

dup

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS' MEETING

AND

REGENTS' COMMITTEE MEETINGS

September 4-5, 1980

Office of the Board of Regents

220 Morrill Hall

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Minutes of the Board of Regents Meeting
and Regents Committee Meetings

September 4-5, 1980

<u>CONTENTS</u>	<u>PAGE</u>
I. Committee Meetings	
A. Special Meeting of the Committee of the Whole - September 3, 1980	59
B. Special Meeting of the Committee of the Whole - September 4, 1980	63
C. Student Concerns Committee - September 4, 1980	67
D. Educational Policy & Long-Range Planning Committee - September 4, 1980	69
E. Faculty & Staff Affairs Committee - September 4, 1980	73
F. Physical Plant & Investments Committee - September 4, 1980	78
G. Committee of the Whole - September 5, 1980	84
II. Board of Regents Meeting - September 5, 1980	
A. Approval of Minutes	88
B. Report of the Chairman	88
C. Report of the President	89
D. Gifts	89
E. Contract and Grant Awards	89
F. Applications for Contracts and Grants	89
G. Report of the Special Meeting of the Committee of the Whole - September 3, 1980	
(1) Approval of Statement re Support for General Approaches to 1980-81 Fiscal Crisis	90
H. Report of the Special Meeting of the Committee of the Whole - September 4, 1980	
(1) Approval of Faculty Salary Component of 1981-83 Biennial Request	91
(2) Approval of Supplies, Expenses and Equipment Component of 1981-83 Biennial Request	91
(3) Approval of Priority Listing for O & M and State Special Appropriations in 1981-83 Biennial Request	91
(4) Approval of Six-Year Capital Request as a plan	91
(5) Approval of 1981-83 Legislative Capital Request	91
I. Report of the Committee of the Whole	
(1) Approval of Summary of Expenditures	92
(2) Approval of Resolution re Director to Hormel Foundation	92
(3) Approval of Priority Ranking for first four items in Twin Cities Campus, Construction Component of 1981-83 Capital Request	92

	<u>PAGE</u>
(4) Review of Revisions in Public Employees Labor Relations Act (PELRA)	92
(5) Review of 1980-81 Budget Reduction Plan	92
(6) Information on Charles Babbage Institute	92
(7) Minimum Budget Supplement	92
(8) Six Year Budget Supplement	92
J. Report of the Student Concerns Committee	
(1) Approval of Common Policy for Resident Tuition	93
(2) Standardized Admission Testing Review	98
(3) Student Employment as Financial Aid	98
(4) University Student Legal Service	98
K. Report of the Educational Policy & Long-Range Planning Committee	
(1) Approval of resolution re New Minors in the College of Liberal Arts, Twin Cities	98
(2) Approval of resolution re Minor in Early Child Care & Developmetn, College of Education, UMD	99
(3) Review of Timetable for Discussion of Outreach Report	99
(4) Continuing Education & Extension Program Review	99
(5) Review of Pharm D Program	99
L. Report of Faculty & Staff Affairs Committee	
(1) Approval of Personnel Items	99
(2) Approval of Noncampus Service Requests	99
(3) Approval of Civil Service Class Changes	99
(4) Approval of Promotion and Tenure Recommendations	100
(5) Approval of Appointments to Civil Service Committee	100
(6) Approval of Policy on Outside Consulting, Outside Service Activities, and Other Employment by Staff Members Holding Appointments in the Departments of Intercollegiate Athletics	100
(7) Review of Academic Staff Professional and Administrative Personnel category	105
M. Report of the Physical Plant & Investments Committee	
(1) Monthly Report of V.P. for Finance	106
(2) Approval of Purchase of 500 Harvard Street SE	106
(3) Approval of Resolution re HUD	106
(4) Approval of Property Transfer to City of Crosby	109
(5) Approval of Resolution re Sale of Properties in Florida	110
(6) Approval of ISTA Proposal	110
(7) Review of Regents' Business Enterprise Policy	111
(8) Delegation of Authority Amendment	112
(9) Proposed Regents' Policy for Oil & Gas Leases	112
(10) Sale of Land at Sixth Street South & Marquette Proposal	112
(11) Discussion on Prevailing Wage Rates	112
N. Report from Dr. Robert Dunlop, Dean of Veterinary Medicine	112
Appendix I. Personnel Items Delineated	113
Appendix II. Noncampus Service Requests	137

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

Special Meeting

September 3, 1980

A special meeting of the Committee of the Whole of the Board of Regents was held on Wednesday, September 3, 1980, at 1:30 p.m. in the Regents' Room, 238 Morrill Hall.

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

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

Student Representative present: Joe McLaughlin.

REVIEW OF THE UNIVERSITY FISCAL SITUATION

President Magrath presented the following statement to the committee:

"The Governor anticipates a State deficit of \$195 million and to guard against this has indicated that appropriations from the 1979 Legislature will be reduced for all State-funded activities, including post-secondary education and the University of Minnesota.

If, subsequently, the deficit does not materialize or the Governor or the Legislature take some corrective action, it is our anticipation that appropriation dollars would be released to the various State-funded operations sometime near the end of the current fiscal year. In the meantime, we have no choice but to meet a \$14.1 million loss of State funds in our current fiscal year budget; in addition, we are confronted with the problem of identifying more than \$2 million for State-mandated cost of living adjustments for our Civil Service employees.

(State funds are not fully available for these cost of living adjustments either for the University or any other State-funded operation, and all agencies or institutions who participate in this Civil Service plan must fund these adjustments from their own internal resources.) A few days ago I reluctantly placed a temporary freeze on filling non-instructional vacant positions funded with State dollars until we and you could assess the total situation and develop our approach to it. If we can proceed more or less as we will outline today, it is my intention to lift this centrally-mandated freeze no later than September 25.

Minnesota Statutes 16A.15(1) explicitly excludes the Regents of the University of Minnesota from the authority of the Commissioner of Finance over resources appropriated to the University. As we all know, responsibility for the governance of the University under the Constitution and Statutes of Minnesota is clearly vested in the Regents of the University of Minnesota.

Without in any way compromising this fundamental principle, which reserves to the Regents the authority to control, among other things, the fiscal and policy determinations that guide the University of Minnesota, we should in this instance of statewide retrenchment cooperate, mindful of our overriding responsibility to protect and preserve the fundamental needs and interests of the University of Minnesota.

In a moment, assisted by the University Vice Presidents, we will outline the basic details of this 1980-81 budget reduction; the guidelines we propose to follow; and the actions we believe are necessary to achieve an unanticipated shortfall of over \$16 million.

First, however, I must state a few obvious points. There is simply no way that a reduction in State support of this magnitude can be accommodated painlessly and without certain University operations and services suffering. A \$14.1 million reduction means that we are losing 6.08 percent of our total State appropriation for this current fiscal year, in addition to the \$2 million cost of living adjustment that we must absorb.

Second, although it is possible to adjust to this enormous problem on a one-time basis, if this level of

cut is made permanent and carried forward, or if this kind of reduction again appears in the next and succeeding fiscal years, significant elements of the University of Minnesota mission will be fundamentally impaired and in some cases crippled. The choices, I must reluctantly admit, would be in the arena of closing entire campuses, collegiate units, or drastically reducing the volume, level, and quality of the research and educational services provided by the University.

Third, it is imperative that not only we but all Minnesotans understand that the University of Minnesota is a priceless and delicate resource that generates enormous tangible and intangible (but absolutely essential) benefits to the life of our State -- culturally, economically, and intellectually. What our faculty and staff and students produce are resources and contributions that make Minnesota the special place it is. Every Minnesotan, not just those of us currently around this table, has a responsibility to be deeply concerned and anxious to protect and not harm this invaluable educational undertaking that is the University of Minnesota.

Fourth, in reluctantly approaching the best possible ways to deal with this reduction -- and please note that there is no easy nor absolutely equitable way to do this -- it is my conviction, reinforced by the unanimous judgment of the University Vice Presidents, and many with whom we have consulted and talked in recent days, that we must approach this problem calmly, confidently, and with a determination to protect, to the maximum extent possible, the morale and the integrity of the University of Minnesota.

With your guidance, support, and commitment to this great place, I believe we can accomplish these objectives.

What I and the University Vice Presidents are reluctantly proposing is that we undertake a series of actions. They need not and cannot be taken immediately for we must assess this fiscal situation as it unfolds and in the months ahead, but we must plan and take certain steps. If, as I hope, the fiscal situation improves and the level of expenditure reduction decreases or is eliminated entirely, we will be able to make at least partial restorations in affected budgets."

President Magrath, assisted by the University Vice Presidents, outlined basic details of the 1980-81 budget

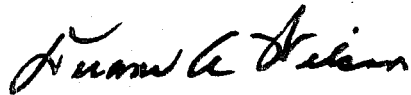
reduction, proposed guidelines and the actions they feel are necessary to meet the shortfall of over \$16 million. President Magrath noted that the administration had used the following guidelines in considering budget reductions:

1. Protect direct instructional budgets.
2. Minimize impact to activities that integrate teaching and research and/or have significant effect on the University mission.
3. Limit impact on other research or service activities with no alternative sources of support to 12 percent of non-excluded base.

An extensive discussion followed the President's presentation, after which the following statement was unanimously adopted:

The Board of Regents expresses support for the general approaches to the 1980-81 fiscal crisis outlined by administration, but reserves the prerogative of reviewing future specific proposed actions. Moreover, the Regents concur in the statement of their and the University's role and responsibility in such matters as stated by President Magrath.

The meeting adjourned at 3:30 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

Special Meeting

September 4, 1980

A special meeting of the Committee of the Whole of the Board of Regents was held on Thursday, September 4, 1980, at 8:50 a.m. in the Regents' Room, 238 Morrill Hall.

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

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

Student Representative present: Joe McLaughlin.

BIENNIAL REQUEST

Faculty Salaries

President Magrath presented the faculty salary component of the 1981-83 legislative request for action. The salary request of \$74.4 million 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 the administration is also concerned about the salaries for Civil Service and other staff at the University.

The committee voted unanimously to recommend approval of the faculty salary component of the 1981-83 Biennial Request.

Supplies, Expenses and Equipment

President Magrath presented the supplies, expenses

and equipment (SEE) component of the 1981-83 legislative request for action. He stated that the Commissioner of Finance proposed that the state adjustments for SEE be 9.1 percent in the first year and 8.6 percent in the second year of the biennium, which would amount to an increase of over \$10 million in the biennium.

Regent Latz asked if the percentage increase for the Civil Service employee salaries is the same percentage as the SEE recommendation and was informed that those figures are unknown at this time. He said he feels one tracks the other and expressed a concern that the percentages that are recommended will not accurately reflect the actual inflationary increases. Regent Latz suggested that the Regents should specifically reserve the right to increase the percentages if the recommended percentages are less than the inflationary rate. President Magrath expressed his agreement with the suggestion and indicated that the administration, in working on the proposals, did not follow instructions, but suggested guidelines and the Regents are free to amend the proposal as they see necessary.

After further discussion, the committee voted unanimously to recommend approval of the supplies, expenses and equipment component of the 1981-83 Biennial Request.

President Magrath noted that Vik Vikmanis, who was the chief staff person for the Education Division of the House Appropriations Committee, has moved to another position in state government. He introduced the person who is now the chief aide for the Education Division, Ms. Trish Grimes.

Priority Listing

President Magrath presented for approval the priority listing for operations and maintenance and state special appropriations in the 1981-83 Biennial Request. Vice President Keller indicated that a large amount of internal consulting was done in approaching the priority listing. The items that affect the broadest part of the University and the items which are absolutely necessary to maintain a status quo received the highest priority. He pointed out that many of the specials which have been given a low priority or are not included will receive SEE increases and salary increases even though programmatic increases have not been indicated.

In response to a request by Regent Latz, Vice President Kegler explained that the main distinction between operations and maintenance (O&M) funds and state special funds is that in the O&M budget, the Regents have total discretion to move funds from any budget to another budget, to eliminate a program and move the total funding to another program, etc. In the state specials budget, more by tradition than by statute, the Regents spend the funds that are appropriated for a specific special only for the purpose of that special and the funds are not transferred across specials. However, the Regents have total discretion within a special to use the funds wherever there is a need.

After discussion, the committee voted unanimously to recommend approval of the priority listing as proposed.

CAPITAL REQUEST

1981-83 Legislative Capital Request

President Magrath presented the 1981-83 Legislative Capital Request for action. The request totals approximately \$104 million for the total University. A large portion of the Capital Request is a resubmission of items that did not move in the 1980 Legislative Session, with inflation built into those projects, along with some additional items.

Regarding priorities for construction, President Magrath stated that he feels it is very difficult to compare certain things with other things since they are not comparable. He proposed that instead of ranking the first four items listed under the Construction item for the Twin Cities Campus - Agronomy Addition, Music Building, Business Administration Addition and the Hubert H. Humphrey Institute - that they be considered collectively as the top priority because he feels that it is impossible to prioritize between them.

Regent Latz moved that President Magrath's recommendation with regard to Twin Cities Campus Construction be approved with no designation of priority between the first four items. After an extensive discussion regarding whether or not to prioritize the first four items, the committee voted unanimously to recommend approval of the 1981-83 Capital Request, with the exception of the priority

listing for the Twin Cities Campus Construction item, which the committee voted to consider further at the Committee of the Whole meeting on Friday, September 5, at 8:30 a.m.

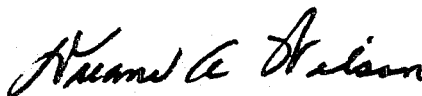
Six-Year Capital Request

President Magrath presented the Six-Year Capital Request for information. Vice President Keller noted a correction on page 22 of the materials - the Equipment, JOML item listed as \$150,000 should be \$2 million.

President Magrath indicated that the request is essentially consistent with the plan the committee reviewed previously and requested approval of the Six-Year Capital Request as a plan if the committee was comfortable with the proposal, otherwise the plan would be before the committee for action in October. He stated that if it is approved as a plan, the administration would present any proposed changes to the committee for thorough review before final submission of the plan.

The committee voted unanimously to recommend approval of the Six-Year Capital Request as a plan.

The meeting adjourned at 10:20 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

September 4, 1980

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, September 4, 1980, at 1:40 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; Associate Vice President Zander; Assistant Vice Presidents Pillinger and Thomas; University Attorney Tierney.

Student Representative present: Jeff Heegaard, Alternate Representative.

COMMON POLICY FOR RESIDENT TUITION

The committee voted unanimously to recommend approval of the Common Policy for Resident Tuition.

STANDARDIZED ADMISSIONS TESTING

The committee reviewed the status of pending legislation which has been introduced in Minnesota and other states, as well as federally, which provides for governmental regulation of standardized admission testing. Dr. Dallas Perry was present at the meeting to answer any questions that the committee members had regarding this legislation.

A discussion then followed regarding the role of testing within the graduate schools at the University of Minnesota. Assistant Dean Andrew Hein from the Graduate School and Professor John Cound from the Law School were present to respond to questions posed by committee members. Extensive discussion ensued regarding the pros and cons of standardized testing and also the use of personal interviews as a basis for the purpose of admission. It was noted that this subject would be on the agenda for further discussion in the future.

STUDENT EMPLOYMENT AS FINANCIAL AID

The committee reviewed a proposal which would entail a policy change declaring the opportunity to work at the University of Minnesota as a form of assistance that the University can provide for students on the basis of need. This change would essentially combine the Student Employment Office with the Office of Financial Aid.

Assistant Vice President Thomas reported that the need for this change resulted because of a recent amendment to the Public Employees Labor Relations Act which gives all public employees the right to bargain collectively. This change has prompted the administration to look very seriously at deciding how to treat student employees with regard to collective bargaining. He noted that exceptions to the law would occur if a student is employed under the categories of work study or financial aid.

Regent Unger requested that before this item is before the committee again, he would like to have members from the administration meet with student leaders to get input regarding the students' feelings on the proposed policy change.

UNIVERSITY STUDENT LEGAL SERVICE UPDATE

The agenda item on the University Student Legal Service Update was postponed until October due to time constraints. Assistant Vice President Pillinger introduced Ms. Mary Turck, the newly appointed Director of the University Student Legal Service.

The meeting adjourned at 3:15 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

September 4, 1980

A meeting of the Educational Policy & Long-Range Planning Committee of the Board of Regents was held on Thursday, September 4, 1980, at 1:45 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice Presidents French, Hasselmo, and Keller; Associate Vice Presidents Linck and Preston; Assistant Vice Presidents Robb and Robinett; Provosts Heller and Imholte; Dean Harold Miller.

Student Representatives present: Jim Clark and Greg Parenteau.

NEW MINORS IN CLA, TWIN CITIES

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

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 Board for their information.

The committee voted unanimously to recommend approval of the resolution.

MINOR IN EARLY CHILD CARE AND DEVELOPMENT,
COLLEGE OF EDUCATION, UMD

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

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.

The committee voted unanimously to recommend approval of the resolution.

OUTREACH REPORT

Vice President Keller presented the timetable for discussion of the Outreach Report, which will continue at the October and November meetings. He indicated that the Senate Committee considering outreach has approved the Report in principle, with the exception of the in-loading issue, and now the Senate committee will move parallel with the Educational Policy & Long-Range Planning Committee in their discussion of outreach.

Associate Vice President Linck indicated that a study group completed the Outreach Report in 1978 after two years of work. He briefly reviewed the report. He also indicated that a pilot study is being done within the Department of History and the School of Business and Economics, Duluth. The report on this study will be submitted early in Fall Quarter. At that time, the committee will have more insight into what faculty members think about in-loading, its effects and other important aspects of outreach.

After a brief discussion, Vice President Linck stated that policy recommendations will be outlined at the October meeting and discussions of outreach will continue through the next several months.

CONTINUING EDUCATION & EXTENSION PROGRAM REVIEW

Dean Harold Miller, Associate Deans Donald Woods, Barbara Stuhler and Eleanor Fenton and Administrative Director Gerald Klement were present at the meeting. Dean Miller indicated that in 1913 the General Education Division was established. In 1972, the name was changed to Continuing Education and Extension (CEE).

There are 26 departments in CEE, with approximately 410 staff members and 70,000 students enrolled in credit

and non-credit programs. Continuing Education and Extension has a budget of approximately \$16 million, 80 percent of which is generated from CEE programs and services. The remaining 20 percent comes from state specials and operations and maintenance support.

The Agricultural Extension Service and CEE are not linked administratively, although they maintain some joint appointments in programs such as sea grant and community resource development, and efforts are made to work together to coordinate joint programs. The Agricultural Extension Service is funded by public funds, whereas CEE depends on fees generated by programs offered.

CEE offers approximately 2,000 courses and students can attend classes on a University campus or at a location close to home. Some classes are also offered on television.

The committee reviewed a slide presentation on the Continuing Education and Extension Program, which focused on some of the programs offered and the reasons people enroll in CEE.

A short discussion followed the presentation. Dean Miller stated that the discussions on Outreach should first address how Continuing Education and Extension and Outreach interact and relate. He further indicated that an important aspect of the Outreach Report is the establishment and review of a University-wide policy on CEE to determine how the University is going to conduct CEE business, what policies are going to guide the collegiate autonomy in this area, the relationship of the colleges and campuses to a central mechanism - Continuing Education and Extension. He expressed his hope that these matters would be handled early in the discussion of Outreach.

In closing, Dean Miller stated that the Outreach Report asserts that it is the responsibility of CEE to provide the system for Outreach activity and he indicated his desire for CEE to continue in that role.

INSTITUTIONAL PLANNING OVERVIEW

Vice President Hasselmo highlighted the information on institutional planning which was included in the docket materials. He also presented a timetable for the discussion of the Institutional Planning Statement, which is

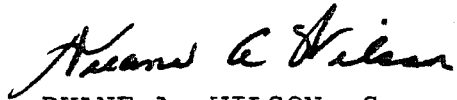
scheduled for review during future meetings, with action on the final statement scheduled for March, 1981. A short discussion followed Vice President Hasselmo's remarks.

PHARM D PROGRAM

Vice President French and Dean Lawrence Weaver presented information on the proposed Doctor of Pharmacy Program in the College of Pharmacy. The proposed program would be implemented in Fall of 1981. The College of Pharmacy presently offers two professional degree programs - the five-year B.S. in Pharmacy and the six-year Doctor of Pharmacy (Pharm.D.) Through this proposal, the Pharm.D. degree would replace the B.S. degree program.

After an extensive discussion, it was indicated that the committee should review the proposal further at the next meeting of the committee.

The meeting adjourned at 3:30 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

September 4, 1980

A meeting of the Faculty & Staff Affairs Committee of the Board of Regents was held on Thursday, September 4, 1980, at 3:30 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice Presidents Hasselmo and Keller; Associate Vice President Linck; Assistant Vice Presidents Robinett and Thomas; Provost Imholte.

Student Representatives present: Colleen Kelley and Whitney Pauly.

The September docket was prepared in its original format and in a new format as suggested by committee members at a special meeting on July 10, 1980. As the committee discussed the items on the agenda, they made an item-by-item comparison of the original format with the proposed format. After extensive discussion, it was decided that the October docket should be handled in the same fashion to allow the members more time to compare the new and old styles and to make suggestions for possible revisions.

PERSONNEL

Vice President Keller submitted for approval a list of personnel items.

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.

After a short discussion, the committee voted unanimously to recommend approval of the Noncampus Service Requests.

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.

CIVIL SERVICE PERSONNEL ACTIONS

Assistant Vice President Thomas presented the civil service personnel actions to the committee for approval.

The committee voted unanimously to recommend approval of the civil service personnel actions.

CIVIL SERVICE CLASS CHANGES

Assistant Vice President Thomas withdrew the following Civil Service Class Change:

1. Pay range change of Class #3716V, Social Worker, Sr., from \$1326-1705 (A06) to \$1423-1830 (A08), effective September 8, 1980.

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

1. New classification #5336V, Radiology Equipment Services Manager, \$2198-2955 (A23), Schedule A, effective September 8, 1980.
2. Pay range change of Class #1095, Assistant Investment Manager, from \$1644-2198 (A12) to \$1529-1970 (A10), effective September 16, 1980.
3. Pay range change of Class #1717, Stores & Delivery Supervisor, from \$1180-1496 (C18) to \$1216-1543 (C19), effective July 1, 1980.
4. Pay range change of Class #1512, Personnel Assistant, from \$1154-1476 (A02) to \$1053-1289 (C14), Schedule C, effective September 16, 1980.

5. Pay range change of Class #3619, Pharmacist, from \$1644-2198 (A12) to \$1768-2365 (A16), effective September 4, 1980.

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

APPOINTMENTS TO CIVIL SERVICE COMMITTEE

Vice President Hasselmo submitted the following resolution for approval:

RESOLVED, that on the recommendation of the President, the following individuals are hereby appointed to the Civil Service Committee for the terms indicated:

Ms. Barbara Kalvik, Senior Office Specialist, Women's Intercollegiate Athletics (to 1982)

Ms. Irene B. Kraft, Office Supervisor, Fleet Services (to 1982)

Mr. Jerome Larson, Manager, Computer Center Operations (to 1983)

Ms. Shirley Raynes, Executive Assistant to the Vice President for Student Affairs (to 1983)

Ms. Mary L. Robinson, Executive Secretary, Office of Special Programs (to 1982)

The committee voted unanimously to recommend approval of the appointments to the Civil Service Committee.

The new members were present at the meeting and were introduced to the committee.

POLICY ON OUTSIDE CONSULTING & SERVICE AGREEMENTS- DEPARTMENTS OF INTERCOLLEGIATE ATHLETICS

Vice President Hasselmo presented for approval a Policy on Outside Consulting, Outside Service Activities, and Other Employment by Staff Members Holding Appointments in the Departments of Intercollegiate Athletics.

There was a discussion on specific application of the Policy and possible guidelines were suggested to the administration for implementation of the Policy.

The committee voted unanimously to recommend approval of the Policy.

ACADEMIC STAFF/ADMINISTRATION & PROFESSIONAL PERSONNEL

Vice President Keller and Assistant Vice President Robinett presented a proposal for the addition of a new personnel category, Academic Staff Professional and Administrative Personnel. The groups included would be as follows:

Academic Staff Professional Personnel, who are distinct from faculty in that they are assigned to duties enhancing the research, teaching, and service functions of the University.

Academic Staff Administrative Personnel, whose duties include policy development or execution, or in directing, coordinating, or supervising activities in the University. They are expected to have a thorough working knowledge of academic administration and to exercise independent professional judgment.

Vice President Keller indicated that the category would supplement the two existing personnel categories - civil service and faculty - and is proposed for those individuals who do not fit in either of the present categories. The personnel in the new category would be eligible for the same economic benefits provided to the faculty, subject to the terms and conditions of the plans. He further indicated that no individual now in one of the existing personnel categories will be required to move into the Academic Staff category unless he or she requests the change and the request is approved.

Regent Latz requested that counsel be consulted regarding whether or not the committee would be violating the restraining order in moving forward on this issue.

Regent Latz asked how this new proposal relates to the E-Track proposal previously considered by the committee. Vice President Keller and Assistant Vice President Robinett explained that it was felt the E-Track proposal was ambiguous and this proposal is specific and more clearly outlined. Many revisions have been made and there is more detail as to procedure in the new proposal. Through the revisions, the proposal has

been made as clear as possible so that individuals will not feel threatened by this proposal, as many were by the E-Track proposal.

After a short discussion, it was indicated that this is the beginning of the development of this category and ultimately a resolution supporting the proposal will be requested. The item will be on the agenda in future months for further discussion and information.

The meeting adjourned at 4:45 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

September 4, 1980

A meeting of the Physical Plant & Investments Committee of the Board of Regents was held on Thursday, September 4, 1980, at 3:35 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: President Magrath; Vice Presidents Johnson and Wilderson; Secretary Wilson; Assistant Vice Presidents Hewitt and Pillinger; Provost Heller.

Student Representatives present: Joe McLaughlin and Scott Moon.

VICE PRESIDENT'S MONTHLY REPORT

The committee voted unanimously to recommend approval of the Monthly Report of the Vice President for Finance for July and August, 1980. Noted in the August Report was the write-off of \$600 as an uncollectible amount from the Executive Development Center. The following new projects were also noted:

- 1) Williamson Hall Bookstore Addition - Minneapolis Campus. Funding of \$390,000 will be provided from internal sources with an estimated completion date of June, 1981.
- 2) Bede Hall Bookstore Addition - University of Minnesota Crookston. Funding of \$104,000 is to be provided from internal sources with an estimated completion date of July, 1981.

BUSINESS ENTERPRISES POLICY

The committee reviewed proposed amendments to the Regents' Business Enterprises Policy. Several concerns were expressed by Regents Lebedoff and Goldfine regarding the

disposition of excess funds upon dissolution of the organization. Regent Lebedoff moved that action on this item be moved until October pending further review and discussion of the proposed policy. The committee voted unanimously to approve Regent Lebedoff's motion.

INTERNATIONAL STUDY TRAVEL ASSOCIATION (ISTA) PROPOSAL

The committee reviewed for action a resolution authorizing the appropriate administrative officer to complete a Memorandum of Agreement with the International Study Travel Association, which would allow ISTA to operate a limited travel agency, if so licensed by the International Air Transport Association, to sell tickets for international flights and necessary connecting domestic flights only. The sale of said tickets would be to faculty, staff, and students of the University engaged in international travel for educational purposes and advertising would be limited to that objective. The International Study Travel Association would also have to provide appropriate liability insurance and any other insurance requested by the University.

A review of the proposal was made by Vice President Wilderson and an extended discussion ensued with several Regents voicing their concerns regarding the proposal. Regent Goldfine expressed concern about how this proposal would affect the private sector and their agencies. Regent Peterson also stated some of his concerns and suggested that quarterly operating reports be provided to the committee. Regent Sherburne suggested that the authority for this student travel agency be approved for a period of one year and that it be reviewed at that time to decide if it will be continued.

Regent Moore moved that the resolution be passed with the stated concerns incorporated into it, which would include that quarterly operating reports be provided to the committee and that approval be limited to one year, at which time continuation of the ticketing will be discussed again. The motion was seconded and approved by a majority of 4 to 1, with Regent Krenik voting against the motion and Regent Lebedoff abstaining due to a possible conflict of interest.

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

The committee voted unanimously to recommend

that the administrative officers be authorized to purchase the property at 500 Harvard Street S.E., City of Minneapolis, for the price of \$233,750.

HUD RESOLUTION

The committee voted unanimously to recommend approval of a resolution providing for execution of a Trust Indenture dated April 1, 1980, between the Regents of the University of Minnesota and the First Trust Company of St. Paul, and approving issuance of Pioneer Hall Remodeling Bonds of 1979, and adopting parietal rules.

It was noted that the Trust Indenture covers the details of the Loan Agreement as previously approved by the Board of Regents, and the general conditions between the University and the Federal Government for a bond issue totaling \$3.3 million for a part of the cost of renovating Pioneer Hall. It was also noted that the University has been informed by bond counsel that the Department of Housing and Urban Development needs to close out the Pioneer Hall Remodeling Bonds of 1979 by September 15, 1980, and that as of October 1, 1980, all student housing responsibility will be transferred to the new Department of Education, which explains the need to close before the end of the Federal fiscal year on September 30, 1980.

PROPERTY TRANSFER TO CITY OF CROSBY

The committee voted unanimously to recommend approval of a resolution authorizing the execution of a deed conveying property donated to the University of Minnesota by the Yawkey estate to the City of Crosby.

SALE OF PROPERTIES, FLORIDA

The committee voted unanimously to recommend approval of a resolution authorizing the negotiation and sale of the Marshall W. Alworth properties, real and personal, located in Miami and Miami Beach, Florida. The resolution authorizes the Chairman of the Physical Plant Committee, in consultation with the Chairman and Vice Chairman of the Board of Regents, to render approval on behalf of the Board of Regents, provided the sale price exceeds the average of the two appraisals, and with the understanding that the results of any sale will be reported to the full Board for its information.

University Attorney Tierney reviewed for the committee the properties that are involved and the two appraisals that were conducted on each property.

PROPOSED AMENDMENT TO THE DELEGATION OF AUTHORITY

The committee reviewed for information a proposed amendment to the Delegation of Authority as approved by the Board of Regents on August 9, 1979, as follows:

DELEGATION OF AUTHORITY

President, Vice President for Finance, Associate
Vice President for Finance or Controller

The President, the Vice President for Finance, the Associate Vice President for Finance, or the Controller, are each hereby authorized and empowered, on behalf of the Regents of the University of Minnesota to:

2. Submit proposals for research, development, service, and training contracts, subcontracts, and grants and execute same ~~when net-exceeding-one-hundred-thousand-dollars.~~

- a) This authority is also extended to the Director and Assistant Director of the Office of Research Administration.

Vice President Johnson explained that this amendment does not affect the intent of the Delegation of Authority in that items over \$100,000 are to be reported to the Board of Regents for approval.

PAYMENT OF PREVAILING WAGE RATES

The committee reviewed for information amendment of the following resolution adopted by the Board of Regents on March 9, 1973, by deleting the phrase "financed in whole or in part by state appropriation":

RESOLVED, effective with bids let from and after this date, all contracts, the nature of which calls for the construction, alteration, or repairing of University buildings or other major structures, ~~financed-in-whole-or-in-part by-state-appropriation,~~ and which exceed \$2,500

in total costs shall require the contractor and his subcontractor to pay to their respective laborers and mechanics employed directly on the work site at least the wage rate then prevailing in the area of the project. Prevailing wage rate shall mean the wage paid to the largest number of those employed in the same class of labor in the labor market area, as determined by the appropriate University officer.

Vice President Johnson explained that deleting the words "financed in whole or in part by state appropriation" would make the resolution consistent with present policy.

PROPOSED POLICY FOR OIL AND GAS LEASES

The committee reviewed a proposed Policy for Oil and Gas Leases. At the July 10, 1980 meeting of the Physical Plant & Investments Committee, a request was made that a proposed Regents' Policy regarding the handling of oil and gas leases be drafted. The proposed Policy states that it is in the University's best interest to facilitate activity on the properties as favorable opportunities arise and that the University will generally approve leases limited to three or five years in duration to encourage activity on the property rather than a longer lease that could lead to no activity for a period of time. It also states that royalty payment offers the greatest opportunity for financial returns from mineral rights and every attempt should be made to negotiate for the greatest royalty on property located in proven areas and that lease offers of more than five years in duration or unusual or significant in some other respect shall be referred to the Board of Regents for approval.

SALE OF JOSEPHINE L. MERRIAM TRUST PROPERTY SIXTH STREET SOUTH AND MARQUETTE AVENUE, MINNEAPOLIS

The committee reviewed a resolution authorizing the negotiation and execution of the necessary documents for the sale of the land at the corner of Sixth Street South and Marquette Avenue, Minneapolis, consisting of 6,000 square feet, to Northwestern National Bank. It was reported that the property is presently under lease to Northwestern Bank Building Company until February 10, 2009, at an annual rent of \$10,500 per year. Vice President Johnson reported that appraisals have been made on the property and an offer to purchase was made for \$90 a

square foot, which would total \$540,000 for the piece of property.

Regent Lebedoff stated that he would like to caution the committee not to rush into a sale without first making positive that this would be the best offer the University can get.

Regent Goldfine noted that he understood Regent Lebedoff's feelings, but that if the property were condemned, the University could lose money if it waited too long.

The item was for information and the committee took no action.

The meeting adjourned at 5:00 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

September 5, 1980

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, September 5, 1980, at 8:50 a.m. in Room 155, Earle Brown Center, St. Paul Campus.

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

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

Student Representative present: Joe McLaughlin.

SUMMARY OF EXPENDITURES

Regent Moore presented the Summary of Expenditures of the Board of Regents' Office and the Office of the President.

The committee voted unanimously to recommend approval of the Summary of Expenditures for the period ending June 30, 1980.

UPDATE ON PELRA

Attorney Thomas A. Keller, III, of the law firm of O'Connor & Hannan, presented information on revisions in the Public Employees Labor Relations Act (PELRA) to the committee.

MINIMUM BUDGET SUPPLEMENT/SIX-YEAR BUDGET SUPPLEMENT

President Magrath indicated that information on the minimum budget supplement and the six-year budget supplement will not be submitted until late September and the committee will review the information at the October meeting.

1980-81 STATE RETRENCHMENT PLAN

President Magrath indicated that it will be necessary for him to act immediately on some of the proposed budget cuts as discussed at the special meeting of the Committee of the Whole on Wednesday, September 3 unless directed differently by the Regents, and would appreciate any further discussion by members of the Board of Regents.

Many concerns were expressed regarding the proposed reductions in the Agricultural Extension and Agricultural Research budgets and proposed reductions in many other departments. President Magrath responded that the administration is mindful of the impact that the proposed cuts will have on many parts of the University.

President Magrath reiterated that there is no way that a reduction in state support of the magnitude confronting the University can be accommodated painlessly and without University operations and services suffering. It is possible - with pain and hardship - to adjust to this problem on a one-time basis. However, if this level of cut is made permanent or if a reduction of this size appears in succeeding fiscal years, significant elements of the University of Minnesota mission will be fundamentally impaired, and in some cases crippled. He further stated that all Minnesotans should understand that the University of Minnesota is a priceless resource that generates enormous essential benefits to the life of our state - culturally, economically, and intellectually. The faculty, staff, and students of the University of Minnesota produce resources and contributions that make Minnesota special. President Magrath emphasized that all Minnesotans have a responsibility to be deeply concerned and anxious to protect the invaluable undertaking that is the University of Minnesota.

President Magrath noted that in dealing with a problem of this magnitude, there is no absolutely equitable way to handle it. He stated that the most important thing is that everyone must work together and approach the problem as calmly and confidently as possible, and he indicated that the administration will work closely with deans, directors and unit heads to give them the maximum discretion to try to adjust to the budget cuts in ways that they think are least damaging to their programs.

An extensive discussion followed the President's comments. President Magrath stated that at the October meeting the administration will inform the committee of

the specific budget cuts that have been made and the effects of those reductions; proposals will be presented regarding the tuition increases; and recommendations will be made regarding borrowing money against University land holdings.

APPOINTMENT TO THE BOARD OF DIRECTORS
OF THE HORMEL FOUNDATION

Regent Moore presented the following resolution to the committee for information/action:

RESOLVED, that upon the recommendation of the Dean of the Graduate School and the President, Dr. Ralph Holman, Director of the Hormel Institute, is hereby appointed to the Board of Directors of the Hormel Foundation.

The committee voted unanimously to recommend approval of the resolution.

CHARLES BABBAGE INSTITUTE

President Magrath presented information to the committee regarding the Charles Babbage Institute (CBI), a national foundation which is concerned with the history of computers and computer science. He indicated that the University of Minnesota was selected in a national competition to be the site for CBI and further stated that there are no costs involved for the University. The Institute of Technology would accommodate the Charles Babbage Institute.

After a short discussion, President Magrath indicated that further information will be mailed to the Regents and the item will be on the agenda for action in October.

CAPITAL REQUEST

Twin Cities Campus, Construction

Regent Moore noted that the Twin Cities Campus, Construction component of the 1981-83 Capital Request was discussed at the Committee of the Whole meeting on Thursday, but was unresolved at that time and was now before the committee for resolution.

Regent Sherburne moved that the first four items listed under Twin Cities Campus, Construction, be prioritized as follows: 1) Hubert H. Humphrey Institute;

2) Agronomy & Plant Genetics, Plant Pathology, and Soil Science Additions; 3) Music Building; and 4) Business Administration Tower Addition.

Regent Dosland moved a substitute motion that the first four items be prioritized as follows: 1) Agronomy & Plant Genetics, Plant Pathology, and Soil Science Additions; 2) Music Building; 3) Business Administration Tower Addition; and that the Hubert H. Humphrey Institute be ranked as an unranked special emphasis item outside of priority ranking.

After an extensive discussion, the committee, by a majority, voted against the substitute motion, with Regents Casey, Dosland, Krenik, and Peterson voting in favor of the motion.

The committee recessed for five minutes.

Regent Peterson moved a substitute motion that the first four items be prioritized as follows: 1) Agronomy & Plant Genetics, Plant Pathology, and Soil Science Additions; 2) Hubert H. Humphrey Institute; 3) Music Building; and 4) Business Administration Tower Addition.

After discussion, the committee voted in favor of the motion by Regent Peterson, with Regents Casey and Dosland voting against the motion. Chairman Moore declared that the passage of the substitute motion resolved the issue, eliminating the need for a vote on the original motion.

The meeting adjourned at 10:20 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

September 5, 1980

A meeting of the Board of Regents of the University of Minnesota was held on Friday, September 5, 1980, at 10:30 a.m. in Room 155, Earle Brown Center, St. Paul Campus.

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

Staff present: Vice Presidents French, Hasselmo, Johnson, Kegler, Keller, and Wilderson; Secretary Wilson; Associate Vice Presidents Linck, Odegard, and Preston; Assistant Vice Presidents Pillinger and Robinett; Deputy Vice President Hueg; Provosts Frederick, Heller, and Imholte; University Attorney Tierney.

APPROVAL OF MINUTES

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

- Physical Plant & Investments Committee -
July 10, 1980
- Special Faculty & Staff Affairs Committee -
July 10, 1980
- Faculty & Staff Affairs Committee -
July 10, 1980
- Educational Policy & Long-Range Planning Committee -
July 10, 1980
- Student Concerns Committee -
July 10, 1980
- Committee of the Whole -
July 11, 1980
- Board of Regents -
July 11, 1980

REPORT OF THE CHAIRMAN

Chairman Moore reported that Regent Schertler was not in attendance due to out-of-state matters.

She further reported that the October meeting which was originally scheduled to be held on the Waseca campus would be held on the Minneapolis campus due to the current fiscal situation and the need for additional support staff to be present during discussions on this matter.

She also reported that Mr. Clyde Ingle of the Higher Education Coordinating Board is going to appoint a Task Force on Future Funding of Post-Secondary Education, and that HECB President Krause would appreciate consulting with one or two members of the Board of Regents regarding the charge to and the operation of the Task Force. She requested that any Regent who might be interested let her know sometime during the next week.

REPORT OF THE PRESIDENT

President Magrath informed the Board that he will be sending out a letter later in the month regarding the matter of sexual harassment. He noted that there is a University Senate Committee that is preparing a report and set of guidelines and recommendations with regard to the handling of sexual harassment at the University.

President Magrath also made reference to two letters which had been received at the University, one complimentary about a course which had been taken during the summer session and the other praising two members of the Gopher football team who spent their summer working at a camp for adolescents who had been in trouble with the law for drug use.

He further gave a brief update on the proposed amendments to the Higher Education Act which are before Congress, noting that he has sent a letter to the Minnesota delegation supporting those amendments.

GIFTS

Associate Vice President Robert Odegard presented the list of gifts to the University of Minnesota for the preceding two months. The Board of Regents voted unanimously to approve the gifts. Documentation is filed supplement to the minutes, No. 21,453.

CONTRACT AND GRANT AWARDS

Vice President Keller submitted for approval the contract and grant awards for August and September, 1980.

The Board of Regents voted unanimously to approve the contract and grant awards. Documentation is filed supplement to the minutes, No. 21,454.

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 SPECIAL MEETING OF THE COMMITTEE OF THE WHOLE - SEPTEMBER 3, 1980

Regent Moore, Chairman of the committee, reported that the committee reviewed for information the University fiscal situation due to the projected reduction of \$14.1 million in state funds from the current 1980-81 budget. She reported that President Magrath reviewed the basic details of the budget reduction, noting the following guidelines which were considered in determining the budget reductions:

1. Protect direct instructional budgets.
2. Minimize impact to activities that integrate teaching and research and/or have significant effect on the University mission.
3. Limit impact on other research or service activities with no alternative sources of support to 12 percent of non-excluded base.

She further reported that after an extended discussion the committee voted unanimously to recommend the adoption of the following statement:

The Board of Regents expresses support for the general approaches to the 1980-81 fiscal crisis outlined by administration, but reserves the prerogative of reviewing future specific proposed actions. Moreover, the Regents concur in the statement of their and the University's role and responsibility in such matters as stated by President Magrath.

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

REPORT OF THE SPECIAL MEETING OF THE
COMMITTEE OF THE WHOLE - SEPTEMBER 4, 1980

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

- a) Approval of the Faculty Salary component of the 1981-83 Biennial Request. Documentation is filed supplement to the minutes, No. 21,455.
- b) Approval of the Supplies, Expenses and Equipment component of the 1981-83 Biennial Request. Documentation is filed supplement to the minutes, No. 21,456.
- c) Approval of the Priority Listing for the Operations and Maintenance and State Special Appropriations in the 1981-83 Biennial Request. Documentation is filed supplement to the minutes, No. 21,457.
- d) Approval of the Six-Year Capital Request as a plan.
- e) Approval of the 1981-83 Legislative Capital Request, with the exception of the priority listing of the first four items of the Twin Cities Campus Construction items.

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

Regent Moore further reported that the committee also reviewed the 1981-83 Legislative Capital Request totaling \$104 million for the total University. She stated that continued discussion on this item and any action to be taken would be considered at the Committee of the Whole meeting on Friday, September 5.

REPORT OF THE COMMITTEE OF THE WHOLE

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

- a) Approval of the Summary of Expenditures of the Board of Regents' Office and the Office of the President for the period ending June 30, 1980.
- b) Approval of a resolution regarding the appointment of Dr. Ralph Holman to the Board of Directors of the Hormel Foundation as follows:

RESOLVED, that upon the recommendation of the Dean of the Graduate School and the President, Dr. Ralph Holman, Director of the Hormel Institute, is hereby appointed to the Board of Directors of the Hormel Foundation.

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

Regent Moore reported that the committee voted by a majority of 9 to 2 to recommend approval that the first four items in the Twin Cities Campus, Construction component of the 1981-83 Capital Request be prioritized as follows: 1) Agronomy & Plant Genetics, Plant Pathology and Soil Science Additions; 2) Hubert H. Humphrey Institute; 3) Music Building; and 4) Business Administration Tower Addition.

The Board of Regents voted by a majority of 9 to 2 to approve the recommendation of the Committee of the Whole, with Regents Casey and Dosland voting against the recommendation.

Regent Moore further reported that the committee reviewed for information revisions in the Public Employees Labor Relations Act (PELRA), the 1980-81 budget reduction plan for 1980-81, and information regarding the Charles Babbage Institute. She noted that information on the Minimum Budget Supplement and the Six-Year Budget Supplement will be submitted to the Board of Regents at a later date.

REPORT OF THE STUDENT CONCERNS COMMITTEE

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

- a) Approval of the Common Policy for Resident Tuition as follows:

COMMON POLICY FOR RESIDENT TUITION

Individuals must meet the residence eligibility requirements of Sections I and II below to receive consideration for admission to any college, school, or program of the University of Minnesota under the admission requirements in effect for Minnesota residents.

I. BASIC DEFINITION OF RESIDENT TUITION STATUS

For purposes of determining resident tuition status,* physical presence in the State of Minnesota for a period of not less than one calendar year shall be the minimum basic requirement. An individual can establish a claim for resident tuition status by presenting evidence of living in the state substantially continuously for one year prior to the first day of the quarter for which resident tuition classification is being sought, provided such residence has not been established for the primary purpose of attending an institution of post-secondary education.

Direct evidence of the above condition shall constitute sufficient evidence of such a claim, subject to limitations described in Section II as appropriate. In addition, each system may maintain additional requirements to meet specific student and institutional needs, provided those requirements do not contradict the policy above.

II. INTERPRETIVE CONVENTIONS

For purposes of interpreting the above definition, the following criteria shall pertain:

- A. Students from other states. Normally, the sojourn of a student from another state for the primary purpose of attending school is not residence, and it is presumed that a non-resident at the time of his or her enrollment remains a non-resident throughout his or her presence as a student, except where it can be established that his or her previous domicile has been abandoned and a new one established.

*State University System and Community Colleges have added "except as otherwise stipulated in Minnesota Statute", at this point.

- B. Spouses. Marital status cannot be claimed as a major criterion for residency status. Such status may, however, serve to support a claim.

- C. Aliens. Alien persons residing in this country under temporary visas or work permits shall be classified as non-residents. A resident alien may apply for resident tuition status provided (s)he has been lawfully admitted to the United States for permanent residence in accordance with all applicable provisions of the laws of the United States, or if (s)he can present documentary evidence from U.S. Immigration or consular officials in his or her home country that (s)he is eligible for resident alien status under specified conditions.

- D. Minors
 - 1. Individuals who have not yet attained the legal age of majority in Minnesota normally shall be classified by the domiciliary status of the parent(s) or legal guardian. Normally, the domicile of a minor follows:
 - a. That of the parents or surviving parent; or
 - b. That of the parent to whom custody of minor has been awarded by a divorce or other judicial decree; or
 - c. That of the parent with whom the minor in fact makes his or her home, if there has been a separation without a judicial award of custody; or
 - d. That of an adoptive parent, where there has been a legal adoption, even though the natural parents or parent may be living; or
 - e. That of a "natural" guardian, such as grandparent, with whom the minor in fact makes his or her home, where the minor has permanently left his or her parental home and reasonable expectation of substantial financial support from the parents has been dissolved.

If a Minnesota resident parent or guardian of a minor moves his or her residence to another state, the minor shall remain eligible for resident status for one year thereafter.

2. Resident tuition status may be accorded a minor who has permanently left his or her parental home, who has no reasonable expectation of substantial financial support from his or her parents, and who has resided in this state for one year immediately prior to the first day of the quarter for which resident tuition classification is being sought.

E. Wards

1. Where a general guardian has been appointed by the ward's state of domicile, at the time of appointment the ward's domicile presumptively remains in that state.
2. The appointment by a Minnesota court of a resident guardian of the minor who is not a resident of this state at the time of appointment does not affect the residency status of the ward.

- F. Temporary absence. In general, domicile is the place where a person actually resides with the intention of making it his or her true, fixed permanent home and principal establishment, and to which whenever (s)he is temporarily absent, (s)he has the intention of returning. Temporary absences include full-time attendance at a school outside Minnesota and initial enlistment in military service, during which time another permanent residence has not been established and a legitimate permanent residence has been maintained in Minnesota.

Other absences for more than one year will be presumed to be non-temporary, unless documentary evidence is provided to the contrary.

- G. Domicile. The fact of physical presence at the dwelling-place and the intention to make it a home must concur, and the intention must be to make a home at the moment, not in the future. The intention must be to make a home in fact in

a certain place, and not to acquire a domicile in order to gain the benefit of the legal consequences of having a domicile there. A person may have but one domicile at a time, and a domicile once established continues until it is superseded by a new domicile.

H. Sufficient Evidence

1. The following facts, although not conclusive, have probative value in support of a claim for resident tuition classification: acceptance of an offer of permanent employment in this state; former residence in the state and the maintenance of significant connections therein while absent; economic, social or political compulsion causing a person to abandon a former residence and acquire residence in Minnesota, with attendance at an institution of higher education only an incident to such residence.
2. The following facts are not sufficient evidence of domicile: employment by the institution as a fellow, scholar, assistant, or in any position normally filled by students; a statement of intention to acquire a domicile in this area; voting or registration for voting; the lease of living quarters; payment of local and state taxes; automobile registration, or continued presence in Minnesota during vacation periods.

III. EXEMPTIONS TO NON-RESIDENT CLASSIFICATIONS FOR TUITION PURPOSES

Individuals who are not eligible for University of Minnesota resident classification under Sections I and II may be eligible for exemption from the non-resident portion of tuition by qualifying in one of the categories below. Students qualifying for non-resident tuition exemptions under this section are not Minnesota residents and will not be granted admission as a Minnesota resident to the University of Minnesota and its colleges, schools, or programs.

The following classes of individuals shall be granted exemption from non-resident tuition classification:

- A. Graduates of Minnesota high schools within two calendar years prior to the first day of the quarter for which resident tuition classification is being sought;
- B. Persons presenting evidence of full-time employment for twelve consecutive months in Minnesota immediately prior to the first day of the quarter for which resident tuition classification is being sought.
- C. Military personnel serving in the armed forces of the United States assigned (a) to active duty in Minnesota for reasons other than college attendance, or (b) outside the continental United States, provided legal residence is not claimed in any other state or the District of Columbia. Immediate family of military personnel are included under this provision.
- D. Veterans who have served in the armed forces of the United States for a period in excess of 190 days for purposes other than training and who have been released from such service within two years of the date of registration, providing legal residence is not claimed in any other state or the District of Columbia.
- E. Graduate student personnel appointed to certain institutional positions according to the rules of the respective system.
- F. Individuals of migrant background who are permanent residents of the United States and who (and/or whose parents or legal guardian) have been employed in seasonal agricultural labor in the State of Minnesota for a cumulative time period of not less than one year in the past five years.
- G. Any U.S. citizen or legal dependent/ward of a U.S. citizen employed by the federal government and stationed outside of the continental U.S., provided legal residence is not claimed in any other state or the District of Columbia.
- H. Full-time faculty members in the first year of their appointment on the staffs of accredited Minnesota colleges.

- I. Any person not officially admitted but approved for registration as required by the institution and taking one course for five credits or less.

Direct evidence of any of the above conditions shall be required and shall constitute sufficient evidence of a claim to exemption from non-resident tuition status.

IV. DUE PROCESS APPEAL PROCEDURES

(By institution/system regulations)

The Board of Regents voted unanimously to approve the recommendation of the Student Concerns Committee.

Regent Unger reported further that the committee reviewed the status of pending legislation which has been introduced in Minnesota and other states, as well as federally, which provides for governmental regulation of standardized admission testing. He stated that a discussion followed regarding the role of testing within the graduate schools at the University of Minnesota. He also reported that the committee reviewed a proposal to declare student employment at the University of Minnesota as a form of financial assistance that the University can provide for students on the basis of need. He reported that the agenda item on the University Student Legal Service Update was postponed until October due to time constraints.

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 actions:

- a) Approval of a resolution regarding New Minors in the College of Liberal Arts, Twin Cities, as follows:

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 Board for their information.

- b) Approval of a resolution regarding Minor in Early Child Care and Development, College of Education, University of Minnesota, Duluth, as follows:

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.

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

Regent McGuiggan further reported that the committee reviewed the timetable for discussion of the Outreach Report, noting that policy recommendations will be outlined at the October meeting and discussions of Outreach will continue through the next several months. He reported that the committee was presented with a program review of Continuing Education & Extension, reviewed a report on institutional planning, and reviewed a proposal for a Doctor of Pharmacy Program in the College of Pharmacy.

REPORT OF THE FACULTY & STAFF AFFAIRS COMMITTEE

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

- a) Approval of the Academic and Civil Service 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, with the exception of pay range change of Class #3716V which was withdrawn from the list. Documentation is filed supplement to the minutes, No. 21,458.

- d) Approval of Promotion and Tenure recommendations. Documentation is filed supplement to the minutes, No. 21,459.
- e) Approval of appointments to the Civil Service Committee, as follows:

RESOLVED, that on the recommendation of the President, the following individuals are hereby appointed to the Civil Service Committee for the terms indicated:

Ms. Barbara Kalvik, Senior Office Specialist, Women's Intercollegiate Athletics (to 1982)

Ms. Irene B. Kraft, Office Supervisor, Fleet Services (to 1982)

Mr. Jerome Larson, Manager, Computer Center Operations (to 1983)

Ms. Shirley Raynes, Executive Assistant to the Vice President for Student Affairs (to 1983)

• Ms. Mary L. Robinson, Executive Secretary, Office of Special Programs (to 1982)

- f) Approval of Policy on Outside Consulting, Outside Service Activities, and Other Employment by Staff Members Holding Appointments in the Departments of Intercollegiate Athletics, as follows:

Policy on Outside Consulting, Outside Service Activities, and Other Employment by Staff Members Holding Appointments in the Departments of Intercollegiate Athletics

Individuals who hold appointments in the Departments of Men's and Women's Intercollegiate Athletics at the University of Minnesota serve an institution of higher education which is committed to three primary missions: teaching, research, and service. The intercollegiate athletic programs contribute primarily to the public service mission of the University, and the staff duties and responsibilities are committed to that mission. Out of this affiliation with the University of Minnesota Intercollegiate Athletic programs arise special and sometimes unique opportunities and demands for the expertise and/or personal representation of staff members in a wide range of activities. Some of these activities may be subsumed

as part of the individual's contractual arrangement; others fall more clearly outside of employment responsibilities. This document sets forth the policies on outside consulting, outside service activities, and other employment by staff members holding appointments in the Departments of Intercollegiate Athletics.

The staff members who are to be governed by this Policy include the following individuals: all coaches in both Departments of Athletics, the Directors of the fund-raising efforts in both Departments, the trainer and assistant trainers in both Departments, the Sports Information Directors and their assistant(s) in both Departments, the Ticket Office Manager, the Study Skills Coordinator(s), the Athletic Facilities Coordinator and his assistant(s), and the Directors of Athletics for both programs and their assistant and associate director(s). The Vice President for Administration and Planning may determine that other employees in the Athletic Departments are also governed by the provisions of this Policy.*

The policies outlined herein are not intended to abridge the rights of these individuals as citizens in any way.

I. General Provisions

- A. Policies of the Board of Regents regarding the consulting and outside service activities of the faculty and general administrative officers of the University which are currently in force are generally applicable to individuals in the Athletic Department; the provisions which follow are a comprehensive adaptation of the current policies on consulting and outside service of the Board of Regents, which apply to faculty and general administrative officers, to Intercollegiate Athletics staff members who do not hold faculty appointments.
- B. All recurring outside activities, whether compensated or not, shall require prior approval

*Particular attention in this respect may need to be given to women's intercollegiate athletics as its staff continues to develop.

by the appropriate Athletic Director and the Vice President for Administration and Planning before consideration by the Board of Regents. The Vice President for Administration and Planning may consult with the Assembly Committee on Intercollegiate Athletics on issues concerning outside activities or arrangements. Outside activities include consulting, advising, representation, or other work for any non-University entity, whether or not performed on the University campus. Citizen-related activities in the community are not included within this meaning. The form to be used in requesting approval is the President's Form 14.* The President's Form 15* shall be used to report annually those consultantships and outside activities which are recurring. Outside activities which are not recurring, such as the writing of books or papers, giving of occasional speeches, lectures, single consultations, etc. need not be presented for prior approval, but must be reported according to the provisions of Section II of this Policy.

- C. The appropriate Athletic Director will determine whether any proposed recurring outside activity is compatible with the contractual obligations of the individual and also whether such activity is appropriate to the dignity, public character, and missions of the University. If the Athletic Director denies a request, the individual may appeal to the Vice President for Administration and Planning, whose decision shall be final.
- D. Special care must be taken to establish that he or she is not speaking, acting, or making representations on behalf of the University. Under no condition shall institutional endorsement be either expressed or implied in relation to the activity. When engaging in outside activity, an individual may identify his or her position at the University (e.g. Men's/Women's Head Basketball Coach, University of Minnesota, Twin Cities).

* President's Forms 14 and 15 were prepared for use by individuals holding faculty or general administrative rank, a class of employees which, defined in the Faculty Information Handbook, does not include coaches (unless they also hold faculty rank) or the other employees of the athletic departments. Rather than institute the use of another form, however, this Policy is to be read as specifically adopting Forms 14 and 15 to be used in meeting its reporting requirements.

- E. The time commitment of an individual's appointment at the University shall control the amount of time permitted for outside commitments.
1. For individuals employed full time, the general restriction on outside time commitments shall not exceed an average of one eight-hour day per seven-day week; the eight hours need not be limited to one calendar day. The scheduling of such activities must be approved by the appropriate Athletic Director and must be compatible with the individual's departmental obligations.
 2. For individuals employed less than full time, the restrictions on outside time commitments shall be adjusted to reflect the portion of time under contract to the University. The scheduling of such activities must be approved by the appropriate Athletic Director and must be compatible with the individual's departmental obligations. Regular outside employment of individuals holding less than full-time appointments does not require prior approval but must be reported. All other provisions of this policy apply with equal force to full and part-time staff members.
- F. Where the seasonal demands on the time of the individual fluctuates, flexible arrangements concerning the scheduling of outside activities may be made which do not adhere to the one-day-per-week maximum, so long as the annual amount of time required by such commitments does not exceed the annual allowable maximum contained in Section I(E)(1) or (2). Such special arrangements will require prior approval of the appropriate Athletic Director and the Vice President for Administration and Planning.
- G. Individuals who engage in outside activities shall not use the official stationery of the University or the Department or give as a business address any building or department of the University, nor shall individuals use University equipment or services for outside activities without approval from the appropriate Athletic Director and the payment of a reasonable fee for the privilege enjoyed.
1. Use of the University logo and the block "M" is prohibited.

2. Reliance upon University Civil Service Staff members for clerical services is prohibited.
3. Use of a University telephone number in promotion or advertising is prohibited.

II. Specific Provisions

- A. Individuals shall not give written, oral, or pictorial endorsements or testimony solicited for the promotion, advertisement, sale, or use of commercial products or services. Individuals may accept remuneration, donations of products or services from non-University or commercial enterprises, or receive products or services at reduced rates which may be used in the Intercollegiate Athletics programs, or for possible personal use, only if there is no reciprocal responsibility on the part of the Department or the program to agree to use the product or service to the exclusion of others or otherwise endorse the product or service.
- B. Appearances at banquets and similar functions sponsored by the University, other educational institutions, or other non-profit or governmental organizations are not within the purview of this Policy. If, however, the time involved in this activity exceeds eight hours per week, on average, the individual should discuss his or her proposed schedule with the appropriate Athletic Director to assure that primary responsibilities are being fulfilled.
- C. Individuals may conduct summer camps and clinics as such activities are commonly understood. The use of the name of the University or any title which would imply University endorsement or sponsorship (e.g., "Gopher" or "Golden Gopher") is specifically prohibited unless the camp or clinic is developed and presented as a University-sponsored program. If involvement in such camps and clinics, conducted by individuals as private activities, exceeds the time limitations provided in Section I(E)(1) or (2), or available vacation periods to which the individual is entitled under the terms of his or her University appointment, he or she shall consult with the appropriate

Athletic Director to determine whether the activity might better be managed within University policies governing leaves of absence. All camps and clinics are subject to the provisions of the "Policy on the Use of University Facilities for Camps and Clinics."

- D. When a coach or other Athletic Department employee accepts a position as a sales representative for a company which does business with the University, that individual may not be involved in sales to the University which bring commissions or other income to him or her.

- E. Because individuals holding appointments in Intercollegiate Athletics have opportunities to receive benefits of a type frequently unavailable to other University staff members, the corresponding need for accountability to the institution becomes greater. The following requirement of a comprehensive inventory of private activities, perquisites, or arrangements related to employment is predicated on the high public visibility of the athletic departments and the ethical responsibilities of individuals holding appointments in them. All activities, perquisites, and other arrangements, recurring or non-recurring, with non-University organizations or individuals, primarily resulting from holding a position in Intercollegiate Athletics, shall be reported to the appropriate Director of Athletics on an annual basis. The receipt of compensation, but not the specific amount, shall be reported. This report shall be appended to the President's Form 15.

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

Regent Latz further reported that the committee reviewed a proposal for the addition of a new personnel category, Academic Staff Professional and Administrative Personnel.

REPORT OF THE PHYSICAL PLANT & INVESTMENTS COMMITTEE

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

a) Approval of the Monthly Report of the Vice President for Finance for July and August, 1980. Noted in the August Report was the write-off of \$600 as an uncollectible amount from the Executive Development Center. The following new projects were also noted:

- 1) Williamson Hall Bookstore Addition - Minneapolis Campus. Funding of \$390,000 will be provided from internal sources with an estimated completion date of June, 1981.
- 2) Bede Hall Bookstore Addition - University of Minnesota, Crookston. Funding of \$104,000 is to be provided from internal sources with an estimated completion date of July, 1981.

Documentation is filed supplement to the minutes, No. 21,460.

b) Approval of resolution regarding purchase of property at 500 Harvard Street S.E., Frankforter Apartments, as follows:

RESOLVED, that on the recommendation of the President and the Acting Vice President for Finance, the appropriate administrative officers are authorized to purchase the property at 500 Harvard Street S.E., City of Minneapolis, for the price of \$233,750.

c) Approval of resolution regarding HUD, as follows:

WHEREAS, the Regents of the University of Minnesota (the "University") proposes to issue \$3,300,000 principal amount of its Pioneer Hall Remodeling Bonds of 1979 (the "Bonds") to provide funds to pay part of the costs of renovating Pioneer Residence Hall (the "Project");

WHEREAS, the University has entered into a Loan Agreement (the "Loan Agreement") dated December 17, 1979 with the United States of America acting through the Secretary of Housing and Urban Development whereby the United States of America has agreed to submit its bid to purchase the Bonds at a 3 percent annual interest rate;

WHEREAS, there has been presented to this meeting and marked Exhibit A for identification a proposed form of Indenture dated as of April 1, 1980, with First Trust Company of Saint Paul, as Trustee;

NOW, THEREFORE, BE IT RESOLVED by the Board of Regents of the University of Minnesota that:

1. The form, terms and provisions of the indenture presented to this meeting and of the Bonds as set forth in said indenture are hereby approved and the President and each Vice President are hereby authorized and empowered to execute, in the name and on behalf of the University and under its corporate seal attested by the Secretary or an Assistant Secretary, in such number of counterparts as the officer signing the same deems proper, an indenture (the "Indenture") in substantially the same form presented to this meeting, containing substantially the same terms and provisions thereof, with such changes and additions thereto as shall be approved by the officer signing the same, the execution thereof being conclusive evidence of such approval, and to acknowledge the same and to deliver the same to First Trust Company of Saint Paul, as Trustee.

2. The University create an issue of bonds to be known as the Regents of the University of Minnesota Pioneer Hall Remodeling Bonds of 1979 to be issued under and pursuant to the Indenture in the aggregate principal amount of \$3,300,000, which issue of bonds shall contain the provisions, terms and conditions as are set forth in said indenture.

3. The sale of the Bonds to the United States of America at par with an interest rate of 3 percent per annum, pursuant to the Loan Agreement, is hereby approved and authorized. The officers of the University are hereby authorized to execute and deliver the Bonds as provided in the Indenture for authentication by the Trustee and delivery to the United States of America upon payment of the purchase price.

4. The "net revenues derived from the operation of the Project" (as said term is defined in the Indenture) are hereby pledged and appropriated to the payment of the Bonds to the extent and in the manner set forth in the Indenture and the Bonds.

5. The following parietal rules, rental rates and charges for the occupancy and use of the Project facilities are hereby established and shall be maintained so long as any of the Bonds are outstanding:

(a) In the event more space or facilities should become available for housing purposes than are required by students applying for such space or facilities, the officers of the University are hereby directed to give preference and priority to the use of the Project, resulting to the extent practicable in the occupancy and use of all the space and services of the Project, even if such preference results in the non-use of all or a part of any other similar space or facilities available at the Minneapolis campus of the University which may be suitable or usable for housing purposes.

(b) To the extent any surplus space or facilities shall ever become available in the Project while any of the Bonds remain outstanding and unpaid, it shall be the duty of the officers of the University to enforce a rule requiring occupancy and use, to the extent practicable, of the Project by students attending the schools of the University situated at the Minneapolis campus and this provision shall be considered as a rule of guidance of said officers.

(c) The officers of the University are hereby directed to utilize and to cause the utilization of the Project in such manner that it will yield the maximum revenues of which it is reasonably capable, to the end that the Bonds may be adequately serviced.

(d) The initial rates to be charged for the Project shall be not less than \$503 per student per quarter for room and board.

(e) The parietal rules, rental rates and charges set forth in paragraphs (a) through (d) of this section 5 of this Resolution shall be amended from time to time to meet changing conditions in order to better assure the fulfillment of this pledge.

(f) The parietal rules set forth in this section 5 of this Resolution shall be subordinate to the parietal rules heretofore adopted in connection with the issuance of other bonds by the University,

including the Minneapolis Dormitory Revenue Bonds of 1956, Saint Paul Apartment and Minneapolis Dormitory Revenue Bonds of 1957 and the Dormitory Revenue Bonds of 1968.

6. The officers of the University are hereby authorized and directed to execute such certificates, documents and other papers, to do such things and to take such action as they, or any of them, shall deem necessary or proper to enable the University to perform and comply with the terms, provisions and obligations of the University under the Loan Agreement, the Indenture and the Bonds.

- d) Approval of resolution regarding property transfer to the City of Crosby, as follows:

WHEREAS, the Board of Regents accepted a gift of fee and mineral interests for an undivided 5/8 interest in the NE 1/2 of Section 1, Township 46, Range 29, on October 25, 1963, and for the remaining 3/8 interest on February 10, 1967, and

WHEREAS, there has been no mining activity on said property since 1964, when the National Steel Corporation, successor to Hanna Iron Ore Company by merger, cancelled its 70-year lease negotiated July 12, 1948, and

WHEREAS, erosion of the pit walls has required the University to replace and repair fencing around the open pits, which are filled with water, and

WHEREAS, the Iron Range Resources and Rehabilitation office proposed to reshape the pit walls and hydromulch to establish vegetation to make this a viable recreational area as a part of its Mineland Reclamation project directed towards abandoned mine lands on public property, provided the University will maintain and operate the reclaimed area, and

WHEREAS, the University cannot manage and operate the reclaimed property as a recreational area, and

WHEREAS, the City Council of Crosby is willing to maintain and operate the reclaimed property as a recreational area provided the University will deed the pro-

perty to it with a free and clear title, and

WHEREAS, the University will retain the mineral rights of said property exclusive of the mineral rights retained by the donor.

THEREFORE, it is resolved that on the recommendation of the President and the Acting Vice President for Finance, the appropriate administrative officers are authorized to execute a deed of the NE 1/4 of Section 1, Township 46, Range 29 to the City of Crosby as free and clear as the title given the University by the donors of said property.

- e) Approval of resolution regarding sale of properties in Florida, as follows:

RESOLVED, that on the recommendation of the President and the Acting Vice President for Finance, the appropriate administrative officers are authorized to negotiate and sell the Marshall W. Alworth properties, real and personal, located in Miami and Miami Beach, Florida. The Chairman of the Physical Plant Committee, in consultation with the Chairman and Vice Chairman of the Board, is authorized to render approval on behalf of the Board of Regents, provided the sale price exceeds the average of the two appraisals, and with the understanding that the results of any sale will be reported to the full Board for its information.

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

Regent Krenik further reported that the committee voted by a majority of 4 to 1 to recommend approval of the following resolution regarding the International Study Travel Association (ISTA) Proposal:

RESOLVED, that the appropriate administrative officers are authorized to complete a Memorandum of Agreement with the International Study Travel Association, which memorandum, among other things, shall allow ISTA to operate a limited travel agency, if so licensed by the International Air Transport Association, to sell tickets for international flights and necessary connecting domestic flights only. The sale of such tickets

shall be to faculty, staff, and students of the University engaged in international travel for educational purposes. Advertising is to be limited to that objective. The International Study Travel Association is to provide appropriate liability insurance and any other insurance requested by the University and shall provide quarterly operating reports to the Board of Regents.

This authority is for a period of one year from the date of approval of this resolution by the Board of Regents.

An extended discussion ensued, with various questions posed regarding the establishment of this travel agency. In answer to a question by Regent Latz, President Magrath stated that a stipulation will be imposed by the administration restricting advertising by the travel agency to University campus-type publications.

Regent Goldfine stated that even though he sympathizes with the private travel agencies, when he weighed the arguments he feels that it would be in the best interests of the University to approve the authorization of a travel agency.

Regent Peterson stated that he would like to see this item delayed another year and give the private travel agencies a chance to work with the International Study Travel Association and see if something couldn't be worked out whereby they could work together.

Regent Dosland stated that he would not support the resolution as he feels it is in conflict with the proposed Policy on Business Enterprises which is being considered by the Board.

Regents Lebedoff and Unger abstained from voting due to a possible conflict of interest.

The Board of Regents then voted by a majority of 5 to 4 to approve the above resolution, with Regents Casey, Dosland, Krenik, and Peterson voting against the resolution.

Regent Krenik further reported that the committee reviewed proposed amendments to the Regents' Business

Enterprises Policy and due to concerns expressed by several Regents regarding the disposition of excess funds upon dissolution of the organization, a decision was made to postpone any action on the item until further discussion and review.

He also reported that the committee reviewed for information a proposed amendment to the Delegation of Authority as approved by the Board of Regents on August 9, 1979; a proposed Regents' Policy for Oil and Gas Leases; and a resolution authorizing the negotiation and execution of the necessary documents for the sale of the land at the corner of Sixth Street South and Marquette Avenue. He stated that the committee also reviewed for information an amendment to a resolution adopted by the Board of Regents on March 9, 1973, regarding payment of prevailing wage rates.

Dr. Robert Dunlop, Dean of the College of Veterinary Medicine, host of the Board of Regents meeting on the St. Paul campus, gave a brief report on the current and continuing concerns of the College of Veterinary Medicine.

The meeting adjourned at 12:15 p.m.



DUANE A. WILSON, Secretary

ACADEMIC PERSONNEL ACTIONS

AMENDMENTS OF MINUTES

April 11, 1980, Thomas P Anderson Professor Physical Medicine and Rehabilitation sabbatical furlough September 1, 1980 to August 31, 1981 to read June 1, 1981 to May 31, 1982 (lack of funding for the original time period)

December 8, 1978, John G Haygreen Professor and Head Forest Products sabbatical furlough August 1, 1979 to June 30, 1980 to read August 1, 1979 to July 31, 1980 (requested additional time)

BUDGET AMENDMENT

June 6, 1980, William H Douglas Associate Professor Operative Dentistry and Director of Biomaterials Program School of Dentistry from \$41,500 Term AP to the rate of \$43,000 Term AP beginning July 1, 1980 (budget error in salary)

RETIREMENTS

Ralph L Hossfeld as Professor Emeritus Forest Products effective June 30, 1980

Arvo Kallio as Professor Emeritus Horticultural Science and Landscape Architecture and Extension Horticulturist Agricultural Extension Service effective August 31, 1980

Harriet E Meldahl as Professor Emeritus and Area Extension Agent Rehabilitation-Northeast District Agricultural Extension Service effective August 31, 1980

RESIGNATIONS

Paul K Alkon Professor English Language and Literature effective June 15, 1980

Merle N Hirsh Professor Division of Science and Mathematics Morris effective June 15, 1980

David C Johnson Professor Curriculum and Instruction effective June 15, 1980

Alan H Roberts Professor Physical Medicine and Rehabilitation effective June 30, 1980

Robert Wirt Professor School of Public Health and Director Program in Health Care Psychology School of Public Health effective September 15, 1980

Phipps Arabie Associate Professor Psychology effective June 15, 1980

Mel R Fratzke Associate Professor Physical Education and Head Health Physical Education and Recreation Duluth effective May 31, 1980

Daniel P Keating Associate Professor Institute of Child Development effective June 15, 1980

Richard E Latchaw Associate Professor Radiology effective August 31, 1980

APPOINTMENTS

	White		Black		Hispanic		Asian		Am. I.	
	M	F	M	F	M	F	M	F	M	F
Docket Appointments										
September only	17	1			1		1			
October through September	67	11	2		2		2			
Non-Docket Appointments										
September only	22	11	1		1					
October through September	329	145	4	4	4	7	1	25	4	

- *1. Andrew D Bailey Jr as Professor and Chairman Accounting College of Business Administration beginning September 16, 1980 at the rate of \$51,750 Term BP and \$5,750 Term BT administrative augmentation
- *2. Harlan Cleveland as Professor and Director Hubert H Humphrey Institute of Public Affairs beginning August 1, 1980 at the rate of \$60,000 Term AP
- *3. Edward L Cussler Jr as Professor Chemical Engineering and Materials Science beginning September 16, 1980 at the rate of \$39,000 Term BP
- *4. D Fennell Evans as Professor Chemical Engineering and Materials Science beginning September 16, 1980 at the rate of \$39,000 Term BP
- *5. Donald W Legler as Associate Dean for Research and Advanced Education School of Dentistry and Professor School of Dentistry beginning September 1, 1980 at the rate of \$55,000 Term AP and \$7,000 Term AT administrative augmentation
- *6. James W Little as Professor and Chairman Oral Diagnosis and Radiology School of Dentistry beginning August 1, 1980 at the rate of \$46,500 Term AP and \$1,500 Term AT administrative augmentation
- *7. Richard A Oriani as Professor Chemical Engineering and Materials Science and Director of Corrosion Center Institute of Technology beginning July 21, 1980 at the rate of \$53,500 Term AP
- 8. Harold L Angle as Associate Professor College of Business Administration September 16, 1980 to June 15, 1983 at the rate of \$24,500 Term BC (this appointment is subject to a special contract calling for a decision on or before June 15, 1982 with respect to continuing this appointment beyond the initial three year term)

*Biographical information on these faculty members will be found at the end of the personnel docket

9. Irene M Ott as Associate Professor and Assistant Program Leader Home Economics/Family Living Agricultural Extension Service beginning August 1, 1980 at the rate of \$35,000 Term AP
10. James E Pettigrew Jr as Associate Professor Animal Science July 1, 1980 to June 30, 1983 at the rate of \$34,000 Term AC (this appointment is subject to a special contract calling for a decision on or before April 15, 1982 with respect to continuing this appointment beyond the initial three year term)
11. Keith R Pierce as Associate Professor Mathematical Sciences Duluth beginning September 1, 1980 at the rate of \$28,250 Term MP
12. Edwin F Stueben as Associate Dean for Undergraduate Studies Institute of Technology-Administration and Associate Professor Mathematics August 16, 1980 to June 30, 1985 at the rate of \$44,000 Term AC (this appointment is subject to a special contract calling for a decision on or before April 15, 1984 with respect to continuing this appointment beyond the initial term)

Yaov Kislev as Visiting Associate Professor Agricultural and Applied Economics July 24 to October 15, 1980 at \$6,554 Term CT (\$28,600 A rate)

David J Woolley as Visiting Associate Professor Horticultural Science and Landscape Architecture for 1980-81 at \$10,000 Term ATH75 (\$13,333 A rate)
13. David M Grossman as Director Independent Study August 25, 1980 to June 30, 1981 at the rate of \$27,500 Term AE and \$3,000 Term AT administrative augmentation
14. James L Anderson as Associate Director Student Health Service University Health Service Duluth and Assistant Professor School of Medicine Duluth August 1, 1980 to June 30, 1981 at the rate of \$50,000 Term AE
15. Robert E Ballintine as Development Officer Office of Development and University of Minnesota Foundation August 11, 1980 to June 30, 1981 at the rate of \$28,000 Term AE
16. John Q Tierney as Development Officer Office of Development and University of Minnesota Foundation August 11, 1980 to June 30, 1981 at the rate of \$23,000 Term AE

Allison Dunham as Professor Law School for 1980-81 at \$60,000 Term BT (Law Alumni Chair one-year appointment)
17. Shibdas Bandyopadhyay as Associate Professor School of Statistics-Theoretical Statistics for 1980-81 at \$20,000 Term BT
18. Wayne T Shier as Associate Professor College of Pharmacy August 1, 1980 to June 30, 1981 at the rate of \$28,500 Term AT
19. Richard A Letts as Director MacPhail Center for the Arts for 1980-81 at \$27,275 Term KE and \$2,725 Term KT administrative augmentation

SPECIAL APPOINTMENTS

James I Brown Professor Emeritus Rhetoric to continue to serve as Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (71 years of age)

Clyde M Christensen Regents Professor Emeritus Plant Pathology to serve as Regents Professor August 1 to September 30, 1980 at \$850 per month for 30% time (75 years of age)

Carl J Eide Professor Emeritus Plant Pathology to serve as Professor August 1 to September 30, 1980 at \$850 per month for 30% time (76 years of age)

Tom B Jones Regents Professor Emeritus History to continue to serve as Regents Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (71 years of age)

Richard C Jordan Professor and Head Emeritus Mechanical Engineering to continue to serve as Acting Associate Dean Administration Institute of Technology July 1, 1980 to June 30, 1981 at \$2,561 per month for 57% time (71 years of age)

Reuel Lund Professor Emeritus College of Business Administration to continue to serve as Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (84 years of age)

Errett W McDiarmid Professor Emeritus Library School to serve as Professor August 15, 1980 to June 15, 1981 at \$936 per month for 40% time (71 years of age)

Charles McLaughlin Professor Emeritus Political Science to serve as Professor September 16 to December 15, 1980 at \$1,376 per month for 47% time (71 years of age)

Mathew Moore Professor Emeritus Plant Pathology to serve as Professor August 1 to September 15, 1980 at \$750 per month for 30% time (75 years of age)

Harold J Paulus Professor Emeritus School of Public Health to serve as Professor September 22 to December 15, 1980 at \$16.00 per hour (65 years of age)

Santiago Cuneo Associate Professor Emeritus Romance Languages to continue to serve as Associate Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (80 years of age)

Mary E West Associate Professor Emeritus Music to serve as Associate Professor MacPhail Center for the Arts June 16 to September 15, 1980 at \$10.00 per hour (70 years of age)

Robert A Phillips Assistant Professor Emeritus Horticultural Science and Landscape Architecture to continue to serve as Assistant Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (75 years of age)

Elsie W Campbell as Lecturer MacPhail Center for the Arts June 16 to September 15, 1980 at \$10.00 per hour (80 years of age)

Elizabeth Garber as Lecturer MacPhail Center for the Arts June 16 to September 15, 1980 at \$10.00 per hour (75 years of age)

Imengard G Malmo as Lecturer MacPhail Center for the Arts July 1, 1980 to June 30, 1981 at \$10.00 per hour (89 years of age)

Marta Pank as Lecturer MacPhail Center for the Arts June 16 to September 15, 1980 at \$10.00 per hour (71 years of age)

Dorothy E Rast as Lecturer MacPhail Center for the Arts June 16 to September 15, 1980 at \$10.00 per hour (78 years of age)

Selma L Toy as Lecturer MacPhail Center for the Arts June 16 to September 15, 1980 at \$10.00 per hour (84 years of age)

Alvin H Droen as Teaching Specialist Athletics Crookston September 1 to November 30, 1980 at \$5.51 per hour (70 years of age)

PROMOTIONS AND TRANSFERS

M M Abdel Monem from Professor College of Pharmacy at \$30,750 Term AP and \$750 Term AT administrative augmentation to Professor College of Pharmacy and Assistant Dean Pharmaceutical Sciences College of Pharmacy without change in salary rate or term beginning July 1, 1980

Essam A Awad from Professor Physical Medicine and Rehabilitation at \$47,865 plus commutation allowance in lieu of professional fees Term AP to Clinical Professor without salary August 15, 1980 to June 30, 1981

Thomas G Boman from Professor Professional Education Duluth and Acting Head Home Economics Duluth at \$28,450 Term MP and \$1,700 Term MT administrative augmentation to Professor Professional Education Duluth at the rate of \$28,450 Term MP beginning September 1, 1980

Blaine M Cooke from Professor Kappel Professorial Chair College of Business Administration at \$49,800 Term BP to Professor Kappel Professorial Chair and Chairman Management and Transportation College of Business Administration at the rate of \$49,800 Term BP and \$5,533 Term BT administrative augmentation beginning September 16, 1980

Dale C Dahl from Professor Agricultural and Applied Economics and Extension Economist Legal Affairs Agricultural Extension Service and Adjunct Professor Law School at \$43,800 Term AP to Professor Agricultural and Applied Economics and Adjunct Professor Law School without change in salary rate or term beginning July 1, 1980

W Bruce Erickson from Professor and Chairman Management and Transportation College of Business Administration at \$32,400 Term BP and \$3,600 Term BT administrative augmentation to Professor at the rate of \$32,400 Term BP beginning September 16, 1980

Roland O Gertjejansen Professor Forest Products at \$37,100 Term AP to continue to serve in addition as Acting Head at the rate of \$3,700 Term AT administrative augmentation July 1-31, 1980

John C Gray from Professor and Chairman Accounting College of Business Administration at \$35,800 Term BP and \$3,000 Term BT administrative augmentation to Professor at the rate of \$35,800 Term BP beginning September 16, 1980

William Hanson from Professor Philosophy at \$26,475 Term BP to Professor and Chairman at the rate of \$26,475 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1980

Donald V Harper from Professor Management Sciences and Director of Ph D Program Office of Graduate Studies College of Business Administration at \$43,400 Term AP to Professor Management Sciences without change in salary rate or term beginning September 1, 1980

Nathaniel I Hart from Professor Division of Humanities Morris at \$26,300 Term BP to Professor and Chairman at the rate of \$27,300 Term BP and \$2,500 Term BT administrative augmentation beginning September 16, 1980

John M Higbee Professor Veterinary Pathobiology and Veterinary Diagnostic Laboratory at \$38,000 Term AP to serve in addition as Acting Director Veterinary Diagnostic Laboratory at the rate of \$3,600 Term AT administrative augmentation July 1-31, 1980

C David Hollister from Professor School of Social Development Duluth at \$36,900 Term AP and Professor School of Public Health Minneapolis without salary to Professor School of Social Work at the rate of \$30,191 Term BP beginning September 16, 1980

Philip T Hopmann Professor Political Science at \$27,000 Term BP to serve in addition as Director of Quigley Center at \$1,500 Term BT administrative augmentation for 1980-81

Mei-Ling Hsu from Professor Geography at \$28,450 Term JP to Professor Geography and Director China Center at the rate of \$28,450 Term JP and \$3,000 Term JT administrative augmentation beginning July 1, 1980

Harold J Kurtz Professor Veterinary Pathobiology and Veterinary Diagnostic Laboratory at \$40,660 Term AP to serve in addition as Acting Director Veterinary Diagnostic Laboratory at the rate of \$3,600 Term AT administrative augmentation August 1 to December 31, 1980

John W Labree from Assistant Vice President Office of the Vice President for Health Sciences and Professor Clinical Sciences Duluth at \$54,142 plus commutation allowance in lieu of professional fees Term AP to Assistant Vice President Office of the Vice President for Health Sciences and Professor Medicine without change in salary rate or term beginning September 16, 1980

Arturo Madrid II from Associate Dean and Executive Officer College of Liberal Arts and Professor Spanish and Portuguese at \$35,000 Term AP and \$11,775 Term AT administrative augmentation to Professor Spanish and Portuguese at the rate of \$50,122 Term AP beginning July 1, 1980 (funds provided by Fund for the Improvement of Post Secondary Education, United States Department of Education to be paid through the University)

Eckard Muenck Professor Biochemistry College of Biological Sciences at \$29,350 Term BP to continue to serve in addition as Acting Director Gray Freshwater Biological Institute at \$39,134 Term AP and \$7,000 Term AT administrative augmentation for 1980-81

Joel B Samaha from Professor History and Criminal Justice Studies at \$28,500 Term BP to Professor History without change in salary rate or term beginning September 16, 1980

June L Tapp from Professor Institute of Child Development and Criminal Justice Studies at \$35,200 Term BP to Professor Institute of Child Development without change in salary rate or term beginning September 16, 1980

Lloyd Ultan from Professor and Chairman Music and Music Education at \$42,975 Term BP and \$3,500 Term BT administrative augmentation to Professor and Director School of Music and Music Education without change in salary rate or term beginning September 16, 1980

David A Ward from Professor Sociology and Criminal Justice Studies at \$36,225 Term BP to Professor Sociology without change in salary rate or term beginning September 16, 1980

Richard D Christenson Associate Professor Division of Education Crookston at \$23,080 Term MP to serve in addition as Acting Chairman at \$2,700 Term MT administrative augmentation for 1980-81

Kenneth Miller from Associate Professor College of Pharmacy at \$30,971 Term AP and \$750 Term AT administrative augmentation to Associate Professor College of Pharmacy and Assistant Dean Clinical Sciences College of Pharmacy without change in salary rate or term beginning July 1, 1980

Earl P Scott from Associate Professor Geography at \$21,850 Term JP to Associate Professor Geography and Chairman Afro-American Studies at the rate of \$21,850 Term JP and \$2,500 Term JT administrative augmentation beginning July 1, 1980

Bradley E Seguin from Associate Professor Veterinary Large Animal Clinical Sciences at \$35,200 Term AP to Associate Professor Veterinary Large Animal Clinical Sciences and Extension Veterinarian Agricultural Extension Service without change in salary rate or term beginning July 1, 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 October 1 to December 31, 1980

Raymund T Fitzpatrick from Assistant Professor and Assistant Director Rochester Center at \$23,425 Term AP to Assistant Professor and Acting Director at the rate of \$23,425 Term AP and \$3,000 Term AT administrative augmentation beginning July 1, 1980

Deborah Greenberg Assistant Professor and Associate Director Independent Study from \$24,675 Term AP to the rate of \$25,275 Term AP beginning August 25, 1980 and to serve as Assistant Professor and Acting Director at the rate of \$24,675 Term AP and \$3,000 Term AT administrative augmentation July 1 to August 24, 1980

Stanley D Nelson Assistant Professor Related Education Division Waseca at \$22,800 Term AP to serve in addition as Acting Division Chairman at the rate of \$1,200 Term AT administrative augmentation July 1 to September 15, 1980

Judith A Gaston from Instructor and Acting Director Audio Visual Library Service at \$20,000 Term AN and \$5,000 Term AT administrative augmentation for 1979-80 to Director at \$27,525 Term AE and \$2,700 Term AT administrative augmentation for 1980-81

20. Mylon D Merchant from Development Officer College of Business Administration Academic Administration Office of Development and University of Minnesota Foundation at \$37,455 Term AE to Associate Dean for External Relations College of Business Administration at the rate of \$41,955 Term AE September 16, 1980 to June 30, 1981

Ellen Z Fifer from Adjunct Associate Professor School of Public Health without salary to Associate Professor School of Public Health and Acting Program Director Program in Public Health Administration School of Public Health at the rate of \$20,000 Term ATH50 (\$40,000 A rate) September 1, 1980 to June 30, 1981

Jeremiah E Fruin from Assistant Professor Agricultural and Applied Economics and Agricultural Extension Service at \$27,200 Term AT for 1979-80 to Associate Professor at \$30,100 Term AT for 1980-81 (Promotion approved by the Board of Regents May 9, 1980)

SALARY ADJUSTMENTS

David W Allen Professor Medicine from \$2,100 Term ATH6 (\$37,550 A rate) for 1979-80 to without salary July 1, 1980 to June 30, 1981

Richard Behrens Professor Agronomy and Plant Genetics from \$41,800 Term AP to the rate of \$43,200 Term AP beginning July 1, 1980

William A Brun Professor Agronomy and Plant Genetics from \$32,700 Term AP to the rate of \$33,500 Term AP beginning July 1, 1980

Vernon B Cardwell Professor Agronomy and Plant Genetics from \$32,200 Term AP to the rate of \$33,000 Term AP beginning July 1, 1980

Mitzi L Duxbury Assistant Dean and Professor School of Nursing from \$34,364 Term AP and \$5,489 Term AT administrative augmentation to the rate of \$36,316 Term AP and \$5,447 Term AT administrative augmentation beginning July 1, 1980 and to continue as Lecturer School of Public Health without salary July 1, 1980 to June 30, 1981

Kenneth E Egertson Professor Agricultural and Applied Economics and Extension Economist Marketing Agricultural Extension Service at \$38,950 Term AP on sabbatical furlough to receive \$16,229 from United States Dairy Association funds in Washington, DC September 1, 1980 to June 30, 1981 to be paid through the University

Laddie J Elling Professor Agronomy and Plant Genetics and Extension Agronomist Agricultural Extension Service from \$37,600 Term AP to the rate of \$38,400 Term AP beginning July 1, 1980

Peter A French Professor Division of Humanities Morris from \$32,500 Term BP to the rate of \$33,500 Term BP beginning September 16, 1980

Lowell Hanson Professor Soil Science and Extension Specialist-Soils Agricultural Extension Service at \$34,975 Term AP to serve at the rate of \$34,975 Term AP and \$2,448 Term AT administrative augmentation July 1 to December 31, 1980

Robert M Hexter Professor Chemistry from \$45,300 Term BP to the rate of \$45,300 Term BP and \$4,450 Term BT administrative augmentation beginning September 16, 1980, to serve as Institute of Technology Research Officer and for MINTECH development

Dale R Hicks Professor Agronomy and Plant Genetics and Extension Agronomist Agricultural Extension Service from \$36,700 Term AP to the rate of \$37,500 Term AP beginning July 1, 1980

Roger L Hooke Professor Geology and Geophysics at \$25,483 Term BP on sabbatical furlough for 1980-81 to receive \$12,742 from research funds to be paid through the University

Arne W Hovin Professor Agronomy and Plant Genetics from \$35,000 Term AP to the rate of \$35,800 Term AP beginning July 1, 1980

A Thomas Kraabel Professor and Chairman Classics from \$26,500 Term BP and \$2,500 Term BT administrative augmentation to the rate of \$29,000 Term BP and \$2,500 Term BT administrative augmentation beginning September 16, 1980

Jean W Lambert Professor Agronomy and Plant Genetics from \$37,700 Term AP to the rate of \$39,100 Term AP beginning July 1, 1980

Michael D Levitt Professor Medicine from \$4,000 Term APH10 (\$40,700 A rate) for 1979-80 to without salary July 1, 1980 to June 30, 1981

Gerald R Miller Professor Agronomy and Plant Genetics and Extension Agronomist Agricultural Extension Service from \$40,800 Term AP and \$1,900 Term AT administrative augmentation to the rate of \$41,600 Term AP and \$1,900 Term AT administrative augmentation beginning July 1, 1980

Jack W Miller Professor Pharmacology from \$43,375 Term AP to the rate of \$43,375 Term AP and \$3,500 Term AT administrative augmentation beginning July 1, 1980, to serve as Phase A curriculum Coordinator

Catherine M Norris Professor School of Nursing from \$30,250 Term BC to \$30,660 Term BC for 1980-81

Ervin A Oelke Professor Agronomy and Plant Genetics and Extension Agronomist Agricultural Extension Service from \$31,600 Term AP to the rate of \$32,400 Term AP beginning July 1, 1980

Ronald L Phillips Professor Agronomy and Plant Genetics from \$36,600 Term AP to the rate of \$37,400 Term AP beginning July 1, 1980

Donald C Rasmuson Professor Agronomy and Plant Genetics from \$46,500 Term AP to the rate of \$47,300 Term AP beginning July 1, 1980

Betty W Robinett Acting Assistant Vice President Office of the Vice President for Academic Affairs and Professor Linguistics from the rate of \$45,000 Term AP October 1, 1979 to June 30, 1980 to the rate of \$48,200 Term AP beginning July 1, 1980 (regular position Professor and Director Linguistics at \$35,200 Term BP for 1980-81)

Robert G Robinson Professor Agronomy and Plant Genetics from \$31,600 Term AP to the rate of \$33,000 Term AP beginning July 1, 1980

Lawrence H Smith Professor Agronomy and Plant Genetics and Extension Agronomist Agricultural Extension Service from \$41,000 Term AP to the rate of \$41,800 Term AP beginning July 1, 1980

Oliver E Strand Professor Agronomy and Plant Genetics and Extension Agronomist Agricultural Extension Service from \$32,700 Term AP to the rate of \$33,700 Term AP beginning July 1, 1980

Robert E Stucker Professor Agronomy and Plant Genetics from \$33,500 Term AP to the rate of \$34,300 Term AP beginning July 1, 1980

Deon D Stuthman Professor Agronomy and Plant Genetics from \$34,100 Term AP to the rate of \$34,800 Term AP beginning July 1, 1980

Travis Thompson Professor Psychiatry at \$44,100 Term AP on sabbatical furlough to receive \$3,675 from Department of Health, Education and Welfare funds July 1 to August 31, 1980 to be paid through the University

Jesse B Williams Professor Animal Science at \$30,300 Term AP to serve at the rate of \$40,932 Term AP July 1 to November 30, 1980 (funds provided by Michigan State MUCIA)

Robert Wirt Professor School of Public Health and Director Program in Health Care Psychology School of Public Health from \$43,700 Term AP for 1979-80 to the rate of \$46,541 Term AP beginning July 1, 1980 (terminating September 15, 1980)

James E Ysseldyke Professor Psychoeducational Studies from \$27,500 Term BP to the rate of \$30,000 Term BP beginning September 16, 1980

John R Baxter Associate Professor School of Mathematics at \$23,920 Term BP on sabbatical furlough for 1980-81 to receive \$6,020 from National Science Foundation funds to be paid through the University

Barry H Brady Associate Professor Mineral Resources Research Center from \$25,850 Term BC to \$27,000 Term BC for 1980-81

Steven L Crouch Associate Professor Civil and Mineral Engineering from \$27,930 Term BP to the rate of \$29,000 Term BP beginning September 16, 1980

Ellen Egan Associate Professor School of Nursing from \$32,501 Term AP to the rate of \$32,801 Term AP beginning July 1, 1980

Steven J Eisenreich Associate Professor Civil and Mineral Engineering from \$23,250 Term BP to the rate of \$27,000 Term BP beginning September 16, 1980

Ash M Hawk Associate Professor and Head Communicative Disorders Duluth from \$26,140 Term MP and \$1,500 Term MT administrative augmentation to the rate of \$31,949 Term AP and \$1,500 Term AT administrative augmentation beginning September 1, 1980

James B Howard Associate Professor Biochemistry Medical School at \$30,632 Term AP on sabbatical furlough to receive \$12,763 from United States Department of Agriculture funds September 1, 1980 to June 30, 1981 to be paid through the University

Richard D Leppert Associate Professor and Chairman Humanities Program from \$22,500 Term BP and \$3,000 Term BT administrative augmentation to the rate of \$23,500 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1980

Panos G Michalopoulos Associate Professor Civil and Mineral Engineering from \$23,100 Term BP to the rate of \$24,500 Term BP beginning September 16, 1980

John J Moore Associate Professor Mineral Resources Research Center from \$22,000 Term BC to \$24,000 Term BC for 1980-81

Willard Philipson Associate Professor Continuing Education and Extension-Administration from \$26,200 Term AP for 1979-80 to the rate of \$27,000 Term AP beginning July 1, 1980

John C Schreiner Associate Professor and Chairman Finance and Insurance College of Business Administration from \$28,300 Term BP and \$3,144 Term BT administrative augmentation to the rate of \$28,300 Term BP and \$4,144 Term BT administrative augmentation beginning September 16, 1980

Michael J Semmens Associate Professor Civil and Mineral Engineering from \$23,960 Term BP to the rate of \$26,000 Term BP beginning September 16, 1980

A Marilyn Sime Associate Professor School of Nursing from \$32,054 Term AP to the rate of \$32,354 Term AP beginning July 1, 1980

Christopher St John Associate Professor Mineral Resources Research Center from \$23,870 Term BP to the rate of \$26,000 Term BP beginning September 16, 1980

Hazel S Stoeckeler Associate Professor Design College of Home Economics from \$15,784 Term BPH67 (\$23,676 B rate) to the rate of \$23,676 Term BP beginning September 16, 1980

Otto D L Strack Associate Professor Civil and Mineral Engineering from \$24,950 Term BP to the rate of \$27,000 Term BP beginning September 16, 1980

Donald L Wyse Associate Professor Agronomy and Plant Genetics from \$28,900 Term AP to the rate of \$29,400 Term AP beginning July 1, 1980

Margaret L Carolan Assistant Professor School of Nursing from \$22,004 Term AP to the rate of \$22,224 Term AP beginning July 1, 1980

Gerald W Johnson Assistant Professor Civil and Mineral Engineering at \$21,950 Term BP to serve at the same salary for the period August 1, 1980 to April 30, 1981

Ross D Smith Director Concerts and Lectures and Professor Theatre Arts from \$43,600 Term AP and \$2,700 Term AT administrative augmentation to the rate of \$43,600 Term AP and \$3,700 Term AT administrative augmentation beginning July 1, 1980

Malcolm McCutcheon Director Student Health Service Health Service Duluth and Assistant Professor Clinical Sciences School of Medicine Duluth from \$47,500 Term AE to \$50,000 Term AE for 1980-81

Thomas D Patterson Director of Annual Giving Minnesota Medical Foundation from \$26,050 Term AE to \$27,000 Term AE for 1980-81

Eivind O Hoff Executive Director and Chief Executive Officer Minnesota Medical Foundation from \$44,300 Term AE to \$47,850 Term AE for 1980-81

Donald A Engel Development Officer Minnesota Medical Foundation from \$25,800 Term AE to \$27,000 Term AE for 1980-81

Clarence N Reiersen Clinical Professor Removable Prosthodontics School of Dentistry from \$8,203 Term GTH50 (\$16,406 G rate) for 1979-80 to \$8,603 Term GTH50 (\$17,206 G rate) for 1980-81

Samuel Scher Clinical Professor School of Public Health and Psychiatry from \$3,250 Term ATH14 (\$23,763 A rate) to \$4,159 Term ATH18 (\$23,763 A rate) for 1980-81 and to continue as Clinical Professor Psychology without salary July 1, 1980 to June 30, 1981

Qi-Hui Zhai Visiting Professor Biochemistry Medical School from the rate of \$5,000 Term ATH25 (\$20,000 A rate) August 1, 1979 to June 30, 1980 to \$10,000 Term ATH50 (\$20,000 A rate) for 1980-81

Edward E Anderson Clinical Associate Professor Removable Prosthodontics School of Dentistry from \$2,949 Term GTH20 (\$14,744 G rate) for 1979-80 to \$3,154 Term GTH20 (\$15,770 G rate) for 1980-81

John F Erickson Clinical Associate Professor Removable Prosthodontics School of Dentistry from \$4,423 Term GTH30 (\$14,744 G rate) for 1979-80 to \$4,731 Term GTH30 (\$15,770 G rate) for 1980-81

George J Hayano Clinical Associate Professor Removable Prosthodontics School of Dentistry from \$2,949 Term GTH20 (\$14,744 G rate) for 1979-80 to \$3,154 Term GTH20 (\$15,770 G rate) for 1980-81

Philip J Heslin Visiting Associate Professor School of Social Development Duluth from \$9,260 Term MTH33 (\$27,780 M rate) for 1979-80 to \$14,290 Term MTH50 (\$28,580 M rate) for 1980-81

Quincy Liu Visiting Associate Professor School of Physics and Astronomy from the rate of \$12,000 Term BTH50 (\$24,000 B rate) March 16 to June 15, 1980 to \$5,700 Term CTH50 (\$34,200 A rate) August 1 to November 30, 1980

H Peter Odegard Associate Professor School of Architecture and Landscape Architecture from \$10,650 Term BTH50 (\$21,300 B rate) for 1979-80 to \$11,050 Term BTH50 (\$22,100 B rate) for 1980-81

Donovan B Reinke Associate Professor Radiology from \$43,000 Term AT to \$83,800 (\$43,000 Term AT \$40,800 Term AT) for 1980-81

David W Twomey Clinical Associate Professor Removable Prosthodontics School of Dentistry from \$3,612 Term GTH20 (\$18,060 G rate) for 1979-80 to \$3,772 Term GTH20 (\$18,860 G rate) for 1980-81

Ronald Young Associate Professor Psychiatry from \$44,800 plus commutation allowance in lieu of professional fees Term AT to \$46,000 plus commutation allowance in lieu of professional fees Term AT for 1980-81

James W Faricy Director Management and Technical Assistance Center Continuing Management Education from the rate of \$25,000 Term AT February 21 to June 30, 1980 to \$6,831 Term CT (\$27,325 A rate) July 1 to September 30, 1980

LEAVES OF ABSENCE

Marvin B Bacaner Professor Physiology leave with salary July 2 to August 1, 1980 to attend conferences in Germany and Hungary and present seminars in Austria, Germany, Massachusetts, and New York

Gustav E Bauer Professor Anatomy leave with salary July 1 to September 2, 1980 to do research at the Marine Biological Laboratory in Woods Hole, Massachusetts

Frederick G Bergsrud Professor Agricultural Engineering and Extension Agricultural Engineer Agricultural Extension Service leave without salary October 1, 1980 to June 30, 1981 to work on Land Classification/Soil Survey Project with time to be spent in Syria

Beulah E Compton Professor School of Social Work leave without salary for 1980-81 to plan and implement a new doctoral program at Indiana University School of Social Work

Frederic J Kottke Professor and Head Physical Medicine and Rehabilitation leave with salary August 20 to September 23, 1980 to attend the Swedish International Conference on Stroke in Stockholm, and the 8th International Congress of Physical Medicine and Rehabilitation in Stockholm, and to study the system for education and therapy of children with cerebral palsy in the Netherlands

Arturo Madrid II Professor Spanish and Portuguese leave with salary for 1980-81 to serve as director of Fund for the Improvement of Post-Secondary Education in Department of Education, Washington, DC

John S Myers Professor School of Architecture and Landscape Architecture continuation of leave without salary for 1980-81 because of disability

Curtis D Norenberg Professor Agricultural Extension Service and Program Director Office of Special Programs leave with salary July 14-25, 1980 for annual military training

William D Spring Professor Division of Humanities Morris leave with salary for 1980-81 to prepare for return to full-time teaching position after 18 years as chairman of the division

W Dixon Ward Professor Communication Disorders and Otolaryngology leave with salary July 8-25 and August 6 to September 8, 1980 to attend and participate in scientific meetings in Australia and Europe

David J Bennett Associate Professor School of Architecture and Landscape Architecture 50% time leave without salary for 1980-81 to devote time to private practice

Dortha L Esch Associate Professor Physical Medicine and Rehabilitation leave without salary August 1-31, 1980 for personal reasons

Peter S Friend Associate Professor Medicine leave with salary for 1980-81 to do research on cellular and humoral immunology of urine autoimmunity with time to be spent at Scripps Clinic in LaJolla, California

Alan L Kagan Associate Professor School of Music leave with salary September 16 to October 5, 1980 to travel and purchase equipment for School of Music

Iftikhar Ahmad Khan Associate Professor Division of Humanities Morris leave without salary for 1980-81 to do research and teach at King Abdul Aziz University, Medina Munawwara, Saudi Arabia

Don A Morgan Associate Professor Educational Administration leave with salary October 1 to December 1, 1980 to participate in the exchange of faculty duties with a professor from The Further Education Staff College, Coombe Lodge, England

Hazel S Stoeckeler Associate Professor Design College of Home Economics leave without salary December 16, 1980 to March 15, 1981 for personal reasons

Gerald R Vizenor Associate Professor American Indian Studies leave without salary for 1980-81 to serve as Visiting Associate Professor in the Ethnic Studies Department at the University of California, Berkeley

Virginia T Katz Assistant Professor Communication Duluth 25% time leave without salary for 1980-81 to work on Ph D dissertation

Lynnette M Mullins Assistant Professor Division of Education Crookston leave without salary for 1980-81 for personal reasons

SABBATICAL FURLONGHS

Peter A French Professor Division of Humanities Morris sabbatical furlough for 1980-81 to complete research and write a book on the "Conceptual Foundations of Corporate Responsibility" with time to be spent in Delaware, New York, Boston, Washington, Pittsburgh, Houston and Los Angeles

Russell Lucas Professor Pediatrics and Paul F and Faith S Dwan
Chair in Pediatric Cardiology sabbatical furlough January 1 to
December 31, 1981 to do research on cardiovascular pathology at the
United Hospitals in St Paul, Minnesota

John Strait Professor Agricultural Engineering sabbatical furlough
October 1, 1980 to March 31, 1981 to improve and update courses in
Agricultural Engineering and to do research on wild rice with time to
be spent in the Twin Cities

Charles W Young Professor Animal Science sabbatical furlough for
1980-81 to update statistical methods prior to analyzing several
long-term dairy breeding projects with time to be spent at Michigan
State University

John E Adams Associate Professor Geography Duluth sabbatical furlough
for 1980-81 to study fish consumption habits and patterns in the
Caribbean

Sabra S Anderson Associate Professor Mathematical Sciences Duluth
sabbatical furlough for 1980-81 to do research and writing on
combinatorics and graph theory with time to be spent at Western
Michigan University and Stanford University

Arnold H Ismach Associate Professor School of Journalism and Mass
Communication sabbatical furlough December 16, 1980 to December 15, 1981
to seek a Fulbright teaching award to study the organization and
operations of newspapers in other English-speaking countries and
advance teaching of social science methods for journalists in other
nations with time to be spent in Australia

Richard J Ziegler Associate Professor Medical Microbiology and
Immunology and Biology Duluth sabbatical furlough October 1, 1981 to
August 31, 1982 to do collaborative research on Herpes Simplex virus
with time to be spent in the Virology Laboratory at the University of
Goteborg, Goteborg, Sweden

BIOGRAPHICAL INFORMATION

Andrew D. Bailey. Professor and Chairman, Department of Accounting

Dr. Bailey comes to this institution from Purdue University where he was a professor in the Krannert Graduate School of Management. His undergraduate and Masters degree were earned at the University of Minnesota, and he received his Ph.D. from the Ohio State University in 1971. For eighteen months from July 1978 to December 1979 he was a Visiting Professor at the University of Queensland, Australia. Colleagues describe him as an outstanding faculty member and "well endowed with the personal skills and professional status to make him an excellent department head."

Harlan Cleveland. Professor and Director, Humphrey Institute of Public Affairs

Professor Cleveland brings to this institution a distinguished career in higher education. After graduating from Princeton University, he spent a year at Oxford as a Rhodes Scholar. He has held posts at Syracuse University, University of Hawaii (where he was President and Professor of Political Science), the University of Texas, and the Aspen Institute of Humanistic Studies, Princeton, New Jersey, where he has been since 1974. Professor Cleveland has been the recipient of many honorary degrees and has been awarded honors by the governments of Italy and China. His presence will certainly enhance the international reputation of the Institute, already widely known.

Edward L. Cussler, Jr. Professor of Chemical Engineering and Materials Science

Professor Cussler received his undergraduate degree from Yale University (1961) and his graduate degrees from the University of Wisconsin (Ph.D. 1965). He has been at Carnegie-Mellon University since 1973. A colleague states that "he has one of the most innovative and stimulating minds in our profession today." The quality of his teaching ability is attested to by his receiving a university-wide teaching award for excellence in undergraduate teaching in 1974 at Carnegie-Mellon.

D. Fennell Evans. Professor of Chemical Engineering and Materials Science

Professor Evans received his Ph.D. from M.I.T. in 1963, and has taught at Case Western Reserve University and at Carnegie-Mellon University, where he was Professor of Chemical Engineering from 1973 to the present time. He is recognized as a national leader in the field of colloid and surface science. According to his colleagues, Professor Evans possesses an outstanding combination of strong research talents and excellent teaching ability.

Donald Wayne Legler. Associate Dean and Professor, School of Dentistry

Professor Legler received his B.S. and D.D.S. degrees from the University of Minnesota and his Ph.D. in 1966 from the University of Alabama where he has taught since then and where he was Associate Dean of the School of Dentistry. His chief research interests are immunology, serum complement system, phylogeny of the immune response, germfree technology, and preventive dentistry. A colleague says, "His accomplishments are many and give evidence of an individual who can both plan and implement the highest quality research programs and also be a leader in planning and implementing educational programs."

James W. Little. Professor and Chairman, Department of Oral Diagnosis and Radiology

Professor Little received his D.M.D. (1958) and M.S. (1963) from the University of Oregon. He comes here from the University of Kentucky where he has been a faculty member since 1963. His major research interest is in the prevention of bacterial endocarditis in dental patients. His colleagues speak of his national and international reputation and his experience in oral diagnosis and radiology.

Richard A. Oriani. Professor of Chemical Engineering and Materials Science, and Director of Corrosion Center, Institute of Technology

Professor Oriani, who was born in El Salvador, earned an M.A. and a Ph.D. from Princeton University. He comes to this institution from the U.S. Steel Research Laboratory, where he has been employed since 1959. One colleague points out, "His theoretical and experimental work on hydrogen effects in metals have been outstanding, as recognized throughout the world and as indicated by his publication list." Another states, "In addition to possessing superb experience and intellectual tools, Dr. Oriani has the all important human attributes of consideration, kindness and integrity."

CIVIL SERVICE PERSONNEL ACTIONS

BUDGET AMENDMENTS

June 6, 1980, Jerry W Jacobson from Senior Analyst Programmer Administrative Data Processing Department at \$22,860 Term AS to Supervising Analyst Programmer at \$25,344 Term AS for 1980-81 (promotion too late to be made on the budget)

June 6, 1980, Charles MacDonald Senior Organization Development Specialist University of Minnesota Hospitals from \$22,572 Term AS to \$23,892 Term AS for 1980-81 (budget error in salary)

RESIGNATIONS AND NON-REAPPOINTMENTS

Gerald A Anderson Senior Scientist School of Physics and Astronomy effective February 29, 1980

Freddie L Estes Personnel Administrator Medical School Administration effective July 15, 1980

Robert Marsh Clinic Physician Surgery effective July 31, 1980

PROMOTIONS AND TRANSFERS

J Paul Blake from Assistant Director University Relations at \$26,016 Term AS to Associate Director at the rate of \$27,588 Term AS October 16 to December 31, 1979, the rate of \$28,812 Term AS January 1 to June 30, 1980 and \$29,460 Term AS for 1980-81

Clifford P Fearing from Controller Hospital University of Minnesota Hospitals at \$53,700 Term AS to Senior Associate Director University Hospitals at \$57,708 Term AS for 1980-81

Catherine S Isenman from Administrative Food Operations Manager Coffman Food Services at \$22,452 Term AS to Senior Administrative Food Service Manager Coffman Union Food Service at the rate of \$23,340 Term AS May 1 to June 30, 1980 and \$23,988 Term AS for 1980-81

Patrick L Jarvis from Assistant Director Professional Services University Computer Center at the rate of \$24,584 Term AT February 16 to June 30, 1980 to Supervising Systems Software Programmer at \$30,648 Term AS for 1980-81

Clark D Johnson from Senior Systems Software Programmer Administrative Data Processing Department at \$26,724 Term AS to Supervising Systems Software Programmer at the rate of \$28,860 Term AS July 16, 1980 to June 30, 1981

Joseph A Marino from Senior Scientist University of Minnesota Hospitals at \$25,092 Term AS to Patient Monitoring Director without change in salary rate or term May 16 to June 30, 1980 and at \$25,740 Term AS for 1980-81

Thomas E McCue from Administrative Director Coffman Food Services at \$30,528 Term AS to Associate Director Food Services at the rate of \$31,740 Term AS July 16, 1980 to June 30, 1981

Roger Otte from Principal Systems Analyst The Business Office at \$28,380 Term AS to Coordinator Administrative Systems Development at \$30,636 Term AS for 1980-81

Mary Lou Weiss from Principal Grant Administrator Office of Research Administration at \$25,476 Term AS to Assistant Director Office of Research Administration at the rate of \$27,516 Term AS June 1-30, 1980 and \$28,164 Term AS for 1980-81

SALARY ADJUSTMENTS

Dianne M Bartels Associate Director Nursing Services University of Minnesota Hospitals from \$27,792 Term AS to the rate of \$28,872 Term AS June 16-30, 1980, the rate of \$29,520 Term AS July 1-13, 1980 and the rate of \$31,764 Term AS July 14, 1980 to June 30, 1981

Roger J Brummer Hospital Accounting Officer University of Minnesota Hospitals from the rate of \$26,016 Term AS May 16 to June 30, 1980 to \$26,664 Term AS for 1980-81

James D Dahling Associate Director Nursing Services University of Minnesota Hospitals from \$25,848 Term AS to the rate of \$27,816 Term AS July 14, 1980 to June 30, 1981

Robert M Dickler Senior Associate Director University Hospitals and Instructor University of Minnesota Hospitals from \$50,052 Term AS to \$56,004 Term AS for 1980-81

Beverly L Dorsey Associate Director Nursing Services University of Minnesota Hospitals from \$27,792 Term AS to the rate of \$28,872 Term AS June 16-30, 1980, the rate of \$29,520 Term AS July 1-13, 1980 and the rate of \$31,764 Term AS July 14, 1980 to June 30, 1981

Dorothy A Elion Supervising Analyst Programmer Administrative Data Processing Department from the rate of \$27,936 Term AS March 1 to June 30, 1980 to \$28,584 Term AS for 1980-81

Francis E Engle Senior Scientist Gray Freshwater Biological Institute from the rate of \$29,124 Term AS May 1 to June 30, 1980 to \$29,772 Term AS for 1980-81

Velta Goppers Senior Scientist School of Public Health from the rate of \$31,068 Term AS February 1 to June 30, 1980 to \$31,716 Term AS for 1980-81

P Victor Grambsch Senior Scientist School of Public Health from the rate of \$27,372 Term AS January 1 to June 30, 1980 to \$28,020 Term AS for 1980-81

DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total					
					M	F	M	F	M	F	M	F	M	F	M	F				
1	Andrew D. Bailey, Jr. Professor and Chairman	Accounting	College of Business Administration	Applicants																
				Considered																
				Selected	43P	1C	18N	8T												
				Colleges*														70	2	72
2	Marian Cleveland Professor and Director	Hubert Humphrey Institute of Public Affairs	Academic Affairs	Applicants																
				Considered																
				Selected																
				Institute*	8P	1N	2T											11	2	13
3	Edward L. Cussler, Jr. Professor	Chemical Engineering and Materials Sciences	Institute of Technology	Applicants																
				Considered																
				Selected																
				Department**	17P	4N	2T											25	0	25
4	D. Fennell Evans Professor	Chemical Engineering and Materials Sciences	Institute of Technology	Applicants																
				Considered																
				Selected																
				Department**	17P	4N	2T											25	0	25
5	Donald W. Legler Associate Dean and Professor		School of Dentistry	Applicants																
				Considered																
				Selected																
				Administrative*	5P	47P	18N	25T										5	0	5
														94	37	131				

Payroll January 1980

DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total			
					M	F	M	F	M	F	M	F	M	F	M	F		
6	James W. Little Professor and Chairman	Oral Diagnosis and Radiology	School of Dentistry	Applicants														
				Considered														
				Selected														
				Department*	3P	4T										7	0	7
7	Richard A. Oriani Professor and Director	Chemical Engineering and Materials Science	Institute of Technology	Applicants														
				Considered														
				Selected														
				Department*	17P	4N	2T			1P						25	0	25
8	Harold Angle Associate Professor	Management and Transportation	College of Business Administration	Applicants														
				Considered														
				Selected														
				College**	43P	1C	18N	8T								70	2	72
9	Irene Ott Associate Professor and Assistant Program Leader	Agricultural Extension Service	Institute of Agriculture, Forestry and Home Economics	Applicants														
				Considered														
				Selected														
				Unit **	17P	6N	1T									24	12	36
10	James E. Pettigrew, Jr. Associate Professor	Animal Science	College of Agriculture	Applicants														
				Considered														
				Selected														
				Department**	31P	1C	6N									38	0	38

DOCKET POSITIONS
APPLICANT POOL AND DEPARTMENT COMPOSITION

Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total				
					M	F	M	F	M	F	M	F	M	F	M	F			
11	Keith Pierce Roberts Associate Professor	Mathematical Sciences	Letters and Sciences UHD	Applicants															
				Considered															
				Selected															
				Department**	7P	1P											15	3	18
					2N	2T													
					6T														
12	Edwin F. Stueben Associate Dean	Dean's Office	Institute of Technology	Applicants															
				Considered															
				Selected															
				Administrative*	2P														
					1E														
					1T										4	0	4		
13	David Grossman Director	Independent Study	Continuing Education and Extension	Applicants															
				Considered															
				Selected															
				Department ***	1E	1P													
					1T										2	1	3		
14	James L. Anderson Associate Director and Assistant Professor	Health Service and Clinical Sciences	Duluth and School of Medicine	Applicants															
				Considered															
				Selected															
				Administrative**	1C														
					1E														
					2P														
					3H														
					2T														
					6E										6	1	7		
					1E														

DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

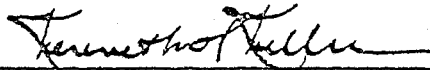
Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total					
					M	F	M	F	M	F	M	F	M	F	M	F				
16	John Quinn Tierney Development Officer	Development Office and U of M Foundation	Finance	Applicants																
				Considered																
				Selected																
				Unit***	6E	1E											6	1	7	
17	Shibdas Bandyopadhyay Associate Professor	Theoretical Statistics	College of Liberal Arts	Applicants																
				Considered																
				Selected																
				Department**	6P 1N									1T			8	0	8	
18	Wayne Thomas Shier Associate Professor		College of Pharmacy	Applicants																
				Considered																
				Selected																
				College**	16P 13N 17T	1N 5T											46	6	52	
19	Richard Letts Director	McPhail Center for the Arts	Continuing Education and Extension	Applicants																
				Considered																
				Selected																
				Department***	1P 1T 1E	1P 1N 1T											3	3	6	
20	M. David Merchant Associate Dean	External Relations	College of Business Administration	Applicants																
				Considered																
				Selected																
				Administrative*	2P 1E												3	0	3	

*EEO-6 Category 1, Executive, Administrative, Managerial
 **EEO-6 Category 2, Faculty: Professor, Associate Professor, Research Associate, and Research Fellow
 ***EEO-6 Category 3, Professional Non-Faculty
 Data Source: Department Composition (Academic Only), EEO-6 Data Base, January, 1980

NONCAMPUS SERVICE REQUESTS

September 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

PRESIDENT'S OFFICE

C. Peter Magrath, President and Professor, Central Administration

- + Professional services for Board for International Food and Agricultural Development, Washington, D. C. for BIFAD - part of Title XII International Development and Food Assistance Act, to participate in formulation of basic policy, procedures, and criteria for project selection, planning and monitoring. To develop and maintain roster of universities having interest in and capacities to participate in Title XII activities. To recommend countries who could benefit from programs carried out under Title XII; to review and evaluate memoranda of understanding and other documents detailing terms and conditions between AID and participating universities; to review and evaluate agreements and activities authorized by Title XII; to recommend apportionment of funds. (+1)

ADMINISTRATION & PLANNING

Michael R. Bell, Assistant Trainer-Lecturer, Men's Intercollegiate Athletics

- + Professional services for State High School League, St. Paul City League, and St. Paul Suburban League performing training duties at high school football, hockey, basketball, wrestling and gymnastic events as well as high school tournaments. (+1&1/4)

David L. Ekstrand, Instructor, Men's Intercollegiate Athletics and Student Counseling

- + Professional services for Capital City Officials Association, Mounds View, Minnesota officiating at state high school football and basketball games. (+1&1/2)

- + Compensation in excess of expenses

ADMINISTRATION & PLANNING (Continued)

Wallace T. Johnson, Head Wrestling Coach and Associate Professor, Men's Intercollegiate Athletics

- + Professional services for Action Athletic Equipment Company, Zion, Illinois as sales consultant regarding wrestling mats. (+3&1/2)

James W. Marshall, Head Trainer & Lecturer, Men's Intercollegiate Athletics

- + Professional services for State High School League, St. Paul City League, and St. Paul Suburban League performing training duties at high school hockey, basketball, gymnastic and baseball meets as well as high school tournaments. (+1&1/2)

Jeffrey S. Monroe, Assistant Trainer & Lecturer, Men's Intercollegiate Athletics

- + Professional services for State High School League, St. Paul City League, and St. Paul Suburban League performing training duties at high school basketball, hockey, wrestling and gymnastic meets as well as high school tournaments. (+1)

Joseph N. Salem, Head Football Coach, Men's Intercollegiate Athletics

- + Professional services for WCCO Radio and KSTP as program guest. (+1/2)

COLLEGE OF AGRICULTURE

Steven G. Cornelius, Assistant Professor, Animal Science

- + Professional services for R.E.I. Corporation, Alexandria, Minnesota, to formulate livestock feeds based on specific by-products. To consult on use of feed additives and levels of nutrients in various formulas. (+1/2)

C. Gustav Hard, Professor, Horticultural Science & Landscape Architecture

Professional services for The Minnesota Gardener to serve as editor, collect copy, review, and prepare for publication. (1)

Theodore P. Labuza, Professor, Food Science and Nutrition

Professional services for National Academy of Science - Advisory Board on Military Personnel Supplies, Washington, D. C. to review basic needs for food systems for military review research program at U.S. Army Natick Labs. (1&3/5;+1&3/5)

Zata Vickers, Assistant Professor, Food Science and Nutrition

- + Professional services for Kelco, San Diego, California, as sensory consultant. (+1/2)

COLLEGE OF HOME ECONOMICS

Delores A. Ginthner, Assistant Professor, Design

- + Professional services for Dorset & Weiszhaar, as interior design consultant.
- + supervisor, and expeditor of purchases and installation; for Zawislak, as interior design consultant, supervising and expediting purchases and installation. (+2&4/5)

INSTITUTE OF AGRICULTURE, FORESTRY & HOME ECONOMICS

Samuel D. Evans, Professor, West Central Experiment Station

- + Professional services for Dome Pipeline Corporation, Iowa City, Iowa to conduct yield checks on wheat and corn along the pipeline in West Central Minnesota. (+2)

INSTITUTE OF AGRICULTURE, FORESTRY & HOME ECONOMICS (Continued)

Patricia Kovel-Jarboe, Extension Specialist, Census Information, and Assistant Professor, Minnesota Analysis and Planning System

- + Professional services for Office for Public Libraries and Interlibrary Cooperation to conduct small groups in needs assessment process relating to continuing education and basic level job skills. Data collected during this assessment will be used to construct a computer-based needs assessment tool for library personnel in the state of Minnesota. (+2&1/2)

COLLEGE OF EDUCATION

Alan R. Anderson, Associate Professor, Psychoeducational Studies

- + Professional services for private practice as consultant. (+3)

David J. Pucel, Professor, Vocational and Technical Education

- + Professional services for Minnesota Department of Education, Vocational Division to develop a system to monitor services provided by the Vocational Division of CETA clients. (+1&4/5)

Barbara Taylor, Assistant Professor, Curriculum and Instruction

- + Professional services for St. Paul Public School as consultant for the Title I reading teachers in the St. Paul junior high schools. (+1)

UNIVERSITY LIBRARIES

Clarence S. Carter, Research Fellow, Administration

Professional services for United Way for committee member participation. (1&1/2; +1)

Marilyn H. Jones, Assistant to the Head of the Catalog Division, Central Technical Services

Professional services for American Library Association, Resources and Technical Services Division, Chicago, Illinois, as Secretary and member of the Executive Committee. (3/4)

Lynn S. Toscano, Research Fellow/Acting Curator, IHRC, Walter Library

Professional services for Stella del Nord Chapter, American Italian Historical Association as elected president. This will involve coordinating activities of the chapter, acting as liaison between chapter and national office and presiding at executive board and chapter meetings. (2&1/2)

INSTITUTE OF TECHNOLOGY

J. Edward Anderson, Professor, Mechanical Engineering

- + Professional services for Capital City Integrated Transit Commission, Indianapolis, Indiana, to advise and assist Commission in planning for and procuring a personal rapid transit system for downtown Indianapolis. (+4)

INSTITUTE OF TECHNOLOGY (Continued)

Robert Plunkett, Professor, Aerospace Engineering & Mechanics
Professional services for National Research Council, Washington, D. C. as member, Ship Design, Response and Load Criteria Advisory Group of the Ship Research Committee. (1/2); (+1)

+ Norman F. Schulz, Research Associate, Mineral Resources Research Center
Professional services for Pea Ridge Iron Ore Company, Inc., Sullivan, Missouri, as technical assistant in setting up an ore testing laboratory. (+1&1/2)

COLLEGE OF VETERINARY MEDICINE

Joel R. Leininger, Associate Professor, Veterinary Pathobiology
+ Professional services for Bio-Lab Corporation for diagnostic pathology on various species of laboratory animals raised for commercial purposes. (+1/2)

Charles J. McGrath, Assistant Professor, Small Animal Clinical Sciences
Professional services for Mayor Kenneth Gourley, City of Lino Lakes, Lino Lakes, Minnesota, as consultant and chairman of Large Animal Care Committee and for meetings with the Mayor and City Council members and citizens of the city. (1&1/2)

SCHOOL OF DENTISTRY

Myer S. Leonard, Associate Professor, Oral and Maxillofacial Surgery
Professional services for Veterans Administration Agency as consultant in Oral Surgery. (1/12)

UNIVERSITY OF MINNESOTA TECHNICAL COLLEGE, CROOKSTON

+ Larry Huus, Associate Professor, Business Division
Professional services for private consulting practice in accounting and taxes. (+1)

+ William Paradise, Assistant Professor, Business Division
Professional services for private consultantship in accounting and taxation. (+1&1/2)

+ Robert Smith, Assistant Professor, Business Division
Professional services for private consultantship in marketing and management. (+4)

UNIVERSITY OF MINNESOTA, DULUTH

+ Craig H. Grau, Assistant Professor, Political Science
Professional services for KDAL Radio as election analyst; for Minnesota Power & Light Company to conduct Government Awareness Seminars for MPL employees. (1; +1)

Milan Kovacovic, Assistant Professor, Foreign Languages & Literatures
Professional services for Duluth Public Schools SAGE program as director of French elementary program; for American Association of Teachers of French, Champaign, Illinois, as chairman, Commission of Teacher Exchange. (1&1/10)

UNIVERSITY OF MINNESOTA, MORRIS

James R. Hesch, Assistant Professor, Student Affairs
Professional services for Schueneman Real Estate, Janesville, Minnesota. (2)