of the possibility of the University using Uni Sex Tables with regard to retirement benefits. The Senate voted in support of using Uni Sex Tables, but pending the report of the Committee on Faculty Affairs, no action has been taken, other than internal action, on a case-by-case basis. This is another issue to be tied into revision of the retirement program.

After a lengthy discussion, the committee voted unanimously to recommend approval of extending the Early Retirement Policy until June 30, 1983.

RATE ARRANGED CONCEPT AND ADMINISTRATION -  
HOSPITAL RATE ARRANGED CLASSIFICATIONS

Assistant Vice President Thomas presented follow-up information on previously approved rate arranged classifications, i.e. Nurse Anesthetists, Pump Oxygenator Technicians, and Senior Pump Oxygenator Technicians. This follow-up was requested to determine whether changes in the market warranted leaving the classes on a rate arranged basis. Based on a letter from Kathy Kairies, University Hospitals and Clinics, dated May 14, 1980, it was suggested that these classes remain on a rate arranged basis.

Regent McGuiggan voiced his concern over this type of arrangement, stating that it does not help eliminate the shortage, but perpetrates it. He stated that the University should train people to meet the need.

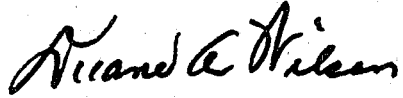
Regent Casey commented on the number of Civil Service Class Changes every month and asked if these changes have helped to reduce the turnover rate. Assistant Vice President Thomas stated that it appears the University is keeping up with the community and better retention has resulted. It was also indicated that approximately one-half of the registered nurses are not employed in hospitals. Some factors contributing to this are salary and the fact that there are other areas where a registered nurse can work which are more attractive than a hospital.

A short discussion followed.

The committee members commented on the meeting Thursday morning regarding reviewing the items on the agenda and it

was decided that the docket materials for September should include items prepared in the usual way, as well as items prepared reflecting the proposed changes.

The meeting adjourned at 4:30 p.m.

A handwritten signature in cursive script, reading "Duane A. Wilson".

DUANE A. WILSON, Secretary

Year 1980-81

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

July 10, 1980

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, July 10, 1980, at 2:00 p.m. in Room 300, Morrill Hall.

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

Staff present: President Magrath; Vice Presidents French, Keller, Hasselmo, Linck, and Robinett; Provost Sahlstrom; Dean Willard Thompson.

Student Representatives present: Jim Clark, Greg Parenteau, and Alternate Orhan Arkan.

CLA MINOR PROGRAMS, TWIN CITIES

Vice President Keller presented the following resolution to the committee for information:

RESOLVED, that the minors in East Asian Studies, Geology, Linguistics, Music (options: History and Literature, Performance) and Scandinavian, College of Liberal Arts, Twin Cities, as recommended by the Vice President for Academic Affairs be approved and forwarded to the Curriculum Advisory Committee of the Minnesota Higher Education Coordinating Committee for their information.

After a brief discussion, it was noted that this item will be on the agenda for action in September.

MINOR IN EARLY CHILD CARE AND DEVELOPMENT, UMD

Vice President Keller presented the following resolution to the committee for information:

RESOLVED, that the Minor in Early Child Care and Development, College of Education, University of Minnesota, Duluth, as recommended

by the Vice President for Academic Affairs be approved and forwarded to the Curriculum Advisory Committee of the Minnesota Higher Education Coordinating Board for their information.

Regent McGuiggan indicated that this matter will be on the agenda for action in September.

#### SUMMER SESSION PROGRAM REVIEW

Dean Willard Thompson gave a brief history of the Summer Session Program, which began in December of 1877. The basic principle of Summer Session is one of self support in terms of instructional costs.

Dean Thompson indicated that the budget for the 1980-81 Summer Session totals \$3,904,005. Tuition and course fees provide funds for a large part of the Summer Session operation. Tuition for 1980-81 was increased to \$19.50 per credit hour. This increase is designed to maintain the relationship between tuition in Summer Session and that of the regular academic year.

In 1979, the unduplicated enrollment for both Summer Sessions was 20,336, as compared with 16,893 for the first session in 1980. This is an increase of 3.9 percent over the enrollment for the first session in 1979. Unduplicated enrollment figures indicate each person enrolled only once, although many students attend both Summer Session terms. The largest unit enrollment is in the College of Liberal Arts, which generates 29.4 percent of the total Summer Session enrollment.

Approximately 70 percent of the students enrolled in Summer Session in 1979 had been enrolled in the University during the previous academic year. Many students view Summer Session as a fourth quarter and an opportunity to complete prerequisites, accelerate progress toward graduation, and to complete degree programs.

In terms of curriculum, student body, and faculty, Summer Session substantially reflects the regular academic year. The following are the most important differences:

- 1) Funding - Summer Session is basically self-supporting in terms of instruction and direct administrative cost;
- 2) Faculty salaries - The salary base for Summer Session is one-sixth of the B base salary of the following academic year. Because of inadequate funding, there is a maximum of \$3,850 per Summer Session term. Additionally, no contributions are made to retirement on faculty salaries in

the Summer Session. 3) Conditions of faculty service - Teaching loads are heavier. To earn full Summer Session stipends, six credits must be taught per term, which is equivalent to 12 credits per term in the regular academic year. 4) Funding for administration at departmental levels - This funding is lacking. The majority of department heads are not on a base appointment, therefore, they have to contribute their administrative services if they are to be provided to the Summer Session. 5) Funding for supplies, expenses, and equipment - \$175,000 was taken out of the budget for the last two years. This has been a contingency item and if there is a funding shortage, this item would be eliminated.

There is a Summer Session committee which advises the people in the Summer Session office and deals with the problems involved in Summer Session. One major aspect they are concerned with is the costs involved in Summer Session and the disparities in funding between the Summer Session and regular academic year. Dean Thompson stated that by making Summer Session a fourth quarter in reality, progress could be made in solving this problem. The following solutions to current concerns could also be achieved if Summer Session were made a fourth quarter: Elimination of maximum on instructional salaries; contributions for retirement; fully fund the cost of supplies and administrative costs; and make teaching loads commensurate with those of the academic year.

A short discussion followed Dean Thompson's presentation.

#### REVISED MISSION STATEMENT

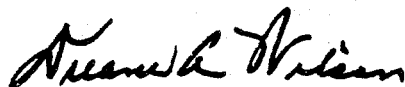
Vice President Hasselmo presented the Mission Statement for approval. He indicated that the Mission Statement had appeared in the Daily and the only suggestions they received were editorial in nature.

The committee voted unanimously to recommend approval of the Mission Statement.

Regent McGuiggan noted that an overview of the Outreach Report would be on the September agenda.

President Magrath indicated that he intends to bring the University Planning Statement before the committee in the near future.

The meeting adjourned at 3:00 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

July 10, 1980

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, July 10, 1980, at 2:05 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; Assistant Vice President Pillinger; Provosts Imholte and Sahlstrom.

Student Representatives present: Alternate Student Representatives Marion Blatnik and Jeff Heegaard.

COMMON POLICY ON RESIDENT TUITION STATUS

The committee reviewed for information a proposed common policy on resident tuition to apply to the State University System and the University of Minnesota. It was noted that the State University System has adopted the proposed policy with a few exceptions and that they would be willing to conform to what the University of Minnesota finally adopts. It was also noted that the State Board for Community Colleges was unwilling to adopt the policy.

After discussion regarding the proposed policy, Regent Unger requested that an explanation be added to the policy for student clarity that if a student pays resident tuition it does not necessarily mean that the student is a resident for purposes of admission to a particular college.

Provost Sahlstrom stated that the proposed policy would affect migrant students entering UMC and that counseling will be under way before this policy will be submitted for approval in September and was wondering if he might get a consensus from the committee regarding the possible approval of this policy. Regent Unger stated that he would bring the matter up at the Board of Regents meeting and see if any Board members had any serious problems with the policy and if they could foresee the adoption of this policy.

## BOARD OF STUDENT PUBLICATIONS REORGANIZATION

The committee reviewed for information a report from the Assembly Committee on Student Affairs with recommendations for reorganization of the Board of Student Publications. It was reported that a July deadline for a plan on the reorganization of the Board of Publications on the Twin Cities Campus had been requested by the Board of Regents and an extension of that deadline was requested in order for final plans to be completed. It was further reported that the Assembly Committee on Student Affairs had made approximately 20 recommendations on the reorganization of the Board of Student Publications and that those recommendations were reviewed and amended by the Twin Cities Campus Assembly. The Board of Student Publications was then directed to act on those recommendations and draft a revised constitution to be presented to the Assembly Committee and Twin Cities Campus Assembly by July 31, 1980. It was noted that if the Board of Student Publications does not act, the Assembly Committee will disestablish the Board of Student Publications or reorganize it as the committee has recommended.

Regent Latz stated that he thought the report was very good and raised several points to be taken into consideration.

It was noted that the final draft of the revised constitution will be brought before the committee in the next few months.

## HANDICAPPED STUDENT PROGRAM

The committee reviewed a video tape presentation on the Handicapped Student Program at the University of Minnesota, in which handicapped students told of their experiences at the University. It was reported that the film is to be used to inform staff, faculty, and other students about the needs, attitudes, opportunities, and problems of the handicapped students. It was also noted that the film is scheduled for a college retreat, faculty groups, and orientation meetings for new students and staff.

The meeting adjourned at 3:20 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

July 11, 1980

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, July 11, 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, Sherburne, and Unger.

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

Student Representative present: Colleen Kelley.

HOSPITAL RENEWAL PROJECT UPDATE

Albert Hanser, Chairman of the Hospital Board of Governors, and Robert Dickler, Associate Director of the Hospital, were present at the committee meeting. Mr. Dickler presented the block schematic for the renewal project, which had been reviewed and approved by the Hospital Board of Governors. He indicated that the major change in the plan is that the floors have been made smaller to some degree and the building will be one floor higher and that the plan is now more refined. The schematics should be completed by mid-August of this year.

Mr. Dickler presented the following overview of the new hospital facility:

Basement - Primarily mechanical, with the possible exception of radiation therapy

1st Floor - Production floor, including central sterile processing, food production and nutrition, laundry and linen, and a large satellite pharmacy



2nd Floor - Special imaging portion of diagnostic radiology and diagnostic services, including the emergency department

3rd Floor - Main level, including the main entrance off Harvard Street, admitting area, administrative and radiology support space, and food service facility for employees and the public

4th Floor - Diagnostic radiology, including cardiovascular radiology

5th Floor - 20 operating rooms, associated anesthesiology and post-anesthesia recovery space and the primary intensive care unit, including medical intensive care, pediatric intensive care and surgical intensive care

6th Floor - Primarily mechanical, with support facilities for intensive care units and operating rooms

7th Floor - Labor, delivery, neonatal, intensive care and obstetrics unit, with two standard bed modules, with 30 beds in each

8th, 9th and 10th Floors - Four standard bed modules on each floor, with 30 beds in each

The present hospital has 14 operating rooms, which presents a problem in terms of not being able to handle all of the surgeries and consequently, other hospitals must be used in some cases. The new hospital will have 20 operating rooms, which should alleviate this problem. The new facility will have a total of 713 beds.

The present estimated total cost of the renewal project is \$232 million, including equipment and remodeling.

The renewal project does not include a plan for more parking facilities. Mr. Dickler indicated that the hospital administration does not feel the renewal project will exacerbate the present parking problems because substantive increases in the number of patients or employees are not anticipated. Regent Goldfine expressed concern over the lack of parking facilities and asked if a parking facility could be included in the renewal project. Vice President French responded that parking is financially self-sufficient within the University and such a project would be covered by a different source of funds.

Mr. Hanser stated the Board of Governors will be presenting the plan to the Metropolitan Health Board in August and will report back to the Regents at the September meeting.

#### AUGUST MEETING

There was a discussion regarding whether or not a meeting in August would be necessary. Chairman Moore reviewed deadlines for several legislative items and suggested procedures that would allow the Board to take action on several items in September.

The committee voted unanimously not to hold a meeting in August.

#### 1981-83 BIENNIAL REQUEST

##### Faculty Salary Recommendations

President Magrath presented the proposed faculty salary increase component of the 1981-83 legislative request for information. The salary request of \$72 million is part of the Biennial Request, and would provide a faculty salary increase of 17 percent in the first year and 14 percent in the second year of the biennium. President Magrath indicated that this increase will help recoup the loss of purchasing power faculty members have experienced and it will enable the University to retain faculty and provide salary justice for all faculty members. He stated that a hearing specifically on faculty salaries was held on the campus by the Education Division of the House of Representatives Committee on Appropriations. The President indicated that he, Vice President Keller, Faculty Consultative Committee Chairman Marcia Eaton, and numerous faculty representatives presented statements and answered questions on the issue. He further indicated that the cases were unanimous and effectively presented and that useful dialogue with the committee followed.

After a discussion, it was noted that this matter will be on the agenda for action in September.

#### 1981-83 BIENNIAL REQUEST

##### Repairs, Maintenance, Improvements, and Renovations

The Repairs, Maintenance, Improvements, and Renovations component of the 1981-83 Biennial Request in the amount of \$4 million was presented for action.

The committee voted unanimously to recommend approval of the item.

## RECIPROCITY AGREEMENT WITH WISCONSIN

President Magrath presented the following resolution for action:

RESOLVED, that upon recommendation of the President, the 1979-1980 educational reciprocity agreements between Minnesota and Wisconsin are hereby ratified, to be effective for a period of five years, subject to the following conditions:

1. The Regents reaffirm prior conditions that reciprocity agreements may not infringe upon the authority delegated by the Regents to the several faculties to administer admissions. Admission of non-resident students is on a "space available" basis; that is, qualified residents of Minnesota may, except where special contracts exist or where there is specific program reference in a reciprocity agreement, be first eligible for available spaces.

2. The Regents, under their constitutional status, and by provisions of Chapter 136A.08, Subd. 4, will, for their part, review this agreement at the end of five years and at that time will consider extending ratification for the succeeding five years.

3. With respect to provisions for admission of Wisconsin residents to the University of Minnesota College of Veterinary Medicine, the Regents direct the President to monitor developments for a veterinary medicine program in Wisconsin and to recommend to the Board, from time to time, such actions as are deemed appropriate.

After a brief discussion, the committee voted unanimously to recommend approval of the proposed resolution.

### CAPITAL REQUEST 1981-83 LEGISLATIVE SESSION

President Magrath presented the Capital Request for information. The general request is a resubmission of the major items that were presented to the Legislature in 1980, with several changes and adjustments. The total request is for \$102,544,000.

It was noted that the amount for Northwest Experiment Station, Crookston for the Agricultural Research Center addition and remodeling should be \$343,000 instead of \$312,000.

Regent Goldfine expressed concern over the \$3,000,000 Williams Arena remodeling request, indicating that he assumed the work was going to be commenced without legislative approval. President Magrath stated that the most immediate safety corrections are being made now using Athletic Department revenue. Additional work is required and the legislative request of \$3,000,000 covers all necessary work, including the work being done now.

Regent Dosland asked what the effect of inflation is on the gross total of the request by reason of the projects being set back one year due to the Legislature not enacting any building legislation. President Magrath estimated a 12 percent factor.

Regent Krenik pointed out a change, or possibly an error, in a portion of the request for UMW. After discussion, President Magrath noted that he will review the matter and if justified, amend the request before approval of the item.

Regent Latz asked for an explanation of the Sports Facilities Planning item. President Magrath indicated this item is for planning funds for the Twin Cities Recreational Facility. He further stated that the University is undertaking a thorough study of the recreational needs at the coordinate campuses. Regent Latz suggested the name of the item be changed to avoid confusion with intercollegiate athletics.

Regent McGuiggan expressed a concern that the decisions for property and land acquisitions are all made at the same level for the determination of need. He cited the experiment stations as examples where one experiment station may be allowed to proceed with land acquisition when they all have requests in. Regent Krenik stated that in most instances acquisitions depend upon what land is available.

After an extensive discussion, Regent Moore indicated the committee will review the capital request in September.

The meeting adjourned at 10:45 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

July 11, 1980

A meeting of the Board of Regents of the University of Minnesota was held on Friday, July 11, 1980, at 11:10 a.m. in the Regents' Room, 238 Morrill Hall.

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

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

PRESENTATION - ROYAL SOCIETY OF ARTS

Chairman Moore presented the Royal Society of Arts Silver Medal to Ronald A. Iverson, a 1980 summa cum laude candidate of the College of Liberal Arts majoring in physiology. Mr. Iverson is the ninth University of Minnesota student to receive this medal.

APPROVAL OF MINUTES

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

Educational Policy & Long-Range Planning Committee  
Meeting with UMD American Indian Advisory Board -  
May 23, 1980  
Physical Plant & Investments Committee -  
June 5, 1980  
Student Concerns Committee -  
June 5, 1980  
Educational Policy & Long-Range Planning Committee -  
June 5, 1980  
Faculty & Staff Affairs Committee -  
June 5, 1980  
Committee of the Whole -  
June 6, 1980  
Board of Regents -  
June 6, 1980

## REPORT OF THE CHAIRMAN

Chairman Moore stated that she did not have a report this month.

## REPORT OF THE PRESIDENT

President Magrath reported that the Faculty and Staff Affairs Committee had approved the appointment of Ms. Mary Turck as Director of the University Student Legal Services Office. He stated that in the past there have been reports of conflicts between the University Administration and the University Student Legal Services Office and noted that he has been informed that these problems have been resolved.

He further reported that the search for a Vice President for Finance is moving along and he hopes to have a recommendation for an appointment by the September meeting.

## 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. 21,446.

## CONTRACT AND GRANT AWARDS

Vice President Keller 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. 21,447.

## 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 a resolution regarding the Reciprocity Agreement with Wisconsin, as follows:

RESOLVED, that upon recommendation of the President, the 1979-1980 educational reciprocity agreements between Minnesota and Wisconsin are hereby ratified, to be effective for a period of five years, subject to the following conditions:

1. The Regents reaffirm prior conditions that reciprocity agreements may not infringe upon the authority delegated by the Regents to the several faculties to administer admissions. Admission of non-resident students is on a "space available" basis; that is, qualified residents of Minnesota may, except where special contracts exist or where there is specific program reference in a reciprocity agreement, be first eligible for available spaces.

2. The Regents, under their constitutional status, and by provisions of Chapter 136A.08, Subd. 4, will, for their part, review this agreement at the end of five years and at that time will consider extending ratification for the succeeding five years.

3. With respect to provisions for admission of Wisconsin residents to the University of Minnesota College of Veterinary Medicine, the Regents direct the President to monitor developments for a veterinary medicine program in Wisconsin and to recommend to the Board, from time to time, such actions as are deemed appropriate.

Documentation is filed supplement to the minutes, No. 21,447b.

- b) Approval to cancel the August, 1980 Board of Regents meeting and various committee meetings.
- c) Approval of the Repairs, Maintenance, Improvements, and Renovations component of the 1981-83 Biennial Request in the amount of \$4 million. Documentation is filed supplement to the minutes, No. 21,448.

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

Regent Moore further reported that the committee received an update on the Hospital Renewal Project and that the committee also discussed the Faculty Salary recommendations in the 1981-83 Biennial Request and the Capital Request for 1981-83.

#### REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Unger, Chairman of the committee, reported that the committee reviewed three items for information. The first item reviewed was a proposed common policy on resident tuition to apply to the State University System and the University of Minnesota. He noted that it was requested that an explanation be added to the proposed policy clarifying that students paying resident tuition are not necessarily qualified as a resident for purposes of admission to a particular college.

He further reported that the committee reviewed a report from the Assembly Committee on Student Affairs containing recommendations for reorganization of the Board of Student Publications. He noted that Regent Latz raised several points to be taken into consideration and that the final draft of the revised constitution would be brought before the committee in the next few months.

Regent Unger reported that the committee also reviewed a video tape presentation on the Handicapped Student Program.

#### REPORT OF THE EDUCATIONAL POLICY & 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 the Mission Statement. Documentation is filed supplement to the minutes, No. 21,449.

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

Regent McGuiggan further reported that the committee reviewed the following new Minor Programs in the College of Liberal Arts, Twin Cities: East Asian Studies, Geology, Linguistics, Music (options: History and Literature, Performance) and Scandinavian. He also stated that the committee reviewed a new Minor Program in Early Child Care and Development for the University of Minnesota, Duluth.



He further reported that Dean Willard Thompson presented an overview of the Summer Session Program to the committee.

#### 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 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. 21,450.
- d) Approval of promotion and tenure recommendations. Documentation is filed supplement to the minutes, No. 21,451.
- e) Approval to extend the Early Retirement Policy until June 30, 1983.

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

Regent Schertler reported that the committee also reviewed a proposed Policy on Outside Consulting, Outside Service Activities, and Other Employment by Staff Members Holding Appointments in the Departments of Intercollegiate Athletics. She further reported that the committee also reviewed information regarding the Rate-Arranged salary concept relating specifically to certain hospital Rate-Arranged personnel classifications.

Regent Schertler also reported that the committee held a special meeting on Thursday morning, July 10, 1980, to discuss the routine agenda items that are brought before the committee each month and to recommend methods to streamline the docket and facilitate the committee's work.

#### 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 action:

- a) Approval of the Monthly Report of the Vice President for Finance for June, 1980. Documentation is filed supplement to the minutes, No. 21,452.

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

Regent Krenik further reported that the committee voted unanimously to recommend approval of the following resolution regarding UMD student housing proposals:

RESOLVED, on the recommendation of the Duluth Provost and the President, the appropriate administrative officers are authorized to negotiate for a lease of University land adjacent to the Duluth campus for a period not to exceed 50 years, for the development of apartments suitable for student housing, provided that such apartments be leased back to the University for an initial period of five years with an additional five-year option, and further provided that viable financial and construction arrangements can be made.

Regent Krenik reported that in order to insure that this housing would be available for occupancy in the Fall of 1981, authorization to proceed was needed as soon as possible and since this was a request that had been made by the Board of Regents, the committee recommended approval of this resolution at the present time instead of following normal procedure and waiting an additional month for action. Regent McGuiggan stated that he did not feel he could vote in favor of this item if usual procedures were not followed.

The Board of Regents then voted by a majority of 11 to 1 to approve the resolution. Regent McGuiggan abstained.

Regent Krenik further reported that the committee reviewed for information a proposed amended Business Enterprises Policy and noted that it would be before the committee at a later date for action.

He also reported that the committee reviewed a request by the International Study Travel Association to be granted authority to operate a travel agency, with certain limitations, under provisions of the Regents' Policy on

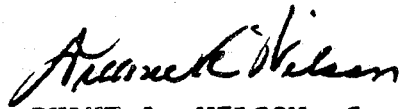
Business Enterprises. He stated that individuals appeared before the committee to speak in favor of and in opposition to the concept. Discussion then ensued and several requests for additional information were received from Board members. President Magrath stated that all the information requested would be provided before the September meeting. Regent Schertler requested that all members of the Board receive the information that was handed out at the committee meeting.

Regent Krenik also reported that the committee reviewed a resolution authorizing the purchase of property at 500 Harvard Street S.E., City of Minneapolis, and reviewed a proposed resolution authorizing the execution of a deed conveying property donated to the University by the Yawkey estate to the City of Crosby. He stated that the committee also reviewed a report on the University's administration of oil and gas leases on mineral properties bequeathed to it at various times. Regent Krenik stated that a request was made that a policy be proposed regarding the handling of such leases.

Regent Krenik also reported that Rick Hoye, a student, spoke to the committee prior to the regular agenda concerning his 36-day fast which he began in protest of the Board of Regents' decision not to boycott the Nestle Corporation because of its promotion of infant formula in Third World Countries.

Regent Schertler stated that she wanted to comment that those members not on the Physical Plant & Investments Committee appreciated the statement made by Mr. Hoye and his concern on this issue.

The meeting adjourned at 12:20 p.m.



DUANE A. WILSON, Secretary

## ACADEMIC PERSONNEL ACTIONS

### AMENDMENTS OF MINUTES

September 8, 1978, Norman Garnezy Professor Psychology sabbatical furlough September 1, 1979 to August 31, 1980 to read September 1, 1979 to June 30, 1980 (returned early)

December 14, 1979, Richard Y Kain Professor Electrical Engineering sabbatical furlough for 1980-81 to be cancelled (change of plans)

January 11, 1980, Rama S Pandey Professor School of Social Development Duluth sabbatical furlough September 1, 1980 to March 31, 1981 to read December 1, 1980 to November 30, 1981 (change of plans)

### BUDGET CORRECTIONS

Carl R Adams Professor College of Business Administration from \$31,500 Term BP to the rate of \$32,000 Term BP beginning September 16, 1980

Norman L Chervany Professor and Chairman College of Business Administration from \$35,250 Term BP and \$3,917 Term BT administrative augmentation to the rate of \$35,750 Term BP and \$3,917 Term BT administrative augmentation beginning September 16, 1980

Gary W Dickson Professor College of Business Administration from \$35,000 Term BP to the rate of \$35,500 Term BP beginning September 16, 1980 (on sabbatical furlough for 1980-81)

Keith Ames from Associate Professor and Chairman Slavic and East European Languages at \$22,000 Term BP and \$2,500 Term AT administrative augmentation to Associate Professor at the rate of \$22,000 Term BP beginning September 16, 1980

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

Ernest D Gray Associate Professor Pediatrics and Biochemistry Medical School from \$34,400 Term AT to \$35,616 Term AT for 1980-81

Allen B Johnson Associate Professor General College from \$23,325 Term BP to the rate of \$23,725 Term BP beginning September 16, 1980

Robert A Wescott Clinical Associate Professor Large Animal Clinical Sciences from \$16,625 Term ATH50 (\$33,250 A rate) to \$3,280 Term ATH10 (\$32,800 A rate) for 1980-81

Mylon D Merchant Development Officer College of Business Administration-Academic Administration, Office of Development and University of Minnesota Foundation from \$36,480 Term AE to \$37,455 Term AE for 1980-81

Jerry V Noyce Head Tennis Coach Men's Intercollegiate Athletics from \$8,600 Term BTH50 (\$17,200 B rate) to \$10,000 Term BTH50 (\$20,000 B rate) for 1980-81

David A Phillips Development Officer Office of Development and University of Minnesota Foundation from \$31,320 Term AE to \$31,500 Term AE for 1980-81

#### RETIREMENTS

Ray C Anderson as Professor Emeritus Pediatrics effective June 30, 1980

Gertrude Esteros as Professor and Head Emeritus Design College of Home Economics effective June 30, 1980

Kenneth Graham as Professor Emeritus Theatre Arts effective June 15, 1980

M Isabel Harris as Professor Emeritus School of Nursing effective June 15, 1980

William A McDonald as Regents Professor Emeritus Classics effective June 15, 1980

Forrest Moore as Professor Emeritus of Education International Student Advisor's Office Office of the Vice President for Student Affairs effective June 30, 1980

James Murphy as Professor Emeritus Music Duluth effective May 31, 1980

Alfred O C Nier as Regents Professor Emeritus School of Physics and Astronomy effective June 15, 1980

Helen Yesner as Professor Emeritus School of Social Work effective June 30, 1980

Helen Skowlund as Associate Professor Emeritus Physical Medicine and Rehabilitation effective June 30, 1980

Jessie Richardson as Assistant Professor Emeritus Bio-Medical Library effective July 31, 1980

#### RESIGNATIONS AND NON-REAPPOINTMENTS

Stephen E Fienberg Professor School of Statistics-Applied Statistics effective June 30, 1980

William R Fifer Professor School of Public Health and Medicine effective June 30, 1980

George E Ham Professor Soil Science effective July 31, 1980

Edwin H White Professor Forest Resources effective August 15, 1980

Marcia R Gelpe Associate Professor Law School effective June 15, 1980

APPOINTMENTS

	White		Black		Hispanic		Asian		Am. I.	
	M	F	M	F	M	F	M	F	M	F
Docket Appointments										
July only	5	1	1							
August through July	45	10	2		1		1			
Non-Docket Appointments										
July only	18	9					5	1		
August through July	317	142	3	4	6	1	27	4	1	

1. Ronald P Brockman as Associate Professor Veterinary Biology July 1, 1980 to June 30, 1982 at the rate of \$34,750 Term AC (this appointment is subject to a special contract calling for a decision on or before April 15, 1981 with respect to continuing this appointment beyond the initial two year term)
2. Terence H Cooper as Associate Professor Soil Science beginning August 1, 1980 at the rate of \$28,000 Term AP
 

Jin Quan Chen as Visiting Professor School of Physics and Astronomy June 1 to August 31, 1980 at \$1,950 Term CTH25 (\$31,200 A rate)

Richard V Kowles as Visiting Professor Agronomy and Plant Genetics June 16 to August 15, 1980 at \$4,534 Term CT (\$27,204 A rate)
3. Robert A Jackson as Assistant Dean Law School for 1980-81 at \$31,500 Term AE
4. Mary C Turck as Director University Student Legal Services Office of the Vice President for Student Affairs July 16, 1980 to June 30, 1981 at the rate of \$24,750 Term AE and \$2,750 Term AT administrative augmentation
5. Robert M Eggleston as Development Officer Office of Development and University of Minnesota Foundation for 1980-81 at \$30,000 Term AE
 

Denis S Berry continuation of appointment as Visiting Professor Mineral Resources Research Center July 1-31, 1980 at \$3,000 Term CT (\$36,000 A rate)

Lonny B Winrich continuation of appointment as Visiting Professor School of Physics and Astronomy July 1 to August 31, 1980 at \$1,667 Term CTH50 (\$20,000 A rate)

Antonio V Xavier continuation of appointment as Visiting Professor Biochemistry/Gray Freshwater Biological Institute College of Biological Sciences June 16-30, 1980 at \$1,389 Term CT (\$33,332 A rate) and July 1 to September 15, 1980 at \$7,430 Term CT (\$35,664 A rate)

Francis A Lee continuation of appointment as Director Labor Education Service - OSHA Project Industrial Relations Center July 1 to October 22, 1980 at \$8,189 Term CT (\$26,500 A rate)

#### SPECIAL APPOINTMENTS

Harold B Allen Professor Emeritus English to serve as Professor Continuing Education and Extension May 1-15, 1980 at \$50.00 per hour (77 years of age)

Joseph T Anderson Professor Emeritus School of Public Health to continue to serve as Professor July 1, 1980 to June 30, 1981 at \$250 per month for 10% time (70 years of age)

William Branstad Clinical Professor Emeritus School of Dentistry-Removable Prosthodontics to serve as Clinical Professor March 16 to June 15, 1980 at \$194 per month for 10% time (72 years of age)

Harold C Deutsch Professor Emeritus History to continue to serve as Harold Keith Johnson Chair of Military History at the War College, Carlisle, Pennsylvania under terms of an Intergovernmental Agency Agreement August 1, 1980 to July 31, 1981 at \$3,761 per month (76 years of age)

Frank H Kaufert Dean and Professor Emeritus College of Forestry Administration to continue to serve as Professor July 1, 1980 to June 30, 1981 at \$425 per month for 15% time (74 years of age)

I M Kolthoff Professor Emeritus Chemistry to continue to serve as Professor May 1-31, 1980 at \$3,400 per month (86 years of age)

George W Mather Professor Emeritus Small Animal Clinical Sciences to serve as Professor Extension Classes January 1 to June 30, 1980 at \$46.00 per hour (68 years of age)

Charles H McLaughlin Professor Emeritus Political Science to serve as Professor Continuing Education and Extension May 16-31, 1980 at \$50.00 per hour (71 years of age)

Burton Paulu Professor Emeritus University Media Resources-TV to continue to serve as Professor Continuing Education and Extension May 16-31, 1980 at \$50.00 per hour (69 years of age)

#### PROMOTIONS AND TRANSFERS

Carl R Adams Professor College of Business Administration at \$32,000 Term BP to continue to serve in addition as Special Assistant Office of the Vice President Administration and Planning at the rate of \$9,900 Term BT augmentation September 16 to December 31, 1980

Roger Benjamin Professor Political Science at \$28,900 Term BP to serve as Acting Associate Dean and Executive Officer College of Liberal Arts-Administration and Professor Political Science at \$30,000 Term AP and \$10,675 Term AT administrative augmentation for 1980-81

Stanley L Diesch Professor Large Animal Clinical Sciences at \$38,950 Term AP to serve in addition as Acting Chairman at the rate of \$3,600 Term AT administrative augmentation July 1 to September 30, 1980

Harold E Dziuk Professor Veterinary Biology at \$43,700 Term AP to serve in addition as Acting Chairman at the rate of \$3,600 Term AT administrative augmentation July 1 to September 30, 1980

David L Giese Professor and Coordinator of Research General College at \$35,862 Term AP to continue to serve in Office of Physical Planning without change in salary rate or term July 1 to September 15, 1980

James A Grant from Professor Geology Duluth at \$27,870 Term MP to Professor Geology Duluth and Director Study in England Program Office of the Vice Provost for Academic Administration Duluth at the rate of \$27,870 Term MP and \$1,000 Term MT administrative augmentation beginning September 1, 1980

6. William S Herman from Professor Genetics and Cell Biology at \$28,459 Term BP to Professor and Head at the rate of \$37,228 Term AP and \$2,772 Term AT administrative augmentation beginning September 16, 1980

Grover E Maxwell from Professor Philosophy and Director Minnesota Center for Philosophy of Science at \$37,400 Term BP to Professor without change in salary rate or term beginning September 16, 1980

Gene L Piche Professor Curriculum and Instruction at \$35,400 Term BP to continue to serve as Assistant Dean College of Education-Administration and Professor Curriculum and Instruction at the rate of \$43,267 Term AP and \$2,100 Term AT administrative augmentation beginning July 1, 1980

Roger G Schroeder from Professor Management Sciences College of Business Administration at \$33,800 Term BP to Professor Management Sciences College of Business Administration and Director PhD Program College of Business Administration Office of Graduate Studies at the rate of \$39,223 Term KP and \$3,922 Term KT administrative augmentation beginning August 16, 1980

R R Hinojosa Smith from Professor and Chairman Chicano Studies at \$33,100 Term BP and \$2,000 Term BT administrative augmentation to Professor at the rate of \$33,100 Term BP beginning September 16, 1980

7. Dale K Sorensen from Professor and Chairman Large Animal Clinical Sciences at \$45,900 Term AP and \$3,600 Term AT administrative augmentation to Associate Dean Research and Academic Affairs College of Veterinary Medicine-Administration and Professor Large Animal Clinical Sciences at the rate of \$47,400 Term AP and \$3,600 Term AT administrative augmentation beginning July 1, 1980

Melvin Waldfogel Professor Art History at \$30,250 Term BP to continue to serve as Acting Director University Gallery and Professor Art History at the rate of \$37,100 Term AP and \$3,400 Term AT administrative augmentation beginning July 1, 1980



C Arthur Williams Jr from Professor Finance and Insurance College of Business Administration at \$44,800 Term BP for 1979-80 to Professor Minnesota Insurance Industry Chair College of Business Administration at the rate of \$55,000 Term BP beginning September 16, 1980

James G Boulger Associate Professor Behavioral Sciences Psychology and Clinical Sciences Duluth and Associate Dean Admissions Administration and Student Affairs Duluth at \$37,123 Term AP and \$4,177 Term AT administrative augmentation to serve in addition as Acting Dean School of Medicine Duluth at the rate of \$7,000 Term AT administrative augmentation beginning July 1, 1980

Richard D Leppart from Associate Professor Humanities Program at \$22,500 Term BP to Associate Professor and Chairman at the rate of \$22,500 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1980

Robert P Patterson from Associate Professor Physical Medicine and Rehabilitation at \$34,188 Term AT for 1979-80 to Associate Professor and Director of Research at the rate of \$36,239 Term AP and \$5,000 Term AT administrative augmentation beginning July 1, 1980

Mischa Penn from Associate Professor University College at \$21,600 Term BP to Associate Professor Anthropology without change in salary rate or term beginning September 16, 1980

Jared M Smalley Associate Professor and Assistant Coordinator Concerted Services Agricultural Extension Service at \$29,600 Term AP to continue to serve as Associate Professor and Acting Assistant District Extension Director without change in salary rate or term July 1 to September 30, 1980

Mariah Snyder from Assistant Professor School of Nursing at \$26,000 Term AN to Associate Professor at the rate of \$27,000 Term AP beginning July 1, 1980 (Promotion approved by the Board of Regents May 9, 1980)

Robert E Williams from Associate Professor Music Duluth at \$22,100 Term MP to Associate Professor and Assistant to the Head at the rate of \$22,100 Term MP and \$300 Term MT administrative augmentation beginning September 1, 1980

Edmond F Lundstrom from Assistant Professor in Recreation Health and Physical Education and Recreation Duluth at \$18,845 Term MP to Assistant Professor in Recreation and Acting Head at the rate of \$18,845 Term MP and \$1,700 Term MT administrative augmentation beginning September 1, 1980

Roger A MacDonald from Clinical Assistant Professor Family Practice and Community Health without salary to Associate Director Rural Physician's Associate Program Medical School Administration at the rate of \$44,200 Term AE June 1-30, 1980 and to \$45,000 Term AE for 1980-81

## SALARY ADJUSTMENTS

Arthur H Ballet Professor Theatre Arts at \$32,550 Term BP to serve at the rate of \$40,458 Term AP July 1 to December 31, 1980 (to complete term as Director of Theatre Programs for the National Endowment for the Arts with salary paid by the federal agency through the University)

A Jack Hafner Professor School of Public Health and Acting Director Program in Health Care Psychology School of Public Health from the rate of \$33,658 Term AP and \$1,000 Term AT administrative augmentation March 1 to June 30, 1980 to the rate of \$37,300 Term AP and \$1,100 Term AT administrative augmentation beginning July 1, 1980

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

David H Olson Professor Family Social Science at \$39,450 Term AP on sabbatical furlough to receive \$1,864 from Experiment Station Funds July 1 to September 15, 1980 to be paid through the University

Wentworth Quast Professor School of Public Health from \$32,775 Term AP for 1979-80 to the rate of \$35,975 Term AP beginning July 1, 1980

Myer S Leonard Associate Professor School of Dentistry-Oral and Maxillofacial Surgery from \$36,688 Term AP to the rate of \$37,535 Term AP beginning July 1, 1980

Mary M Price Associate Professor Physical Medicine and Rehabilitation from \$29,438 Term APH80 (\$36,798 A rate) to the rate of \$51,117 Term APH80 (\$36,798 Term AP \$27,099 Term AT) beginning July 1, 1980

O Douglas Wangenstein Associate Professor Physiology at \$30,400 Term AP on sabbatical furlough to receive \$6,000 from NIH research funds July 1 to December 31, 1980 to be paid through the University

Monica M Bossenmaier Assistant Professor School of Nursing from \$15,356 Term BPH80 (\$19,195 B rate) to the rate of \$17,276 Term BPH90 (\$19,195 B rate) beginning September 16, 1980

Paul J Montgomery Assistant Professor Related Education Division Waseca from \$17,000 Term BP to \$17,000 Term CP (\$22,667 A rate) July 1, 1980 to March 15, 1981 and June 16-30, 1981

Clifford E Ahlgren Research Associate Forest Resources from \$26,000 Term AP for 1979-80 to the rate of \$27,700 Term AP beginning July 1, 1980

Donald C McNaught Director Sea Grant Program Graduate School and Professor Ecology and Behavioral Biology from the rate of \$35,500 Term AP and \$3,500 Term AT administrative augmentation June 1-30, 1980 to the rate of \$36,500 Term AP and \$3,500 Term AT administrative augmentation beginning July 1, 1980

Charles W Drage Professor Medicine from \$41,800 Term AP to the rate of \$42,492 Term AP beginning July 1, 1980

Wolfgang J Baumann Professor and Assistant to the Director The Hormel Institute from \$35,714 Term AT and \$1,500 Term AT administrative augmentation to \$36,514 Term AT and \$1,500 Term AT administrative augmentation for 1980-81

James R Burleigh Professor Plant Pathology from \$33,110 Term AT for 1979-80 to \$35,759 Term AT for 1980-81

Verne E Comstock Professor Agronomy and Plant Genetics from \$9,000 Term ATH33 (\$27,000 A rate) for 1979-80 to \$9,600 Term ATH33 (\$28,800 A rate) for 1980-81

Jesse Edwards Clinical Professor Laboratory Medicine and Pathology from \$10,000 Term ATH25 (\$40,000 A rate) for 1979-80 to \$10,500 Term ATH25 (\$42,000 A rate) for 1980-81

Robert C Einsweiler Professor Hubert H Humphrey Institute of Public Affairs and Director Planning Program Hubert H Humphrey Institute of Public Affairs-Administration from \$42,700 Term ATH75 (\$46,700 Term AT and \$10,234 Term AT administrative augmentation) for 1979-80 to \$45,400 Term ATH75 (\$49,617 Term AT and \$10,916 Term AT administrative augmentation) for 1980-81

Donald P Geesaman Professor Hubert H Humphrey Institute of Public Affairs-Administration and Director Master of Arts Program Hubert H Humphrey Institute of Public Affairs-Administration from \$27,000 Term BT and \$1,500 Term BT administrative augmentation for 1979-80 to \$30,000 Term BT and \$5,000 Term BT administrative augmentation for 1980-81

Stanley Hendricks Clinical Professor Large Animal Clinical Sciences from \$5,975 Term CTH30 (\$36,770 A rate) December 16, 1979 to June 30, 1980 to \$2,818 Term CTH30 (\$37,570 A rate) July 1 to September 30, 1980

Aly M Lasheen Professor Horticultural Science and Landscape Architecture from the rate of \$37,799 Term AT and \$3,780 Term AT augmentation while serving as Field Chief of Party in Morocco October 1, 1979 to June 30, 1980 to \$40,445 Term AT and \$4,045 Term AT augmentation while serving as Field Chief of Party in Morocco for 1980-81

Nathanial London Clinical Professor Psychiatry from \$3,800 Term ATH14 (\$27,143 A rate) for 1979-80 to \$4,150 Term ATH14 (\$29,643 A rate) for 1980-81 and to continue as Lecturer School of Social Work without salary July 1, 1980 to June 30, 1981

Sherman Nelson Clinical Professor School of Public Health and Psychiatry from \$2,998 Term ATH14 (\$21,500 A rate) for 1979-80 to \$3,100 Term ATH14 (\$22,300 A rate) for 1980-81 and to continue as Clinical Professor Psychology without salary July 1, 1980 to June 30, 1981

Samuel Scher Clinical Professor School of Public Health and Psychiatry from \$3,100 Term ATH14 (\$22,963 A rate) for 1979-80 to \$3,250 Term ATH14 (\$23,763 A rate) for 1980-81 and to continue as Clinical Professor Psychology without salary July 1, 1980 to June 30, 1981

Thomas C Atchison Visiting Associate Professor Civil and Mineral Engineering from \$19,470 Term ATH60 (\$32,450 A rate) for 1979-80 to \$19,950 Term ATH60 (\$33,250 A rate) for 1980-81

Howard L Brockman Associate Professor The Homel Institute from \$32,241 Term AT to \$32,541 Term AT for 1980-81

Robert H Brookshire Associate Professor Communication Disorders from \$3,000 Term ATH12 (\$24,590 A rate) for 1979-80 to \$3,200 Term ATH12 (\$26,230 A rate) for 1980-81

Melvyn L Fahning Clinical Associate Professor Large Animal Clinical Sciences from \$12,360 Term ATH40 (\$30,900 A rate) for 1979-80 to \$13,345 Term ATH40 (\$33,363 A rate) for 1980-81

Bernadine Feldman Associate Professor School of Nursing from the rate of \$28,980 Term AT October 16, 1979 to June 30, 1980 to \$30,574 Term AT for 1980-81

Lloyd A Fish Clinical Associate Professor Pediatrics from \$2,345 Term ATH10 (\$23,600 A rate) for 1979-80 to \$2,391 Term ATH10 (\$24,400 A rate) for 1980-81

Judith Garrard Associate Professor School of Public Health from \$28,604 Term AT for 1979-80 to \$30,404 Term AT for 1980-81

George K Gordon Associate Professor School of Public Health from the rate of \$29,876 Term AT May 1 to June 30, 1980 to \$31,820 Term AT for 1980-81

Verona C Gordon Associate Professor School of Nursing from \$27,480 Term AT for 1979-80 to \$28,991 Term AT for 1980-81

Rogers C Gurira Visiting Associate Professor Chemistry from the rate of \$12,000 Term ATH75 (\$16,000 A rate) October 16, 1979 to June 30, 1980 to \$3,000 Term CT (\$24,000 A rate) July 1 to August 15, 1980

Keith Horton Clinical Associate Professor Psychiatry from the rate of \$3,070 Term ATH10 (\$30,700 A rate) March 16 to June 30, 1980 to \$3,150 Term ATH10 (\$31,500 A rate) for 1980-81

Joseph R Kelly Clinical Associate Professor Medicine from the rate of \$7,000 Term ATH23 (\$30,000 A rate) January 1 to June 30, 1980 to \$7,000 Term ATH23 (\$30,800 A rate) for 1980-81

John M Long Associate Professor Surgery from \$43,700 Term AT for 1979-80 to \$46,700 Term AT for 1980-81

Richard Moore Associate Professor Radiology from the rate of \$28,501 Term AT November 1, 1979 to June 30, 1980 to \$29,301 Term AT for 1980-81

Richard B Moore Associate Professor Surgery from \$40,400 Term AT for 1979-80 to \$42,500 Term AT for 1980-81

Frederick J Morrison Associate Professor Institute of Child Development from the rate of \$29,950 Term AT July 16, 1979 to June 30, 1980 to \$32,395 Term AT for 1980-81

Richard J Oszustowicz Adjunct Associate Professor from the rate of \$14,500 Term BTH60 (\$23,954 B rate) April 1 to June 15, 1980 to \$9,900 Term BTH40 (\$24,700 B rate) for 1980-81

Harold Schwartz Associate Professor Medicine from \$43,250 Term AT to \$45,422 Term AT for 1980-81

Ruth P Stryker-Gordon Associate Professor School of Public Health from the rate of \$27,420 Term AT May 1 to June 30, 1980 to \$29,220 Term AT for 1980-81

Ruth B Teeter Associate Professor Center for Youth Development and Research from \$28,462 Term AT for 1979-80 to \$25,167 Term CT (\$30,200 A rate) July 1, 1980 to April 30, 1981

Barbara L Edgar Director Project Technology Power Institute of Technology-Administration from the rate of \$14,925 Term ATH75 (\$19,900 A rate) September 16, 1979 to June 30, 1980 to the rate of \$13,975 Term ATH65 (\$21,500 A rate) July 1 to August 31, 1980 and to the rate of \$16,125 Term ATH75 (\$21,500 A rate) September 1, 1980 to June 30, 1981

Allen F Greenbaum Director and Assistant Professor Supportive Services Program-Duluth from \$22,600 Term AE and \$2,000 Term AT administrative augmentation to the rate of \$25,500 Term AE and \$2,000 Term AT administrative augmentation July 16, 1980 to June 30, 1981

Ralph T Holman Executive Director and Professor The Hormel Institute from \$48,901 Term AE and \$4,000 Term AT administrative augmentation to \$50,000 Term AE and \$4,000 Term AT administrative augmentation for 1980-81

Lowell W Larson Director Fund Development Administration Crookston from \$17,500 Term AEH70 (\$25,000 A rate) to \$26,500 Term AE for 1980-81

Margaret Lulic-Timpone Director Public Affairs Institute of Technology Administration from the rate of \$20,000 Term AE August 1, 1979 to June 30, 1980 to \$25,000 Term AE for 1980-81

Thomas D Patterson Director of Annual Giving Minnesota Medical Foundation from \$25,250 Term AE for 1979-80 to \$26,050 Term AE for 1980-81

Eivind O Hoff Executive Director and Chief Executive Officer Minnesota Medical Foundation from \$43,500 Term AE for 1979-80 to \$44,300 Term AT for 1980-81

Donald A Engel Development Officer Minnesota Medical Foundation from \$25,000 Term AE for 1979-80 to \$25,800 Term AE for 1980-81

#### LEAVES OF ABSENCE

Eldon B Berglund Professor Family Practice and Community Health and Pediatrics continuation of 34% time leave without salary July 1 to December 31, 1980 on account of disability

Anna-Mary Carpenter Professor Anatomy leave without salary for 1980-81 to set up and teach courses at Indiana University School of Medicine

Evelyn S Firchow Professor German leave without salary September 16 to December 15, 1981 to do research on Notker Labeo's Old High German with time to be spent in Germany

LaVern A Freeh Professor and Assistant Dean Institute of Agriculture Forestry Home Economics-Administration and Head Office of Special Programs Agricultural Extension Service leave without salary August 1, 1980 to June 30, 1981 to serve as Special Assistant to the President of Land O'Lakes, Incorporated

George S Hage Professor School of Journalism and Mass Communication 75% time leave without salary September 16 to December 15, 1980 to do professional activities as "Readers Representative" at the Minneapolis Tribune

Jasper S Hopkins Professor Philosophy leave without salary for 1980-81 to write a book on Nicholas of Cusa and Study in France and Germany

Ida M Martinson Professor and Director of Research School of Nursing leave without salary August 1-31, 1980 to prepare for sabbatical furlough abroad

Gary C McVey Professor Agriculture Crookston continuation of leave without salary for 1980-81 to serve as consultant in the development of a technical agricultural college in Saudi Arabia

Leonard S Parker Professor School of Architecture and Landscape Architecture leave without salary for 1980-81 to pursue private practice

Gerald A Sanders Professor Linguistics leave without salary December 16, 1980 to March 15, 1981 to do research and writing on paraphrase relations in natural language

William P Shively Professor Political Science leave without salary September 16 to December 15, 1980 to accept a Fulbright award with time to be spent in Norway

Carlo A Terzuolo Professor Physiology leave with salary June 25 to October 30, 1980 to do research at the Physiological Institute of the C.N.R.S. in Paris and present papers at the International Brain Research Organization Symposium in Pisa an Italian neurological meeting in Rome

Louis E Toth Professor Chemical Engineering and Materials Science leave without salary for 1980-81 to accept a position in metallurgy with the National Science Foundation in Washington, DC

Ronald E Anderson Associate Professor Sociology to continue 25% time leave without salary for 1980-81 to do research with the Minnesota Education Computing Consortium

Jean K Andrews Associate Professor School of Nursing leave without salary August 16 to December 15, 1980 for professional development

Roger L DeRoos Associate Professor Office of the Vice President for Student Affairs and Public Health Engineer Boynton Health Service continuation of leave without salary for 1980-81 to continue to serve as Director Environmental Health Minnesota Department of Health

Milan Kovacovic Associate Professor Foreign Languages and Literatures Duluth leave without salary for 1980-81 to accept visiting appointment at Carleton College in Northfield

Richard Moore Associate Professor Radiology leave without salary July 1 to September 30, 1980 to accept a German Academic Exchange Service Fellowship to work at Department of Radiology, Free University, West Berlin, West Germany

George Stephanopoulos Associate Professor Chemical Engineering and Materials Science leave without salary for 1980-81 to serve as Visiting Professor at the National Technical University of Athens, Greece

Ann M Voda Associate Professor School of Nursing leave without salary July 21 to August 31, 1980 for vacation

Helen B Hansen Assistant Professor School of Nursing leave without salary June 16 to July 15, 1980 for personal reasons

David J Mayo Assistant Professor Philosophy leave without salary December 1, 1980 to February 28, 1981 for personal reasons

Mariann E Tiblin Assistant Professor Wilson Library leave without salary July 1 to September 14, 1980 for personal reasons

Vivian M Barfield Director Women's Intercollegiate Athletics leave with salary June 23 to July 18, 1980 to participate in Dartmouth Institute

Lyndel I King Director University Gallery continuation of leave without salary for 1980-81 to serve as Director of exhibitions for Control Data Corporation

Catherine A Marienau Director University College leave without salary August 16, 1980 to June 30, 1981 to accept the Bush Leadership Fellowship award to be a Professional in Residence at the Institute for Academic Improvement in Memphis, Tennessee

Richard B Heydinger Jr Assistant to the Vice President Office of the Vice President for Academic Affairs 30% time leave with salary for 1980-81 to accept a fellowship from the Kellogg Foundation with time to be spent in the Twin Cities

#### SABBATICAL FURLOUGHS

Kenneth E Egertson Professor and Extension Economist, Marketing Agricultural and Applied Economics sabbatical furlough September 1, 1980 to June 30, 1981 to work on a research project in livestock marketing and to study agriculture and marketing policy formulation at the federal level with time to be spent in Washington, DC

Patrick V J Hegarty Professor Food Science and Nutrition sabbatical furlough August 1, 1980 to July 31, 1981 to do research in nutritional biochemistry and develop and teach courses in the Department of Nutrition, University College, Cork, Ireland

William E Lueschen Professor Southern Experiment Station Waseca sabbatical furlough July 16, 1980 to July 15, 1981 to take courses in weed science and plant physiology, evaluate weed control in soybeans and sorghums utilizing a ropewick applicator, and evaluate interactions of weed control and conservation tillage with time to be spent in the Department of Agronomy at the University of Nebraska

Philip P Allen Associate Professor Horticultural Technology Division Waseca sabbatical furlough January 1 to December 31, 1981; January-April work in Industry on Bulb Forcing and Marketing (Kenyon Flowers, Ovid, New York; Netherlands Flower Bulb Institute, New York City, New York); May- travel in Holland to see tulip, hyacinth, daffodil gardens; June-September work in Industry on production and processing vegetable crops at General Foods, Waseca, Minnesota; October-December writing course materials for computer assisted instruction

Vincent R Hunt Associate Professor Family Practice and Community Health sabbatical furlough September 1, 1980 to August 25, 1981 to implement a plan for residency and clinics in Family Medicine in the State of Bahrain and to work with the Family Medicine Department at the American University in Beirut, Lebanon

Von Dean Kuldau Associate Professor Sociology-Anthropology Duluth sabbatical furlough for 1980-81 to do research and writing



## CIVIL SERVICE PERSONNEL ACTIONS

### RETIREMENTS

Marjorie E Hartig Clinic Gynecologist Boynton Health Service effective June 15, 1980

Lydia I Neibergs Clinic Ophthalmologist Boynton Health Service effective June 30, 1980

Paul Neibergs Clinic Physician Boynton Health Service effective June 30, 1980

Stella M Sikkema Clinic Physician Boynton Health Service effective June 15, 1980

### RESIGNATIONS AND NON-REAPPOINTMENTS

Don C Howard Administrative Director Laboratory Medicine and Pathology effective May 30, 1980

Fred Knotek Coordinator Administrative Systems Development University Personnel Department effective June 6, 1980

Stephen R Markowitz Coordinating Planner Physical Planning effective June 15, 1980

Shirley B Nochomovitz Clinic Physician Community University Health Care Center effective June 3, 1980

### APPOINTMENT

Merril E Muhs as Supervising Systems Software Programmer University of Minnesota Hospitals May 5 to June 30, 1980 at the rate of \$27,036 Term AS

### PROMOTION AND TRANSFER

Thomas Fiutak from Director Student Activities Center Student Organization Development Center at the rate of \$25,308 Term AS July 1 to December 31, 1979 and at the rate of \$25,620 Term AS January 1 to June 30, 1980 to Director Student Organization Development Center at the rate of \$26,640 Term AS October 1, 1979 to June 30, 1980

### SALARY ADJUSTMENTS

Michael J Hopkins Assistant Director Purchasing and Stores Purchasing Department from \$23,844 Term AS to the rate of \$24,684 Term AS June 1-30, 1980

Charles MacDonald Senior Organization Development Specialist University of Minnesota Hospitals from \$21,924 Term AS to the rate of \$23,244 Term AS April 16 to June 30, 1980

Donna Wieb Laboratories Manager Hospital University of Minnesota  
Hospitals from \$26,688 Term AS to the rate of \$28,788 Term AS April 15  
to June 30, 1980

LEAVES OF ABSENCE

James Munger Clinic Physician University Health Service Duluth and  
Clinical Assistant Professor General Practice and Family Medicine Duluth  
leave without salary June 4-13, 1980 due to department retrenchment

Russell E Smith University Building Official Physical Planning leave  
with salary June 16-20, 1980 for annual military training

Donald J Zimmerman Supervising Analyst Programmer Administrative  
Data Processing Department leave with salary June 16-20, 1980 for  
annual military training

**DOCKET POSITIONS  
APPLICANT POOL AND DEPARTMENT COMPOSITION**

Item No.	Position	Department	College	Pool	Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total		Total	
						M	F	M	F	M	F	M	F	M	F	M	F		
1	Ronald P. Brockman Associate Professor	Veterinary Biology	College of Veterinary Medicine	Applicants		61	7									61	7	68	
				Considered		4											4		
				Selected		1											1		
				*Faculty EEO 2		9P 2C 1N	3P 1N										13		4
2	Terence H. Cooper Associate Professor	Soil Science	College of Agriculture	Applicants		12	1	1								13	1	14	
				Considered		4											4		
				Selected		1											1		
				*Faculty EEO 2		21P 3N 4I											28		
3	Robert A. Jackson Assistant Dean	Law School	Law School	Applicants		9	13	1	1							10	14	24	
				Considered			10	1									1		10
				Selected			1										1		
				*Administrative EEO 1		1P 1C											2		
4	Mary Turck Director	University Legal Service	Office of the Vice President for Student Affairs	Applicants		24	4	1	1							25	4	29	
				Considered		4	3	1									5		3
				Selected		1											1		
				*Administrative EEO 1		1P 1E											2		1
5	Robert M. Eggleston Development Officer	Development	University Foundation	Applicants		10	3					1				11	3	14	
				Considered		4											4		
				Selected		1											1		
				**Professional EEO 3		5E	1E										5		1

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total		Total			
					M	F	M	F	M	F	M	F	M	F	M	F				
6	William Herman Professor and Head Genetics and Cell Biology		College of Biological Sciences	Applicants	17							1				18		18		
				Considered	4								1				5		5	
				Selected	1												1		1	
				*Faculty EEO 2	19P 4N									1P				24	3	27
7	Dale K. Sorensen Associate Dean of Research and Academic Affairs Administration		College of Veterinary Medicine	Applicants	3											3		3		
				Considered	3												3		3	
				Selected	1												1		1	
				*Administrative EEO 1	2P												2		2	
TOTALS				Applicants	136	28	3	1				2				141	29	170		
				Considered	23	16	2										25	16	41	
				Selected	5	1											5	1	6	

Data Source: Department Composition (Academic Only), EEO-6 Data Base, January 1980

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

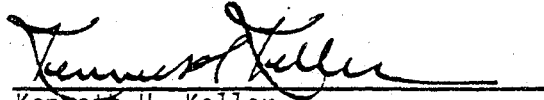
\*\*EEO-6 Category 2, Faculty: Professor, Associate Professor, Instructor, Research Associate and Research Fellow

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

NONCAMPUS SERVICE REQUESTS

July 1980

As 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.

  
Kenneth H. Keller  
Vice President for Academic Affairs

Note: Numerals in parentheses indicate total number of days per month of consulting commitments including present request; a plus before a numeral indicates compensation in excess of expenses.

ADMINISTRATION

ACADEMIC AFFAIRS

Dean Abrahamson, Professor, Hubert H. Humphrey Institute of Public Affairs  
+ Professional services for State of Minnesota Pollution Control Agency to assist in preparing response to U.S. Nuclear Regulatory Commission and U.S. Department of Energy rules regarding the management of high level radioactive wastes. (1 $\frac{3}{4}$ ;+1)\*

A. J. Linck, Associate Vice President for Academic Affairs, Horticultural Science and Landscape Architecture  
Professional services for Midwest Research Institute, North Star Laboratories as member of Advisory Board. (1/6)

PRESIDENT'S OFFICE

Russell D. Tall, Director, University Relations  
+ Professional services for Metropolitan State University to teach an evening  
+ class in public relations; for North Hennepin Community College to teach a class in public relations two nights per week. (+3)

INSTITUTE OF AGRICULTURE, FORESTRY & HOME ECONOMICS

Norman A. Brown, Professor and Director, Agricultural Extension  
+ Professional services for Partners of the Americas, Inc., Washington, D.C. to serve as an advisor to the staff and board of directors for program development, staff development, long-range planning, resource development and program evaluation. (+2)

+ Compensation in excess of expenses

\* One and three-fourth days per month uncompensated and one day per month compensated equal a total consulting commitment of two and three-fourth days per month.

INSTITUTE OF AGRICULTURE, FORESTRY & HOME ECONOMICS (Continued)

+ Michael P. Kirkwood, Assistant Extension Specialist, 4-H Youth Development  
+ Professional services for United Power Association, Elk River, Minnesota,  
to present the 4-H program, "Energy, Today and Tomorrow" to utility  
personnel and families. (+1)

Gyles W. Randall, Associate Professor, Southern Experiment Station  
Professional services for Farmland Industries, Inc., Kansas City, Missouri,  
to serve on a University/Farmland Fertilizer Advisory Board to discuss  
current topics in soil fertility and fertilizer. (1/5)

COLLEGE OF AGRICULTURE

Willis E. Anthony, Professor, Agricultural & Applied Economics  
Professional services for Minnesota Corn Research and Promotion Council  
as elected member of the Council and Treasury. (1)

M. L. Brenner, Associate Professor, Horticultural Science & Landscape  
Architecture  
Professional services for Minnesota Chromotography Forum as Secretary/  
President Elect (1979-80) and President (1980-81). (3/4;+3)

David S. Koranski, Assistant Professor, Horticultural Science & Landscape  
Architecture  
Professional services for the Egyptian Government, Monsura, Egypt, to  
cooperate with the floriculture department in producing floriculture  
crop schedules and to assist with the undergraduate floriculture curriculum;  
for Rose Incorporated, Haslett, Michigan, to work with growers on nutritional  
problems and for soil and tissue tests. (3)

Vernon W. Ruttan, Professor, Agricultural & Applied Economics  
+ Professional services for International Labor Office, Geneva, Switzerland,  
to prepare project outline and to serve as a consultant to project on  
"Institutional Factors Affecting the Generation and Diffusion of Agricultural  
Technology: The Role and Performance of National Agricultural Research  
+ Systems"; for Office of Technology Assessment, U.S. Congress, Washington, D.C.  
to participate in work of advisory panel for assessment of agricultural  
research. (1/2;+2&5/6)

+ L. David Schuelke, Professor, Rhetoric/Agricultural Experiment Station  
+ Professional services for Amcon, Burnsville, Minnesota, as a marketing  
and communication consultant. (1/3;+3&1/2)

+ George R. Spangler, Associate Professor, Entomology, Fisheries & Wildlife  
+ Professional services for Ontario Council of Commercial Fisheries, Wiarton,  
Ontario, to design a research project to investigate estimation of yield  
potential for commercially exploited stocks of Lake Superior fish. (1/2;+1)

Isabel D. Wolf, Assistant Professor & Extension Specialist, Food Science &  
Nutrition  
Professional services for Working Opportunities for Women as member of  
the Board of Directors; for Minnesota Food & Nutrition Information Associates  
as Chairman, Board of Directors. (2&1/2)

#### COLLEGE OF FORESTRY

- Robert Erickson, Professor, Forest Products  
+ Professional services in private practice to provide technical assistance to private industries. (1;+1)

#### COLLEGE OF HOME ECONOMICS

- Peter Brown, Associate Professor, Textiles and Clothing  
+ Professional services for Weckworth, Barer and Meyer, Seattle, Washington, as expert witness for plaintiff in a product liability suit involving the analysis of textile products and evaluation of their behavior in use. (+4)
- James L. Hawkins, Associate Professor, Family Social Science  
+ Professional services for private practice in marriage and family therapy. (+2)
- Gerhard Neubeck, Professor, Family Social Science  
+ Professional services for private practice in marriage, family and sex counseling. (+3)

#### COLLEGE OF BIOLOGICAL SCIENCES

- Peter J. Chapman, Professor, Biochemistry  
+ Professional services for Syracuse Research Corporation, Syracuse, New York, as consultant on research problems related to environmental assessment of fate of synthetic chemicals; for Molecular Genetics, Inc. as scientific adviser on biological transformations for commercial processes. (1;+2&2/3)
- Gerald B. Ownbey, Professor and Curator of the Herbarium, Botany  
+ Professional services for Nature Conservancy, Arlington, Virginia, to provide information on new site records for rare plants of Minnesota. (1/9;+1/4)

#### COLLEGE OF BUSINESS ADMINISTRATION

- Eric N. Berkowitz, Assistant Professor, Marketing and Business Law  
+ Professional services for Central Roofing Company to serve on Board of Directors. (+1/6)

#### CONTINUING EDUCATION & EXTENSION

- Beryl Byman, Coordinator, Rochester Center  
+ Professional services for Minnesota Public Radio, Rochester, Minnesota, to develop a series of twenty-six, half-hour radio programs on "Writing in Minnesota"; the series to be taped and broadcast on public radio once a week. (+2)
- Antona M. Richardson, Director, Fire Information, Research and Education Center  
Professional services for Governor's Council on Fire Prevention and Control, State of Minnesota, as Secretary. (1/2;+2)

CONTINUING EDUCATION & EXTENSION (Continued)

Barbara Stuhler, Professor/Associate Dean, Dean's Office  
Professional services for The Center for Humanism, Awareness & Research Training (CHART) to provide appropriate consultation, training, support, counseling and referrals which will foster the growth and status of women in the home, business and community. (1 $\frac{2}{3}$ ;+1/2)

COLLEGE OF EDUCATION

Donald Irvin, Assistant Professor, Vocational & Technical Education  
Professional services for American Vocational Association to serve on Publications Committee; as teacher education representative to Policy Committee of Industrial Arts Division; for American Vocational Education Research Association as Membership Secretary. (1/3)

Dale L. Lange, Professor, Curriculum and Instruction  
+ Professional services for Talmud Torah as co-director for Hebrew Curriculum Project. (2;+2)

Leo H. McAvoy, Assistant Professor, School of Physical Education, Recreation, School Health Education  
+ Professional services for Minnesota Department of Natural Resources to design and implement a resource inventory research project on nine Minnesota rivers to determine their potential for designation as a recreational canoe and boating route. (+1 $\frac{1}{2}$ )

John Manning, Professor, Curriculum and Instruction  
Professional services for Minneapolis Public Schools as consultant for Title I Reading Program; for Anoka Hennepin School District, Coon Rapids, Minnesota, as a consultant of reading program. (1)

Michael P. Maratsos, Associate Professor, Institute of Child Development  
+ Professional services for National Institute of Child Health and Human Development, Bethesda, Maryland, as consultant in preparation for writing their five-year research program. (2;+1)

Neal C. Nickerson, Professor, Educational Administration  
+ Professional services for Bloomington Public Schools conducting series of in-service workshops and individual work with principals on teacher evaluation and supervision. (1/2;+3 $\frac{1}{4}$ )

Philip Salapatek; Professor, Institute of Child Development  
+ Professional services for National Institute of Child Health and Human Development, Bethesda, Maryland, as consultant. (+1)

L. Alan Sroufe, Professor, Institute of Child Development  
+ Professional services for National Institute of Child Health and Human Development, Bethesda, Maryland, as consultant. (+1)



## COLLEGE OF EDUCATION (Continued)

June L. Tapp, Professor, Institute of Child Development

- Professional services for American Psychological Association: Committee on International Relations in Psychology as member, to develop activities to extend the science and discipline of psychology world-wide; for Division 9, Society for the Psychological Study of Social Issues as past-President, for consultation; for Law and Society Association as Secretary and Trustee; for International Association of Political Psychology: Governing Council, + to review programmatic activities and annual conference; for National Science Foundation: Advisory Subcommittee of Applied Social and Behavioral Sciences as member, to review research proposals. (2&5/8;+1)

## COLLEGE OF LIBERAL ARTS

Samuel K. Haroldson, Associate Professor, Communication Disorders

- + Professional services for Veterans Administration Hospital, Minneapolis, as consultant in speech pathology. (+2)

Roberta G. Simmons, Professor of Sociology and Psychiatry, Sociology

- Professional services for Society for Research in Child Development as member of Social Policy Committee. (5/6;+1/4)

Margaret Alison Stones, Associate Professor, Art History

- + Professional services for Control Data Corporation for construction of taxonomy for preparation of a data base on the iconographic holdings of the microfilms at St. John's University, Collegeville. (1/4;+2)

Elaine E. Tarone, Assistant Professor, Linguistics

- Professional services for Indian Journal of Applied Linguistics, Department of Humanities, Indian Institute of Technology, New Delhi, India as member of Editorial Board. (1&1/5)

Nancy J. Wilson, Coordinator/Instructor, School of Social Work

- Professional services for Walk-In Counseling Center as volunteer counselor. (1/2)

## UNIVERSITY LIBRARIES

Clarence S. Carter, Research Fellow, Central Administrative Services

- + Professional services for Challenge, Inc. for occasional editing; for Minneapolis City Council Task Force for committee member participation. (1;+1)

Charlene Mason, Director, Central Administrative Services

- Professional services for Association of College & Research Libraries American Library Association as member, Legislation Committee. (1/2)

Gary M. Shirk, Head of Book Acquisitions, Central Technical Services

- Professional services for American Library Association, H. W. Wilson Library, Periodical Awards Jury for evaluation of periodicals for annual award; for Public Library Association, 1981 Coordinating Committee, as Chairperson; + for Metronet as Vice-Chairman, Metronet Advisory Committee; for San Diego City Library, San Diego, California, for analysis and evaluation of city/county library services and operations. (1;+3)

## STUDENT AFFAIRS

Edward O. Swanson, Professor, Student Counseling Bureau

- + Professional services for American Board of Dermatology, Henry Ford Hospital, Detroit, Michigan, to set up and edit dermatology test and do statistical analyses. (+2/5)

STUDENT AFFAIRS (Continued)

- Anne T. Truax, Instructor/Director, Minnesota Women's Center  
+ Professional services for Bush Foundation to evaluate completed grants for information of Foundation staff and Board of Directors. (2/3;+5/6)

INSTITUTE OF TECHNOLOGY

- Roger E. Arndt, Professor and Director, Civil and Mineral Engineering  
+ Professional services for Babcock and Wilcox, Alliance, Ohio, as consultant on the planning and interpretation of cavitation testing of control valves. (+1/3)

- Max Donath, Assistant Professor, Mechanical Engineering  
+ Professional services for J. Battenburg, Corporate Engineering & Research, Eaton Corporation, Southfield, Michigan, for study of state-of-the-art and new technologies in sensors and control systems and their impact on the products manufactured by the Eaton Corporation. (+3)

- Jesse E. Fant, Professor, Civil and Mineral Engineering  
+ Professional services for Mark Hurd Aerial Surveys, Inc. to provide civil engineering in updating, reviewing and checking their procedures for preparation of photogrammetric maps and cross-sections. (+2)

- Edwin T. Layton, Professor, History of Science and Technology, Mechanical Engineering  
+ Professional services for National Science Foundation (Advisory Panel, History and Philosophy of Science) Washington, D.C. to read and review proposals for grants. (1;+1)

- Marian Boykan Pour-El, Professor, School of Mathematics  
+ Professional services for Mathematical Association of America as lecturer for the academic year, 1980-81. (5/6;+1/3)

- William P. Robbins, Associate Professor, Electrical Engineering  
+ Professional services for Minnesota Mining & Manufacturing Company to provide advice concerning active layers on semiconductor substrates in order to obtain a magnetic sensor. (+1/3)

COLLEGE OF VETERINARY MEDICINE

- Donald W. Johnson, Professor, Large Animal Clinical Sciences  
+ Professional services for Schering Corporation, Kenilworth, New Jersey, as consultant on immunomodulatory effect of various anti-inflammatory drugs. (+2)

- Patrick J. McKeever, Associate Professor, Small Animal Clinical Sciences  
+ Professional services for Capitol City Animal Hospital as consultant on dermatologic and internal medicine cases. (+3)

SCHOOL OF DENTISTRY

James L. Baker, Associate Professor, Removable Prosthodontics  
+ Professional services for private dental practice limited to prosthodontics.  
(+4)

Jaroslav Cervenka, Professor, Director Cytogenetic Laboratories, Oral  
Pathology and Genetics  
+ Professional services for St. Paul Ramsey Hospital as consultant in  
cytogenetic laboratory. (+3)

Ronald E. Geistfeld, Associate Professor, Operative  
+ Professional services for Veterans Administration Hospital, Minneapolis,  
as consultant in restorative dentistry. (+4)

Mellor R. Holland, Professor and Associate Dean, Administration  
Professional services for Council of Journalism, American Dental Association,  
Chicago, Illinois, as member of the Council of Journalism of the ADA and  
acting as a consultant for the Council for workshops on journalism. (1/4;+2&1/4)

Roscoe P. Hylton, Jr., Assistant Professor, Oral & Maxillofacial Surgery  
Professional services for American Association of Hospital Dentistry as  
Secretary. (3)

Lawrence Meskin, Professor and Chairman, Department of Health Ecology  
+ Professional services for Cooper Laboratories, Inc., Portland, Oregon,  
as epidemiological consultant. (+1&1/3)

MEDICAL SCHOOL

Wilfrido Castaneda-Zuniga, Assistant Professor, Radiology  
+ Professional services for Veterans Administration, Minneapolis, as  
consultant. (+1/4)

Amos S. Deinard, Associate Professor, Pediatrics  
Professional services for Foundation for Health Care Evaluation to serve  
+ as a member of the Acute Care Committee; to serve, periodically on an  
ad hoc Task Force. (3/8;+1/4)

William C. Gentry, Jr., Associate Professor, Dermatology  
+ Professional services for Faribault State Hospital, Faribault, Minnesota,  
as consultant in dermatology; for Minnesota Dermatological Society as  
President. (2/3;+2/3)

William B. Hosfield, Assistant Professor, Psychiatry  
+ Professional services for Northland Mental Health Center, Grand Rapids,  
Minnesota, as consultant to staff. (+2)

Marvin L. Logel, Assistant Professor, Physical Medicine and Rehabilitation  
+ Professional services for St. Joseph's Hospital as consultant for Pain  
Rehabilitation Center. (+1/8)

## MEDICAL SCHOOL (Continued)

Neil J. Nathan, Assistant Professor, Family Practice and Community Health  
+ Professional services for Human Development Center (State Mental Health Agency) Duluth, Minnesota, as consultant to psychiatrists/psychologists, for difficult-to-manage patients and to assist in diagnosis and for teaching and educational services. (+2)

Sharon Burgan Satterfield, Assistant Professor, Family Practice & Community Health  
Professional services for New Bridge (Shelter for Juvenile Prostitutes) regarding health education. (2&1/2)

## SCHOOL OF NURSING

Mitzi L. Duxbury, Professor and Assistant Dean for Graduate Studies, Nursing  
Professional services for Nursing Research, American Journal of Nursing Company as member of panel of manuscript reviewers for a two-year term; for Legislative Action Subcommittee, American Nurses Association, Kansas City, Missouri, as State's representative to the Legislative Action Subcommittee. (1;+1&1/2)

Catherine M. Norris, Professor, School of Nursing  
+ Professional services for University of Iowa College of Nursing, Iowa City, Iowa as consultant; for St. Scholastic College School of Nursing, Duluth, Minnesota, as consultant. (+1/2)

Mariah Snyder, Associate Professor, School of Nursing  
Professional services for Zeta Chapter, Sigma Theta Tau (National Nursing Honor Society) as President of local chapter; for Third District Nurses Association as Vice-President to serve on Board of Directors. (1&1/8)

## SCHOOL OF PUBLIC HEALTH

Thomas E. Beniak, Assistant Professor, Program in Health Care Psychology  
+ Professional services for Mount Sinai Hospital for psychological and neuropsychological assessment. (+2&1/2)

Lester E. Block, Associate Professor & Director, Program in Dental Public Health, Program in Public Health Administration  
+ Professional services for Head Start, Department of Health, Education and Welfare, Region V, Chicago, Illinois as dental consultant. (+1/3)

David S. Doth, Research Fellow, Center for Health Services Research  
Professional services for Minnesota Department of Public Welfare, Rule 36 Task Force as consultant on the design of a continuum of funding for services (medical and social) to the mentally ill population in Minnesota. (1&1/2)

Ruth P. Freedman, Instructor, Program in Health Education  
+ Professional services for Hazelden Foundation, Center City, Minnesota, as consultant for workshop presentations and/or to the Family Program in Out-Patient Services. (+2&1/2)

SCHOOL OF PUBLIC HEALTH (Continued)

- Arthur S. Leon, Professor, Laboratory of Physiological Hygiene  
+ Professional services for CardioHealth Center of Minnesota as consultant on personnel hiring, exercise testing and health evaluation procedures, data collection and evaluation and health seminar. (1/6; +2&1/2)

UNIVERSITY OF MINNESOTA TECHNICAL COLLEGE, CROOKSTON

- Philip E. Buckley, Associate Professor, Agriculture Division  
+ Professional services for U.S. Forest Service, Virginia, Minnesota, to inventory vegetation and analyze for potential grazing capacity on a diversity of sites in the Virginia District of the Superior National Forest. (1/2; +3)

UNIVERSITY OF MINNESOTA DULUTH

- Thomas G. Bowman, Professor, Professional Education  
+ Professional services for Whole Person Associates to provide instruction and design new skills training programs in the content area of stress management, revitalization and creative problem solving. (+3)

James G. Boulger, Associate Professor/Associate Dean, Behavioral Science, Clinical Science/Administration  
Professional services for Association of American Medical Colleges, Central Region GME, Washington, D.C. as chairman-elect for Central Region Group for Medical Education. (1)

Willard K. Dodge, Associate Professor, School of Social Development  
Professional services for City Wide Citizen Advisory Committee as member. (1&1/2)

- William A. Fleischman, Associate Professor, Sociology-Anthropology  
+ Professional services for Urban Research Corporation to provide cross tabulation of Shopper's Preference Study data; for Realty Development Research, Chicago, Illinois, to provide cross tabulation of Shopper's Preference Study data. (1/2; +3)

- Robert F. Pierce, Professor, Communicative Disorders  
+ Professional services for Miller-Dwan Hospital, Comprehensive Evaluation Clinic as consultant in speech pathology; for Range Center, Inc., Chisholm, MN. as consultant; for Dept. of Welfare as consultant in speech pathology. (+1&1/2)

- Marie A. Sladky, Instructor & Head Cataloger, Library & Learning Resources Service  
+ Professional services for Superior Wisconsin City Council, Superior, Wisconsin, as Alderwoman. (1/4; +5/8)

UNIVERSITY OF MINNESOTA, MORRIS

Harley E. Hanke, Associate Professor, West Central Experiment Station  
Professional services for Dakota-Minnesota Columbia Sheep Breeders  
Association as Director; for Minnesota Shorthorn Association, Blue Earth,  
Minnesota, as Director of State Association. (2/3)

Leslie K. Lindor, Assistant Professor, West Central Experiment Station  
+ Professional services for Morris Public School as Board members. (+1/4)

Dennis D. Warnes, Associate Professor, West Central Experiment Station  
+ Professional services for Morris Kiwanis Club as Secretary-Treasurer. (+1/4)